Del Monte risk assessment of human rights and decent working condition

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Product group	Material	Country of	Freedom of association	Contract/Working hours	Forced Labor/Human trafficking	Risk assess Child labor	ment country of origin Discrimination	Health and safety at work	Wage/remuneration	Third party verification	Raw material from	Freedom of association	Contract/working hours	Forced labor/human trafficking	Risk assessment of su Child labor	Discrimination	Health and safety at work	Wage/remuneration	Third party verification
Del Monte 1	203 DM Anamas Krossad Spack i Juice 3x2	30p8 Kenya	Yes - two labor unions in place with an	257 Pennanemnt Employee, 2728 Seasonal Employees, 2815 Temporary Employees. Overtime is a voluntary and defined in the Collective Bargaining Agreements for both Unions.	Porced and bonded labour in Del Monte operation is prohibited. Speak-up procedures/Policy for exporting violation of Human rights at workplace are in place.	No-National Identification Card/Birth Certific are presequiate requirements for employense in DMNL.		The company conducts continuus trainings and has implaces robust. Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.	In line with Collective Bargaining Agreements	Yes: Del Monte is a member of Sedex (SMETA) and Antic BSCI and is audited annually to verify Compliance to Ethical Trade Initiative (ET) Code, Basieses Social Compliance Initiative and fair tabour practices.	Kenya	Not represented by a labor union, however, they have workers	670 permanently/temporarily employed. Service Provider Management System is in place to ensure compliance with Del Monte Business Code of Conduct that include Montorie of Working Incurs and Remanentions	No use of labor agencies	No workers under the age of 18. National identificat Card/Birth Certificates are prerequiste requirements employement by any service provider who regularly	on It is a mandatory requirement for service for providers to have non-discriminitation policy. D	Del Monte Safety and Health Management policy covers/apply to a	Service Provider Management System is in place ensure compliance with Del Morée Business Code Conduct that Include Monitoring of Working hours and Fair Remunerations.	to Sub contractors are regul is a Labour Office and also b
			Active Collective Bargaining Agreemen		Procedurea/Policy for reporting violation of Human rights at workplace are in place. Forced and bonded labour in Del Monte reperting is prohibited. Seekun	in DMKL.	egular training provided and active speak-up/whistle blowing procedures are in place Measures undertaken include: eleborate non-			Ethical Trade Initiative (ETI) Code, Business Social Compliance Initiative and fair labour practices. Yes: Del Monte is a member of Sedex (SMETA) and Amir BSCI and is multited annuality to well in Complexes in					Paded by LMINL.				
Del Monte 1	511 DM Ananaabitar 3-pack i juice 3x230g	/8 Kenya	Yes - two labor unions in place with an active Collective Bargaining Agreemen				Measures undertaken include: eleborate non- dacrimination policy communicated to all employees, and regular training provided and active speak-uplwhistle blowing procedures are in place	The company conducts continous trainings and has inplaces robust Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.		Yes: Del Monte is a member of Sedex (SMETA) and Amic BSCI and is audited annually to verify Compliance to Ethical Trade Initiative (E11) Code, Business Social Compliance Initiative and fair labour practices.	Kenya	Not represented by a labor union, however, they have workers representative in place.	670 permanently/temporarily employed. Service Provider Management System is in place to ensure compliance with Del Monte Baurineas Code of Conduct that include Monitoris of Working hours and Remanerations we 15 Employees. All overtime is voluntary and in line with Ban		No workers under the age of 18. National Identifical Card/Birth Certificates are prerequiste requirements employement by any service provider who regularly Audited by DMRL.			Service Provider Management System is in place ensure compliance with Del Monte Business Code Conduct that include Monitoring of Working hours and Fair Remunerations.	
Del Monte 1	205 Del Morte Päronhalvor lightsyrup 420	pr12 South Africa	Yes, Solidarit, AFUDWU Unions	2200 employees. All overtime is voluntary and in line with Basic Conditions of Employment		required to verify age		Numerous Training on an annual basis	Por G pay 40% more than precided rate	SMETA Audita - Annually	South Africa	Audit third pary companies to veri	ly Conditions of Employment	No use or labor agendes	Not allowed to be employed under the age of 18.			Basis and Minimum wages are regulated by Law	We verify proof that sub-c party verified
Del Monte I	238 Del Morte Fruktoocktail lightayr 420ga	12 South Africa	Yes, Soldarit, AFUDWU Unions	2200 employees. All overtime is voluntary and in line with Basic Conditions of Employment		required to remy age		Numerous Training on an annual basis	Basisc Wages rates are determined by Law. RFG pay 40% more than precribed rate	SMETA Audits - Annually	Greace	coming with transfer papers from their countries and they are gettin paid with accial contribution.	Coops who are dealing apart from industrial fruit with fresh full have permanent and seasonal workers (a tig coop or warch 80 assential workers) how work 8 hours per day. 9 Farmers have also land workers for their fields who work assalls? Thouse due to high temperatures.		This is prohibited from the law. No workers under 1	monitoring behaviors and for the compliance the workers.	of order to eliminate all risks and additionally there are occupational doctors.	Workers are paid according to their contracts.	Yes, they are inspected b
Del Monte	540 DM Ananasakivor 3-pack i julos 3x220	git Kenya	Yes - two labor unions in place with an active Collective Bargaining Agreemen	057 Permanerni Employee, 2725 Sexsonal Employees, 2815 Temporary Employees. Overtime is 4 voluntary and defined in the Collective Bargaining Agreements for both Unions.	Forced and bonded labour in Del Monte operation is prohibited. Speak-up procedures/Policy for reporting violation of biometric adults and provide the set of the	No-National Identification Cand/Birth Certific are prevejulate requirements for employeme in DMNL.	Atea Atea Atea Measures undertaken include: eleborate non- discrimination policy communicated to all employees inguist training provided and active speak-up/whistle blowing procedures are in place	The company conducts continues trainings and has inplaces robust. Safely and Health management syste including standard safe operating procedures, safety and health Risk assessments.	n Ine with Collective Bargaining Agreements and well above stipulated Governement minimum wage .	Yes: Del Monte is a member of Sedex (SMETA) and Amlo BSCI and is audited annually to verify Compliance to Ethical Trade Initiative (ETI) Code, Business Social Compliance Initiative and fair labour practices.	r Kanya	Not represented by a labor union, however, they have workers representative in place.	670 permanently/temporarily employed. Service Provider Management System is in place to ensure compliance with Del Morté Basiness Code of Conduct that include Monitoris of Working hours and Remunerations	No use of labor agencies	No workers under the age of 18. National identificat Card/Birth Certificates are prerequise requirements employement by any service provider who regularly Audited by DMKL.	on for providers to have non-discriminitation policy. I Monte has supplier verification system in pla	Del Monte Safety and Health lel management policy covers/apply to a se contractors on site.	Service Provider Management System is in place ensure compliance with Del Morte Business Code Conduct that include Monitoring of Working hours and Fair Remunerations.	to Sub contractors are regul e d Labour Office and also by of the acope Audited durit Clobal CAB Audite
Del Monte 1	255 Del Monte Persikohalvor lightsynuk20p	px12 South Africa	Yes, Solidarit, AFUDWU Unions	2200 employees. All overtime is voluntary and in line with Basic Conditions of Employment				Numerous Training on an annual basis	Basisc Wages rates are determined by Law. RFG pay 40% more than precribed rate		South Africa		w 15 Employees. All overtime is voluntary and in line with Bar by Conditions of Employment		Not allowed to be employed under the age of 18.	Policies and Procedures, we have proof	We audit third party connectors to ver workers keep safe from work	⁶ Basis and Minimum wages are regulated by Law	We verify proof that sub-c
Del Monte	1970 DM Persikkavipale %-lava 415gs504	prk Greece	Workers are free to enroll to any union	53 Permanently employees 190 (average) Temporary employees Overtime is requested by the employee and approved	Business is conducted in the strict boundarie labor laws (national, EU and international) an			Every year there are multiple trainings on health and safety issues. What is more, employees are informed	collective agreement and above, depending on	Yes, inspected by independent companies. Certified Auditors such as Errat & Young. Intertek also audited our premises in accordance to the BSCI certificate which we have received with an A ration and is walk for 2 versa.	South Africa	Yes, represented by labor union, v	ve 15 Employees. All overtime is voluntary and in line with Bar fy Conditions of Employment.		Not allowed to be employed under the age of 18.	Policies and Procedures, we have proof	We audit third party connectors to ver workers keep safe from work	Basis and Minimum wages are regulated by Law	We verify proof that aub-c party verified
			Dey deem necessary and many are.	5.1 Permanently employees 150 (areases) Temporary employees Overtime is requested by the employees and approved by the supervisor and only in urgent circumstances. To working schedules of all employees are thoroughly controlled and landst. 03/2 Demanant Employees 2728 Seasonal	achere to all legislative procedures.	applies for work.	and everyone abides by them.	ſ		Var. Parl Monto is a suspense of Parlow (PHEVA) and Amfr		Autor trint pary companies to veri	270 annual damage is and and for the	-	No workers under the age of 18. National identificat			Service Provider Management System is in place	
Del Monte	7304 Del Monte 1/2-pail Ananasakivor 3-pa	sk Kenya	Yes - two labor unions in place with an active Collective Bargaining Agreemen	t voluntary and defined in the Collective Bargaining Agreements for both Unions.	a operation is prohibited. Speak-up procedures/Policy for reporting violation of Human rights at workplace are in place.	No- National Identification Cand/Birth Certific are prerequisite requirements for employeme in DMNL.		The company conducts continuus trainings and has implaces robust. Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.			Кетуа	Not represented by a labor union, however, they have workers representative in place.	Management System is in place to ensure compliance with Del Monte Business Code of Conduct that include Monitoris of Working hours and Remunerations	No use of labor agencies	Card/Birth Certificates are prerequiate requirements employement by any service provider who regularly Audited by DMR.	fee providers to have non-discriminitation policy. I Monte has supplier verification system in pla	Del Monte Safety and Health lel management policy covers/apply to a se contractors on site.	aroure compliance with Del Monte Business Code Conduct that include Monitoring of Working hours and Fair Remunerations.	e c Labour Office and also by of the scope Audited duri Global GAP Audits.
Del Monte ;	7357 Del Morte Aranashit 3-pack 1/4pail N	O Kenya	Yes - two labor unions in place with an active Collective Bargaining Agreemen		Forced and bonded labour in Del Monte operation is prohibited. Speak-up procedures/Policy for reporting violation of Human rights at workplace are in place.	No-National Identification Card/Birth Certific are prerequiate requirements for employees in DMM	Measures undertaken include: eleborate non- decrimination policy communicated to all employees, regular training provided and active speak-up/whistle blowing procedures are in place	The company conducts continues trainings and has inplaces robust. Safety and Health management syste including standard asle operating procedures, safety and health flink assessments.	In line with Collective Bargaining Agreements and well above stipulated Government minimum warm	Yes: Del Monte is a member of Sedex (SMETA) and Amfo BSCI and is audited annually to verify Compliance to Ethical Trade Initiative (ETI) Code, Business Social	r Kenya	Not represented by a labor union, however, they have workers representative in place.	670 permanently/temporarily employed. Service Provider Management System is in place to ensure compliance with Del Monte Business Code of Conduct that include Monitoria	No use of labor agencies	No workers under the age of 18. National identificat Card/Birth Certificates are prerequiste requirement employement by any service provider who regularly Audited by DMNL.	on It is a mandatory requirement for service providers to have non-discrimination policy. I Mode has surplice watering in rise	Del Monte Safety and Health lei management policy covers/apply to a	Service Provider Management System is in place ensure compliance with Del Morée Business Code Conduct that include Monitoring of Working hours and Fair Remunerations.	to Sub contractors are regul e d Labour Office and also by of the scope Audited duri
Del Monte	7360 Del Morte Mix 1/2-pail Frukt 420gs361) South Africa	Yes, Solidarit, AFUDWU Uniona	Agreements for both Unions. 2200 employees. All overtime is voluntary and in line with Basic Conditions of Employment	renarright at ecopace are inpace.				Basisc Wages rates are determined by Law. RFG pay 40% more than precribed rate		South Africa		of Woking hours and Remunerations ve 15 Employees. All overtime is voluntary and in line with Bar fy Conditions of Employment					and Pair Removerations. W Basis and Minimum wages are regulated by Law	
Del Monte	1470 DM Ananashitar 3-pack 1/2 pall NO	Kenya	Yes - two labor unions in place with an active Collective Bargaining Agreemen					The company conducts continuus trainings and has implaces robust. Safely and Health management syste including standard safe operating procedures, safely and health Risk assessments.		Yes: Del Monte is a member of Sedex (SMETA) and Amfo BSCI and is: audited annually to verify Compliance to Ethical Trade Initiative (E11) Code, Business Social Compliance Initiative and fair labour practices.	Кетуа	Not represented by a labor union, however, they have workers	670 permanently/temporarily employed. Service Provider Management System is in place to ensure compliance with Del Monte Business Code of Conduct that include Montoni of Working hours and Remanenations		No workers under the age of 18. National Identificat Card/Birth Certificates are prerequiste requirements employeement by any service provider who regularly Audited by DMRL.			Service Provider Management System is in place ensure compliance with Del Monte Buainess Code Conduct that includes Monitoring of Working hours and Fair Remunerations.	
		_					blowing procedures are in place also Measures undertaken include: eleborate non-	and health Risk assessments. The company conducts continues trainings and has	ninimum wage .			representative in place.							
Del Monte	7528 Del Morte 1/2pall SE Taco Anarasbio	ar 3p Kenya	Yes - two labor unions in place with an active Collective Bargaining Agreemen		Forced and bonded labour in Del Monte operation is prohibited. Speak-up procedures/Policy for reporting violation of Human rights at workplace are in place.			The company conducts continuus trainings and has implaces robust. Safety and Health management syste including atenderd safe operating procedures, safety and health Risk assessments.		Yes: Del Monte is a member of Sedex (SMETA) and Amic BSCI and is audited annually to verify Compliance to Ethical Trade Initiative (E11) Code, Business Social Compliance Initiative and fair labour practices.		however, they have workers representative in place.	670 permanently/temporarily employed. Service Provider Management System to in place to ensure compliance with Del Morels Examines Code of Conduct that include Monitorio of Working hours and Remunerations		No workers under the age of 18. National identifical Card/Birth Certificates are prerequiste requirements employement by any service provider who regularly Audited by DMSL.		el management policy covers/apply to a e contractors on site.	Service Provider Management System is in place ensure compliance with Del Morée Business Code Conduct that include Monitoring of Working hours and Fair Remunerations.	
Del Monte 1	2001 Del Morte Mixfrukt 1/4 pall DK	Kerya	Yes - two labor unions in place with an active Collective Bargaining Agreemen	257 Permanernit Employee, 2728 Seasonal Employees, 2015 Temporary Employees. Overtime is a voluntary and defined in the Collective Bargaining Agreements for both Unions.	Forced and bonded labour in Del Monte operation is prohibited. Speak-up procedures/Policy for reporting violation of Human rights at workplace are in place.	No-National Identification Card/Birth Certific are prevequists requirements for employeme in DMNL.	Measures undertaken include: eleborate non- discrimination policy communicated to all employees, regular training provided and active speak-up/white hostine recordinate are in name.	The company conducts confineus trainings and has inplaces robust. Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.	In line with Collective Bargaining Agreements and well above stipulated Government minimum wage .	Yes: Del Monte is a member of Sedex (SMETA) and Amfo BSCI and is audited annually to verify Compliance to Ethical Trade Initiative (ETI) Code, Business Social Compliance Initiative and fair labour practices.	r Kenya	Not represented by a labor union, however, they have workers representative in place.	670 permanently/tempotarily employed. Service Provider Management System is in place to ensure compliance with Del Monte Business Code of Conduct that include Monitoris of Working hours and Remanentions	No use of labor agencies	No workers under the age of 18. National Identificat Card/Birth Certificates are prerequise requirements employment by any service provider who regularly Audited by DMNL.	on for providers to have non-discriminitation policy. I Monte has supplier verification system in pla	Del Monte Safety and Health Intragement policy covers/apply to a se contractors on site.	Service Provider Management System is in place ensure compliance with Del Morte Business Code Conduct that include Morticeing of Working hours and Fair Remunerations.	to Sub contractors are regul is of Labour Office and also by of the scope Audited durit Cables (GAP Audite
Del Monte	20518 Del Morte Aranasbitar i juice 3000gel	Kerna	Yes - two labor unions in place with an					The company conducts continues trainings and has implaces robust. Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.	In line with Collective Bargaining Agreements	Very and a reactive and name and name according to the second sec	Kenva	Not represented by a labor union, bowever, they have workers	670 permanently/temporarily employed. Service Provider Management System is in place to ensure: compliance with Del Monte Baurineas Code Conduct that include Monitoris of Working hours and Remanenations	No use of labor agencies	No workers under the age of 18. National Identifical Card/Birth Certificates are prerequiste requirements	on It is a mandatory requirement for service	Del Monte Safety and Health	Service Provider Management System is in place ensure compliance with Del Morte Business Code Conduct that Include Monitoring of Working hours and Fair Remunerations.	
	20785 Del Morte Persikohalvor i julos 415gr.	_	active Collective Bargaining Agreemen Yes, Solidarit, AFUDWU Unions		proceed and bonded labour in Use Money operation is prohibited. Speak-up procedures/Policy for reporting violation of Human rights at workplace are in place.	1		Including standard safe operating procedures, safety and health Risk assessments. Numerous Training on an annual basis		Ethical Trade Initiative (E11) Code, Business Social Complance Initiative and fair labour practices. SMETA Audits - Annually					employement by any service provider who regularly Audited by DMRL.				
Del Monte	20700 Del Monte Pitronhalvor i julce 415 gz1		Yes, Soldarit, AFUDWU Unions	2200 employees. All overtime is voluntary and in line with Basic Conditions of Employment 2200 employees. All overtime is voluntary and in line with Basic Conditions of Employment				Numerous Training on an annual basis	Basisc Wages rates are determined by Law. RPG pay 40% more than precribed rate Basisc Wages rates are determined by Law. RPG pay 40% more than precribed rate	SMETA Audita - Annually	South Africa		we 15 Employees. All overtime is voluntary and in line with Bas (r) Conditions of Employment we 15 Employees. All overtime is voluntary and in line with Bas (r) Conditions of Employment		Not allowed to be employed under the age of 18. Not allowed to be employed under the age of 18.	Policies and Procedures, we have proof Policies and Procedures, we have proof	We audit third party connectors to ver workers keep safe from work We audit third party connectors to ver workers keep safe from work	^{by} Baaia and Minimum wages are regulated by Law	party verified We verify proof that sub-c party verified
Del Monte	25457 Del MonteApricol Halves lightay+420g		Yes, Solidarit, AFUDWU Unions	2200 employees. All overtime is voluntary and in line with Basic Conditions of Employment				Numerous Training on an annual basis	Basisc Wages rates are determined by Law. RFG pay 40% more than precibed rate	SMETA Audits - Annually	South Africa		we 15 Employees. All overtime is voluntary and in line with Bas		Not allowed to be employed under the age of 18.	Policies and Procedures, we have proof	We audit third party contactors to ver workers keep safe from work	by Basis and Minimum wages are regulated by Law	We verify proof that sub-c
Del Monte	15455 Del Morte Fruktcocktail i juice 415gr1	2 Bouth Africa	Yes, Solidarit, AFUDWU Uniona	2200 employees. All overtime is voluntary and in line with Basic Conditions of Employment	Policies and Procedures , ETI Base Code		Policies and Procudures and Training	Numerous Training on an annual basis	Basisc Wages rates are determined by Law. RPG pay 40% more than precribed rate	SMETA Audita - Annually	South Africa	Yes, represented by labor union, v Audit third pary companies to veri	we 15 Employees. All overtime is voluntary and in line with Bas fy Conditions of Employment	^{IC} No use of labor agencies	Not allowed to be employed under the age of 18.	Policies and Procedures, we have proof	We audit third party conractors to ver workers keep safe from work	by Basis and Minimum wages are regulated by Law	We verify proof that sub-o
Del Monte	27997 Del Morte Ananas skivor i juice 220p	24 Kenya	Yes - two labor unions in place with an active Collective Bargaining Agreemen	957 Permanemnt Employee, 2728 Seasonal			Measures undertaken include: eleborate non- discrimination policy communicated to all employees ent regular training provided and active speak-up/whiste blowing procedures are in place	The company conducts continuus trainings and has inplaces robust. Safety and Health management syste including standard safe operating procedures, safety and health Rak assessments.	In line with Collective Bargaining Agreements and well above stipulated Government	Yes: Del Morite is a member of Sedex (SMETA) and Amic BSCI and is audited sensatily to verify Complexes to Ethical Trade Initiative (ETI) Code, Business Social Complexes Initiative and fair labour practices.	r Kenya	Not represented by a labor union, however, they have workers	670 permanently/temporarily employed. Service Provider Management System is in place to ensure compliance with Del Morte Business. Code of Conduct that include Monitoris of Working Incurs and Remanerations.	No use of labor agencies	No workers under the age of 18. National Identificat Card/Birth Certificates are prerequiste requirements employement by any service provider who regularly	n It is a mandatory requirement for service providers to have non-discrimintation policy. D	Del Monte Safety and Health lel management policy covers/apply to a	Service Provider Management System is in place ensure compliance with Del Morée Business Code Conduct that include Monitoring of Working hours and Fair Remunerations.	
			Employees have freedom to be									representative in place.	of Working hours and Remunerations						
Del Monte	51417 Del Monte Ananaa aktvor i julos 585go	12 Kanya	There are two Unices with valid Colect Bargaining Agroements i.e Kenya Plantation and Agrocultural Work Union (KPAWU) for Plantation employ and Kenya Union of Commercial Food and Alexid Workers (KUCFAW) for Factory employees	Normal Hours = 42hours per week and Covertme at 1.2 mormal and 2x for residays and Holdsys and Crea mail days of the period of the second second second second second and the second seco	No forced Labour whatsowver. Forced labour athicity prohited	r in No child labour practiced at the workplace. V have mandatory requirements like diclaration age with prove before joining employment	Ne of Non-Descrimination policy is shiftly implemented	Health and safely management system is implace. Designated Manager for ensuring health and safely at workplace Annual health and safely Audit and Pine Safely Audits are conducted.			Катура	Not represented by a labor union, however, they have workers representative in place.	670 permanently/hemporarily employed. Service Provider Management System is in place to ensure compliance with Del Morte Basimes Code of Conduct that include Monitoris of Working hours and Remanerations	ig No use of labor agencies	No workers under the age of 18. National Identificat Cardiffich: Cardificates are prerequiate requirement employement by any service provider who regularly Audited by DMRC.				
Del Monte	1983 Del Morte Ananas skivor i juice 820gr	12 Kenya	Yes - two labor unions in place with an active Collective Bargaining Agreemen	257 Permanemet Employee, 2728 Seasonal Employees, 2815 Temporary Employees. Overtime is a voluntary and defined in the Collective Bargaining Agreements for both Unions.	Forced and bonded labour in Del Monte operation is prohibited. Speak-up procedures/Policy for reporting violation of biometric adults and provide the set in place	No-National Identification Cand/Birth Certific are prevepulate requirements for employeme in DMNL.	Alexi decimination policy communicated to all employees, interplayees, and the second secon	The company conducts continous trainings and has inplaces robust. Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.	In line with Collective Bargaining Agreements and well above stipulated Governement minimum wage .	Yes: Del Monte is a member of Sedex (SMETA) and Amfo BSCI and is audited annually to verify Compliance to Ethical Trade Initiative (ETI) Code, Business Social Compliance Initiative and fair labour practices.	r Kanya	Not represented by a labor union, however, they have workers representative in place.	670 permanently/temporarily employed. Service Provider Management System is in place to ensure compliance with Del Mortle Staintens Code of Conduct that include Monitoris of Working hours and Remunerations	No use of labor agencies	No workers under the age of 18. National identifical Card/Birth Certificates are prevequiate requirements employement by any service provider who regularly Audited by DMRL.	on for providers to have non-discriminitation policy. I Monte has supplier verification system in pla	Del Monte Safety and Health el management policy covers/apply to a contractors on site.	Service Provider Management System is in place ensure compliance with Del Monte Business Code Conduct that include Moniform of Working hours and If up Reserved internet	to Sub contractors are regal a d Labour Office and also by to of the acope Audited durit Chiba COB Audited
Del Monte	Part Marte Amore Mitra i Mira 1890ar	. Kana	Yes - two labor unions in place with an	957 Permanernit Employee, 2728 Seasonal			bowing procedures are in place measures undertaken include: eleborate non- descrimination policy communicated to all employees.	and nearn rosk assessments. The company conducts continous trainings and has inplaces robust Safety and Health management syste including standard safe operating procedures, safety and health Rola assessments.	In line with Collective Bargaining Agreements	Verplance instance and nar acour precises. Yes: Del Morte is a member of Sedex (SMETA) and Antic BSCI and is audited annually to verify Complance to Ethical Trade Initiative (ETI) Code, Business Social		Not represented by a labor union,	57 woorung noura and reamuneratoria 670 permanentlyilemporerity employed. Service Provider Management System is in place to ensure compliance with Del Morte Business Code of Conduct that include Monitori		No workers under fhe age of 18. National Identificat Card Birth Cardificates are prerequise requirements employment by any service provider who regularly Audited by DMPL.	on It is a mandatory requirement for service	Del Monte Safety and Health		
	Crisz	2 Netys	active Collective Bargaining Agreemen		procedures/Policy for reporting violation of Human rights at workplace are in place.	in DMNL.	regular training provided and active speak-up/whiatle blowing procedures are in place				nanya	representative in place.	of Working hours and Remunerations		employement by any service provider who regularly Audited by DMRL.			Service Provider Management System is in place i ensure compliance with Del Morée Business Code Conduct that include Monitoring of Working hours and Fair Remunerations.	of the scope Audited durin Global GAP Audita.
Del Monte	K0703 DelMonteFruktCocktail light syrup227	gr12 Greace	Workers are free to erroll to any union they deem necessary and many are.	53 Permanently employees 150 (average) Temporary employees too (average) temporary employees and approved by the appendent and only in signed chrometaness to approximate and textual controlled and textual 2637 Permanent Employees, 2728 Sessonal			Measures undertaken include: eleborate non-	The company conducts continous trainings and has		Yes, inspected by independent companies. Certified functions such as Email & Young, Inferiteit also audited cor- premises in accompose to the SEC contribute which we have neceived with an A rating and is valid for 2 years. Yes: Del Monte is a member of Sedex (SMETA) and Amford	Greece	coming with transfer papers from their countries and they are getting paid with social contribution.	Coops who are dealing agent from industrial fruit with freah trait have permanent and seasonal workers (a big coop ce seach 80 associal working) who work 8 hours per day. 9 Farmers have also land workers for their fields who work anally 17 hours due to high temperatures. 670 permanently/temporerly employed. Service Provider		This is prohibited from the law. No workers under 1 No workers under the age of 18. National Identificat	Supervisor of each coop is responsible for monitoring behaviors and for the compliance the workers.	boctors.	Workers are paid according to their contracts. Service Provider Management System is in pisce	Yes, they are inspected b
Del Monte	11035 Del Morte Ananasbitar i juice 230gs24	Kenya	Yes - two labor unions in place with an active Collective Bargaining Agreemen			are prerequiate requirements for employeme in DMNL	regular training provided and active speak-up/whiatle blowing procedures are in place	including atandard safe operating procedures, safety and health Risk assessments.	ninimum wage .	BSCI and is audited annually to verify Compliance to Ethical Trade Initiative (ETI) Code, Business Social Compliance Initiative and fair labour practices.	Kenya	however, they have workers representative in place.	Management System is in place to ensure compliance with Del Monte Business Code of Conduct that include Monitoris of Working hours and Remunerations	No use of labor agencies	No workers under the age of 18. National Identifical Card/Birth Certificates are prerequiste requirements employement by any service provider who regularly Audited by DMKL.				
Del Monte	11097 DM Aranasmunika mehuasa 24x230/	145 g Kenya	Yes - two labor unions in place with an active Collective Bargaining Agreemen	957 Permanerent Employee, 2728 Seasonal Employees, 2818 Temporary Employees. Overtime is t voluntary and defined in the Collective Bargaining	Forced and bonded labour in Del Monte operation is prohibited. Speak-up procedures/Policy for reporting violation of	No-National Identification Card/Birth Certific are prevenuiste requirements for employeme	Measures undertaken include: eleborate non- discrimination policy communicated to all employees, regular training provided and active speak-up/whitte	The company conducts continuus trainings and has inplaces robust. Safely and Health management syste including standard safe operating procedures, safely and health Risk assessments.	In line with Collective Bargaining Agreements and well above stipulated Government	Yes: Del Monte is a member of Sedex (SMETA) and Amfo BSCI and is audited annually to verify Compliance to Ethicial Trade Initiative (ETI) Code, Business Social Compliance Initiative and fair labour practices.	r Karrya	Not represented by a labor union, however, they have workers	670 permanently/temporarily employed. Service Provider Management System is in place to ensure compliance with Del Monte Buainess Code of Conduct that include Monitoris	No use of labor agencies	No workers under the age of 18. National identificat Card/Birth Certificates are prerequiste requirements employement by any service provider who regularly Audited by DMRL.	on to a mandatory requirement for service providers to have non-discriminiation policy. I	Del Monte Safety and Health el management policy covers/apply to a	Service Provider Management System is in place ensure compliance with Del Morte Business Code Conduct that include Monitoring of Working hours	to Sub contractors are regul e o Labour Office and also by of the scope Audited duri
Del Monte	11705 DM Mandatiner i julos 12x300g	Spain	Yes	Employees work 8 hours/day.	Human rights at workplace are in place.	No workers under the age of 18.	blowing procedures are in place No measures in place to avoid or eridicate discrimination.	and health Risk assessments. Measures in place to keep workers safe from health an safety hazards.	d Regulated in collective bargain	Compliance Initiative and fair labour practices. Public Work Inspection, Unions	Spanien	Yes	of Working hours and Remunerations Employees work 8 hours/day.	No use of laboe agencies.	Audited by DMRL. No workers under the age of 18.	Norma rate auppear vertication system in par- No measures in place to avoid or eridicate discrimination.	Measures in place to keep workers asle from health- and safety hazards	and Fair Remunerations. Regulated in collective bargain	Global GAP Audits. Publick Work Inspection,
Del Monte	11813 DM Pers.vip. meh. 12x415/250 g	Greece	Workers are free to enroll to any union	53 Permanently employees 190 (average) Temporary employees Overtime is requested by the employee and approved by the supervisor and only in suggest circumstances. T working schedules of all employees are thoroughly employee and tended.	Business is conducted in the strict boundarie labor laws (national, EU and international) an	and there are strict controls to ensure none and there are strict controls to ensure none	d. HR monitor, control and correct behaviors that are no permissible in the workplace. Guidelines have been a	Every year there are multiple trainings on health and antely issues. What is more, employees are informed frequently via e-mails about safety processions and procedures and announcements about these malters.	Everyone is paid according to the national collective agreement and above, depending or	Yes, inspected by independent companies. Certified Auditors such as Email & Young, Intertex also audited our	Greece	coming with transfer papers from	Coops who are dealing apart from industrial fruit with fresh hult have permanent and seasonal workers (a big coop or yeach 80 seasonal workers) who work 8 hours per day.	No use of labor agencies	This is prohibited from the law. No workers under 1			Workers are paid according to their contracts.	Yes, they are inspected b
			they deem necessary and many are.	by the supervisor and only in urgent circumstances. It working schedules of all employees are thoroughly controlled and lawful. Permanent worker 110 persons.			and everyone abides by them.	procedures and amouncements about these matters.	Petrico specifications and work related expertise.			their countries and they are gettin paid with social contribution.	g Farmers have also land workers for their fields who work usually 7 hours due to high temperatures.	Proventione is also in the second second					
Del Monte	12571 Del Monte Tropical Mix 227gx3x8	Thailand	Workers not represented by labor unio	n Temporarily employed 0 person. No information abo control procedures for over time working. 957 Permanernit Employee, 2725 Seasonal	Formed and honded labour in Dail Monte	No workers under the age of 18. Control procedures in place.	Necessary measures in place to avoid discrimination	Measures are implemented to keep workers aate. The company conducts continues trainings and has	Comply minimum paying by local law.	Certified SEDEX,BSCI by BVQI. Yes: Del Monte is a member of Sedex (SMETA) and Amfo	Thailand	Not represented by a labor union,	Permanent worker 110 persona. Temporarily employed 0 person. No information about ported procedures for over time working. 670 permanently/temporarily employed. Service Provider	detect the use of forced labor.	No workers under the age of 18. Control procedure place. No workers under the age of 18. National Identificat		Measures are implemented to keep workers safe. Del Monte Safety and Health	Comply minimum paying by local law. Service Provider Management System is in place	Certified SEDEX,BSCI b
Del Monte	14747 Del Morte Arsanas bitar i juice 560ge5	Kenya	Yes - two labor unions in place with an active Collective Bargaining Agreemen		procedures/Policy for reporting violation of Human rights at workplace are in place.	are prerequiate requirements for employeme in DMKL.	ant discrimination policy communicated to all employees, regular training provided and active speak-up/whiate blowing procedures are in place	The company conducts continuus trainings and has inplaces robust. Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.	n and well above stipulated Government minimum wage .	BSCI and is audited annually to verify Compliance to Ethical Trade Initiative (E11) Code, Business Social Compliance Initiative and fair labour practices.	Kenya	however, they have workers representative in place.	Del Monte Business Code of Conduct that include Monitorie of Working hours and Remunetations	No use of labor agencies	employement by any service provider who regularly Audited by DMKL.		lel management policy covers/apply to a se contractors on site.	ensure compliance with Del Morte Business Code Conduct that include Monitoring of Working hours and Fair Remunerations.	
Del Monte	14745 Del Monte Ananas aktvor i julos 550go	d Kenya	Yes - two labor unions in place with an active Collective Bargaining Agreemen	257 Permanernet Employee, 2728 Seasonal Employees, 2815 Temporary Employees. Overtime is t voluntary and defined in the Collective Bargaining Agreements for both Unions.	Forced and bonded labour in Del Monte operation is prohibited. Speak-up procedures/Policy for reporting violation of Human rights at workplace are in place.	No-National Identification Card/Birth Certific are prerequiate requirements for employeme in DMNL.	All Measures undertaken include: eleborate non- discrimination policy communicated to all employees, regular training provided and active speak-up/whiate blowing procedures are in place.	The company conducts continuus trainings and has implaces robust. Safely and Health management syste including standard safe operating procedures, safely and health Risk assessments.	In line with Collective Bargaining Agreements and well above stipulated Government minimum wage .	Yes: Del Monte is a member of Sedex (SMETA) and Amfo BSCI and is audited annually to verify Compliance to Ethical Trade Initiative (ETI) Code, Business Social Compliance Initiative and fair labour practices.	Kanya	Not represented by a labor union, however, they have workers representative in place.	670 permanently/temporarily employed. Service Provider Management System is in place to ensure compliance with Del Monte Business Code of Conduct that include Monitoris of Wooking house and Persuanestions	No use of labor agencies	No workers under the age of 18. National Identificat Card/Birth Certificates are prerequise requirements employement by any service provider who regularly Audited by DMKL.	on it is a mandatory requirement for service providers to have non-discrimintation policy. I Monte has supplier verification system in pla	Del Monte Safety and Health lel management policy covers/apply to a se contractors on aite.	Service Provider Management System is in place ensure compliance with Del Morte Business Code Conduct that include Monitoring of Working hours and Fair Remunerations.	to Sub contractors are regul is of the scope Audited durit Global GAP Audita.
Del Monte	15742 DM Fruit C Artificial Sweetener 12x40	g Greece	Workers are free to erroll to any union they deem necessary and many are.	33 Permanently employees 130 (average) Temporary employees Overtime is requested by the employee and approved by the supervisor and only in sugget circumstances. T		Only people over the age of 18 are employed and there are shick controls to ensure none under the age of 18 is employed, or even applies for work.		Every year there are multiple trainings on health and et addy issues. What is more, employees are informed frequently via e-main about andely precedures and procedures and announcements about these matters.		Yes, inspected by independent companies. Certified Auditors such as Emst & Young. Intertek also audited our	Greece	Workers are free to join any labor union. Foreign land workers are coming with transfer papers from	Coops who are dealing apart from industrial fruit with freah that have permanent and seasonal workers (a big coop car wach 60 seasonal workers) who work 6 hours per day. g Farmers have also land workers for their fields who work assally 7 hours due to high temperatures.	No use of labor agencies	This is prohibited from the lase. No workers under 1		Training is a necessary procedure in order to eliminate all taks and additionally them are occupational	Workers are paid according to their contracts.	Yes, they are inspected b
		_		eorking schedules of all employees are thoroughly controlled and lawful. 53 Permanently employees 190 (manena) Temporary employees								Workers are free to join any labor	Coops who are dealing apart from industrial fruit with fresh				doctors.		
Del Monte	15744 DM Peach halves Arth: Sweetener 12	x400g Greece	Workers are free to enroll to any union they deem necessary and many are.	130 (average) Temporary employees Overtime is requested by the employee and approved by the supervisor and only in suggest circumstances. It working schedules of all employees are thoroughly embedied and tankin	d business is conducted in the strict boundarie labor laws (national, EU and international) an adhere to all legislative procedures.	Only people over the age of 18 are employed and there are strict controls to ensure none under the age of 18 is employed, or even applies for work.	⁴⁰ HR monitor, control and correct behaviors that are no permissible in the workplace. Guidelines have been a and everyone abides by them.	Every year there are multiple trainings on health and safety issues. What is more, employees are informed frequently via e-mails about safety processions and procedures and announcements about these malters.	collective agreement and above, depending or friet job specifications and work related expertise.	Auditors such as Email & Young, Interlet also audited our premises in accordance to the BSCI certificate which we have received with an A rating and is valid for 2 years.	Greece	union. Foreign land workers are coming with transfer papers from their countries and they are getting paid with accial contribution.	hult have permanent and seasonal workers (a big coop ca seach 80 seasonal workers) who work 8 hours per day. Farmers have also land workers for their failes who work assally 7 hours due to high temperatures.	No use of labor agencies	This is prohibited from the law. No workers under 5	Supervisor of each coop is responsible for monitoring behaviors and for the compliance the workers.	of additionally there are occupational doctors.	Workers are paid according to their contracts.	Yes, they are inspected b
Del Monte	17109 Del Morte 100% Juice Orange 3x75m	18 UK	Workers not represented by labor unio	200 employees, control procedures in place for overtin	ime Procedures in place to prevent and detect th	No workers under the age of 18. Control			Workers are payed, as a minimum, living wage to meet the basic needs.	1	Greece	Workers are free to join any labor union. Foreign land workers are coming with transfer papers from	Coops who are dealing apart from industrial fruit with fresh tub have permanent and seasonal workers (a big coop or mach 80 seasonal workers) who work 8 hours per day. Farmers have also land workers for their fields who work	No use of labor agencies	This is prohibited from the law. No workers under 1	Supervisor of each coop is responsible for monitoring behaviors and for the compliance the workers.	Training is a necessary procedure in proter to eliminate all risks and	Workers are paid according to their contracts.	Yes, they are inspected b
		_			use of forced labor.	processes in pace.						their countries and they are getting paid with social contribution. Workers are free to join any labor union. Foreign land workers are	g Parmers have also land workers for their fields who work assailly Those does to high temperatures. Coops who are dealing apart from industrial fruit with freah full have permanent and seasonal workers (a big coop or seach 60 seasonal workers) who work 6 hoces per day.						
Del Monte	17170 Del Morte 100% Juice Pineapple 3x7	5m8/8 UK	Workers not represented by labor unio	n 200 employees, control procedures in place for overta working	ine Procedures in place to prevent and detect th use of forced labor.	 No workers under the age of 18. Control procedures in place. 	Necessary measures in place to avoid discrimination	. Measures are implemented to keep workers safe.	Workers are payed, as a minimum, living wage to meet the basic needs.	Third party verified.	Greece	coming with transfer papers from their countries and they are gettin paid with social contribution.	seach 80 seasonal workers) who work 8 hours per day. Parmers have also land workers for their fields who work ascally 7 hours due to high temperatures.	No use of labor agencies	This is prohibited from the law. No workers under 1		bocioni.	Workers are paid according to their contracts.	Yes, they are inspected b
Del Monte	17171 Del Morte Fruitini 6x45mi/12	ик	Workers not represented by labor unio	n 200 employees, control procedures in place for overtie working	me Procedures in place to prevent and detect th use of forced labor.	No workers under the age of 18. Control procedures in place.	Necessary measures in place to avoid discrimination	Measures are implemented to keep workers safe.	Workers are payed, as a minimum, living wage to meet the basic needs.	Third party verified.	Greece	Workers are free to join any labor union. Foreign land workers are coming with transfer papers from their countries and they are getting neid with syntal contribution.	Farmers have also land sorkers. For their fields who work anality? Those who are high temperatures. Ecopys who are dealing apact from industrial first with free that have permeater and seasonaid workers (a big coop ce seach 50 seasonal workers) who work 8 hours per day. Farmers have also land workers for their fields who work and 10 hours of the hours of the hour of the hours of the anality? Those due to high temperatures.	No use of labor agencies	This is prohibited from the law. No workers under 1	Supervisor of each coop is responsible for monitoring behaviors and for the compliance the workers.	Training is a recessary procedure in or or to eliminate all risks and additionally there are occupational destroy	Workers are paid according to their contracts.	Yes, they are inspected b
Del Monte	17223 DM Ananas amakaati med kokos 235	24 Kerwa	Yes - two labor unions in place with an	257 Permanerni Employee, 2728 Seasonal Employees, 2738 Temporary Employees. Overfine is Volunitary and defined in the Collective Bargaining Agreements for both Unions.	Forced and bonded labour in Del Monte a operation is prohibited. Speak-up	No-National Identification Card/Birth Certific are prerequiste requirements for employene in DMNL.	Measures undertaken include: eleborate non- discrimination policy communicated to all employees,	The company conducts continuus trainings and has implease robust. Safely and Health management syste including sturders at all operating procedures, safely and health Risk assessments.	In line with Collective Bargaining Agreements and well above stipulated Government*	Yes: Del Monte is a member of Sedex (SMETA) and Anti- BSCI and is audited annually to verify Compliance to Efficial Trade Instative (ETI) Code, Basienes Social Compliance Initiative and fair labour practices.	Kenya	paid with social contribution. Not represented by a labor union, however, they have workers	asually 7 hours due to high temperatures. 670 permanently/temporarly employed. Service Provider Management System is in place to ensure compliance with Del Mortel Business. Code of Conduct the include Monitoris of Working hours and Remanentions.	No use of labor agencies	No workers under the age of 18. National Identificat Card Birth Cardificates are prerequise requirements employment by any service provider who regularly Audited by DMR2.		bociors.	Service Provider Management System is in place tensore compliance with Del Morée Business Code Conduct that Include Monitoring of Working hours and Fair Remunerations.	to Sub contractors are regul in a Labour Office and also by
		_		957 Permanemnt Employee, 2728 Seasonal	Encodered baseded labour in Cal Marcin	In DMML.	regular training provided and active speak-up/whiate blowing procedures are in place Measures undertaken include: eleborate non-	anousing standard sale operating procedures, safety and health Risk assessments. The company conducts continuus trainings and has	ninimum wage .	Ethical Trade Initiative (ETI) Code, Business Social Compliance Initiative and fair labour practices. Yes: Del Monte is a member of Sedex (SMETA) and Amfo	-	representative in place.	670 permanently/temporarily employed. Service Provider						
Del Monte	17424 Del Morte Ananas Spears i juice 435;	12 Kenya	Yes - two labor unions in place with an active Collective Bargaining Agreemen	Employees, 2818 Temporary Employees. Overtime is voluntary and defined in the Collective Bargaining Agreements for both Unions.	 operation is prohibited. Speak-up procedures/Policy for reporting violation of Human rights at workplace are in place. 	 Ho-restores identification Card/Birth Certific are prerequiste requirements for employerse in DMNL. 	at discrimination policy communicated to all employees, regular training provided and active speak-up/whiate blowing procedures are in place	The company conducts continuus trainings and has implaces robust. Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.	an we wen u oeedtwe Bargaining Agreements and well above stipulated Government minimum wage		Катуа	Not represented by a labor union, however, they have workers representative in place.	Management System is in place to ensure compliance with Del Monte Business Code of Conduct that include Monitoris of Working hours and Remunerations		No workers under the age of 18. National identificat Card/Birth Certificates are prerequiste requirements employement by any service provider who regularly Audited by DMKL.			Service Provider Management Bystem is in place ensure compliance with Del Morte Business Code Conduct that include Monitoring of Working hours and Fair Remunerations.	e d Labour Office and also by of the scope Audited duri Global GAP Audits.
Del Monte	16279 DM Gold Ananasakivor i julos 227g24	Kanya	Yes - two labor unions in place with an active Collective Bargaining Agreemen	957 Permanemet Employee, 2728 Seasonal Employees, 2815 Temporary Employees. Overtime is 4 voluntary and defined in the Collective Bargaining	Forced and bonded labour in Del Monte a operation is prohibited. Speak-up procedures/Policy for reporting violation of Human rights at workplace are in place.	No-National Identification Card/Birth Certific are prerequiate requirements for employeme in (MM)	Measures undertaken include: eleborate non- discrimination policy communicated to all employees regular training provided and active speak-up/whistle	The company conducts continous trainings and has inplaces robust. Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.	In line with Collective Bargaining Agreements and well above stipulated Government minimum waves	Yes: Del Monte is a member of Sodex (SMETA) and Amfo BSCI and is wolfled annually to verify Compliance to Ethical Trade Initiative (ETI) Code, Business Social Compliance Initiative and fair labour practices.	r Kenya	Not represented by a labor union, however, they have workers	670 permanently/temporarity employed. Service Provider Management System is in place to ensure compliance with Dat Monte Resizes Code of Conduct that invitate Monitoria	No use of labor agencies	No workers under the age of 18. National Identifical Card/Birth Certificates are prerequiate requirements			Service Provider Management System is in place ensure compliance with Del Monte Business Code Conduct that Include Monitoring of Working hours and Fair Remunerations.	to Sub contractors are regul is of Labour Office and also by of the scope Audited duri
				Agreements for both Unions. 957 Permanenni Employee, 2728 Seasonal Employee, 2715 Seasonal	Human rights at workplace are in place.	No-National Identification Card/Birth Certific						Not represented by a labor union,	of Working hours and Remunerations		Audited by DMRL.		Del Monte Safety and Health	and Fair Remunerations. Service Provider Management System is in place service configure with Dat March Provider Management	Global GAP Audta.
Del Monte	8280 DM Gold Anaraabitar i julos 230g/24	Kenya	active Collective Bargaining Agreemen			are prerequiate requirements for employeme in DMNL.	nt regular training provided and active speak-up/whistle blowing procedures are in place	The company conducts continous trainings and has inplaces robust Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.	and well above allputated Governement minimum wage .	Yes: Del Monte is a member of Sedex (SMETA) and Amfo BSCI and is audited annually to verify Compliance to Ethical Trade Initiative (ETI) Code, Business Social Compliance Initiative and fair labour practices.		however, they have workers representative in place.	670 permanently/temporarily employed. Service Provider Management System is in place to ensure compliance with Del Monte Buxiness Code of Conduct that include Montoris of Working hours and Remanentilions	No use of labor agencies	No workers under the age of 18. National Identificat Card/Birth Certificates are prerequise requirement employement by any service provider who regularly Audited by DMA2.				
Del Monte	8281 DM Gold Ananasskivor i julos 2x227gi	12 Kenya	Yes - two labor unions in place with an active Collective Bargaining Agreemen	257 Permanernit Employee, 2728 Seasonal Employees, 2815 Temporary Employees. Overtime is 4 voluntary and defined in the Collective Bargaining Agreements for both Unions.	Forced and bonded labour in Del Monte operation is prohibited. Speak-up procedures/Policy for reporting violation of Human rights at workplace are in place.	No-National Identification Card/Birth Certific are presequiate requirements for employeme in DMNL.	Maasurea undertaken include: eleborate non- descrimination policy communicated to all employees, regular training provided and active speak-up/whiate blowing procedures are in place	The company conducts continuus trainings and has implaces robust. Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.	In line with Collective Bargaining Agreements and well above stipulated Government minimum wage .	Yes: Del Monte is a member of Sedex (SMETA) and Amfo BSCI and is audited annually to verify Complexee to Ethical Trade Initiative (ETI) Code, Business Social Complexee Initiative and fair labour practices.	Kenya	Not represented by a labor union, however, they have workers representative in place.	670 permanently/temporarily employed. Service Provider Management System is in place to ensure compliance with Del Morele Business Code of Conduct that include Monitoris of Working hours and Remanensitors	No use of labor agencies	No workers under the age of 18. National Identificat Card/Birth Certificates are prerequiste requirements employeement by any service provider who regularly Audited by DMRL.	on fet providers to have non-discrimination policy. I Monte has supplier verification system in pla-	Del Monte Safety and Health lef management policy covers/apply to a a. contractors on site.	Service Provider Management System is in place ensure compliance with Del Morée Buaineas Code Conduct that include Monitoring of Working hours and Fair Remunerations.	to Sub contractors are regul e o Labour Office and also by of the scope Audited durit Global GAP Audits.
Del Monte	18282 DM Gold Anaraabitar i julos 2x230g/1	2 Kenya	Yes - two labor unions in place with an active Colection Resolution from	Pyrements to boli circuit. 957 Permanent Employee, 2728 Seasonal Employee, 2818 Temporay Employees. Overline is 4 voluntary and defined in the Collective Bargaining Ammented for bit I bit	Forced and bonded labour in Del Monte penation is probibiled. Speak-up procedures/Policy for reporting violation of Human rights at workplace are in place.	No-National Identification Card/Birth Certific are presquiste requirements for employeme	Measures undertaken include: eleborate non- decrimination policy communicated to all employees, recular training provider and within and employees.	The company conducts continees trainings and has implease robust Safety and Health management syste including standard and operating procedures, safety and health Risk assessments.	In line with Collective Bargaining Agreements and well above stipulated Government	Yes: Del Monte is a member of Sedex (SMETA) and Amfo	Kenya	Not represented by a labor union, however, they have workers	670 permanently/temporarily employed. Service Provider Management System is in place to ensure: compliance with Del Monte Baurineas Code Conduct that include Monitoris of Working hours and Remanenations	No use of labor agencies	No workers under the age of 18. National Identificat CardBirth CardBirds are prerequise requirements employment by any service provider who regularly Audited by DMRL.			Mor an remainments Service Provider Management System is in place ensure compliance with Del Morte Business Code ender this include Monitoring of Working hours and Fair Remainmantions.	to Sub contractors are regul e of Labour Office and also by of the prove & stated
				Populariana no bost criteria.						BSCI and is audited annually to verify Compliance to Ethical Trade Initiative (E11) Code, Business Social Compliance Initiative and fair labour practices. Yes: Del Monte is a member of Sedex (SMETA) and Amfo		representative in place.							
Del Monte	18283 DM Gold Ananasakivor i juloe 435g/12	Kerya	Yes - two labor unions in place with an active Collective Bargaining Agreemen	Employees, 2015 Terreprove Employees. Overline is to voluntary and defined in the Collective Bargaining Agreements for both Unions.	 operation is prohibited. Speak-up procedures/Policy for reporting violation of Human rights at workplace are in place. 	 necros identification Card/Birth Certific are prerequiste requirements for employeme in DMNL. 	ant discrimination policy communicated to all employees, regular training provided and active speak-up/whiatle blowing procedures are in place	The company conducts continuous trainings and has toplaous robust. Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.	n - we wen u coective Bargaining Agreements and well above stipulated Government minimum wage	Take Lea Norma is a mamber or Sadak (SNE LA) and Amb BSCI and is audited arrownaby to weity Compliance to Ethical Trade Initiative (ETI) Code, Business Social Compliance Initiative and fair labour practices.	Kenya	Not represented by a labor union, however, they have workers representative in place.	670 permanently/temporarily employed. Service Provider Management System is in place to ensure: compliance with Del Mortés Baniseus Code of Conduct that include Monitoris of Working hours and Remunerations	No use of labor agencies	No workers under the age of 18. National identificat Card/Birth Certificates are prerequiste requirements employement by any service provider who regularly Audited by DMNL.	for providers to have non-discrimination policy. I Monte has supplier verification system in pla	el management policy covers/apply to a contractors on site.	ensure compliance with Del Morée Business Code Conduct that include Monitoring of Working hours and Fair Remunerations.	e d Labour Office and also by of the scope Audited duri Global GAP Audita.
Del Monte	18409 DM Fruitini Pineapple sticks 3x85g/12	Thailand	Workers not represented by labor unio	Permanent worker 110 persons. n Temporarily employed 0 person. No information abor control procedures for over time working. 612 December 2010	out Procedures in place to prevent and detect th use of forced labor.	No workers under the age of 18. Control procedures in place.	Necessary measures in place to avoid discrimination	Measures are implemented to keep workers safe.	Comply minimum paying by local law.	Certified SEDEX,BSCI by BVQI.	Thailand	Workers not represented by labor union	Permanent worker 110 persons. Temporarily employed 0 person. No information about control procedures for over time working.	Procedures in place to prevent and detect the use of forced labor.	No workers under the age of 18. Control procedure place.	in Necessary measures in place to avoid discrimination.	Measures are implemented to keep workers safe.		Certified SEDEX,BSCI b
Del Monte	19385 Del Morte Persikohalvor i julos 825gr	12 Greece	Workers are free to erroll to any union they deem necessary and many are.	53 Permanently employees 190 (average) Temporary employees Overtime is requested by the employee and approved by the supervisor and only in uppert circumstances. T	Business is conducted in the strict boundarie abor taxs (national, EU and international) an the	as of Only people over the age of 18 are employee and there are abict controls to ensure none under the age of 18 is employed, or even	d. HR monitor, control and correct behaviors that are no permissible in the workplace. Guidelines have been a and powerse advised to them.	Measures are implemented to keep workers aafe.	Everyone is paid according to the national collective agreement and above, depending or their job specifications and work related	Yes, inspected by independent companies. Centified Auditors such as Emat & Young. Intertek also audited cor premises in accordance to the BSCI centificate which we have received with an A rating and is valid for 2 years.	Greece	union. Foreign land workers are coming with transfer papers from their countries and they are patting			This is prohibited from the law. No workers under 5	Supervisor of each coop is responsible for monitoring behaviors and for the compliance the workers.	Training is a necessary procedure in order to eliminate all risks and additionally there are occupational	Workers are paid according to their contracts.	Yes, they are inspected b
			, and many 24.									paid with social contribution.	g Parmers have also land vorkers for their fields who work assally 7 hours due to high temperatures. Coops who are dealing apart from industrial fruit with fresh hull have permanent and seasonal workers (a big coop or hull have permanent and seasonal workers).			1			
Del Monte	6386 Del Monte Fruktoocktail i juice 825gr1	2 Greece	Workers are free to erroll to any union they deem necessary and many are.	150 (average) Temporary employees Overtime is requested by the employee and approved by the supervisor and only in usgent circumstances. It working schedules of all employees are thoroughly embedient and teach.	d babor laws (national, EU and international) an achieve to all legislative procedures.	as of any process over the age of 15 are employee and there are shict controls to ensure none under the age of 18 is employed, or even applies for work.	 HR monitor, control and correct behaviors that are no permissible in the workplace. Guidelines have been a and everyone abides by them. 	Every year there are multiple trainings on health and addrep traues. What is more, employees are informed frequently via e-mails about safety precedutors and procedures and announcements about these matters.	collective agreement and above, depending or here job specifications and work related expertise.	Anyonom up «dependent companies. Certified Auditors such as Emat & Young. Intertek also audited our premises in accordance to the BSCI certificate which we have received with an A rating and is valid for 2 years.	Greece	union. Foreign land workers are coming with transfer papers from their countries and they are gettin paid with social contribution	hut have permanent and seasonal workers (a big coop ce seach 80 seasonal workers) who work 8 hours per day. 9 Permen have also land workers for their fields who work assally 7 hours due to high temperatures.	No use of labor agencies	This is prohibited from the lase. No workers under 5	Supervisor of each coop is responsible for monitoring behaviors and for the compliance the workers.	of additionally these are occupational doctors.	Workers are paid according to their contracts.	Yes, they are inspected b
Del Monte	19522 Del Morte Pitronhalvor i juice 825gr1	2 South Africa	Yes, Solidarit, AFUDWU Uniona	2200 employees. All overtime is voluntary and in line with Basic Conditions of Employment					Basisc Wages rates are determined by Law. RFG pay 40% more than precribed rate	+	South Africa		ve 15 Employees. All overtime is voluntary and in line with Bas by Conditions of Employment		Not allowed to be employed under the age of 18.			Basis and Minimum wages are regulated by Law	We verify proof that sub-c
Del Monte	0008 Del Monte Jackfruit bitar 400gx12	Thailand	Workers not represented by labor unio	Permanent worker 110 persona. Temporarily employed 0 person. No information abo	Procedures in place to prevent and detect th			Measures are implemented to keep workers safe.		Certified SEDEX,BSCI by BVQL	Thailand	Workers not represented by labor union	Permanent worker 110 persona. Temporarily employed 0 person. No information about		No workers under the age of 18. Control procedure place.		Measures are implemented to keep workers safe.		Certified SEDEX,BSCI by
Del Monte	51331 Del Monte Pouch Pizzasaimo 500ga1	Greece	Workers are free to erroll to any union they deem necessary and many are.	control procedures for over time working. 53 Permanently employees 190 (severage) Temporary employees Overtime is requested by the employee and approved for the sumarizer and rough is unset circumstances. To	Business is conducted in the strict boundarie labor laws (national, EU and international) and	Only people over the age of 15 are employed and there are strict controls to ensure none ender the are strict to the second	d, HR monitor, control and correct behaviors that are no permissible in the workplace. Guidelines have been a	Every year there are multiple trainings on health and anterly issues. What is more, employees are informed frequently via e-mails about safety processions and procedures and announcements about these matters.	Everyone is paid according to the national collective agreement and above, depending on their into secretion	Yes, inspected by independent companies. Certified Auditors such as Errat & Young. Intertek also audited our premises in accordance to the BSCI certificate which we have necelived with an A rating and is valid or 2 years.	Greece	Workers are free to enroll to any union they deem necessary and	53 Permanently employees 190 (average) Temporary employees Overtime is requested by the employee and accrowed by the	Business is conducted in the strict e boundaries of labor laws (national.	Drily people over the age of 18 are employed, and	HR monitor, control and correct behaviors that	Every year there are multiple training on health and safety issues. What is more, employees are informed frequently vis e-mails about safety	Everyone is paid according to the national collection agreement and above, depending on their job	Yes, inspected by indepe Certified Audions such as Interfek also suched our p accordance to the BSCI on have received with an A r
			and many and	controlled and lawful.								many are.	and a second sec				announcements about these matters	specifications and work related expertise.	have received with an A r years. Yes, inspected by indepe
Del Monte	01332 Del Monte Pouch Tomato & Basil 500	px12 Greece	Workers are free to enroll to any union they deem necessary and many are.	190 (average) Temporary employees Overtime is requested by the employee and approved by the supervisor and only in urgent circumstances. Th working achedules of all employees are thoroughly	d be be abor two (national, EU and international) an advere to all legislative procedures.	as of Only people over the age of 18 are employee and there are strict controls to ensure none under the age of 18 is employed, or even applies for work.	d. HR monitor, control and correct behaviors that are no permissible in the workplace. Guidelines have been a and everyone abides by them.	t Every year there are multiple trainings on health and safety issues. What is more, employees are informed frequently via e-mails about safety precautions and procedures and amougnements about these inter-	Everyone is paid according to the national collective agreement and above, depending or finel job specifications and work related expertise.	Yes, inspected by independent companies. Certified Additors such as Emst & Young, Intertek also audited our premises in accordance to the BSCI certificate which we have received with an Anatog and is valid for 2 years.	Greace	Workers are free to erroll to any union they deem necessary and many are.	150 (average) Temporary employees 150 (average) Temporary employees Dwritine is requested by the employee and approved by th supervisor and only in suggest circumstances. The working schedules of all employees are thoroughly controlled and	Business is conducted in the strict boundaries of labor laws (national, and international) and adhere to all localative properties	EU Chly people over the age of 18 are employed, and there are strict controls to ensure none under the ay of 18 is employed, or even applies for work.	HR monitor, control and correct behaviors that are not permissible in the workplace. Guidelin have been set and everyone abides by them.	on health and safety issues. What is more, employees are informed frequently via e-mails about safety preceditions and neorectives and	Everyone is paid according to the national collectly agreement and above, depending on their job specifications and work related expertise.	years. Yes, inspecied by independent of the second
				earking achedules of all employees are thoroughly controlled and lawful 33 Permanently employees 190 (average) Temporary employees	Business is conducted in the stated have	Only people over the age of 18 are employed	d, HR monitor, copied and reward in human that	Every year there are multiple trainings on health and	Everyone is paid according to the national			Workers are free to receil to	and a set of an analytic set of the set of t	Business is conducted in the strict	Only people over the are of 12	HR monitor, opened and opened to be	precautions and procedures and announcements about these matters. Every year there are multiple training on health and safety issues. What is		Yes, inspected by indepe Certified Auditors such as
Del Monte	51333 Del Morte Pouch Textured Passala 5	Ogx12 Greece	Workers are free to erroll to any union they deem necessary and many are.	controlled and lawful. 53 Permanently employees 190 (average) Temporary employees Overtime is requarated by the employees and approved by the supervisor and only in urgent circumstances. T working schedules of all employees are thoroughly controlled and lawful.	d habor laws (national, EU and international) an achiere to all legislative procedures.	and there are strict controls to ensure none under the age of 18 is employed, or even applies for work.	permissible in the workplace. Guidelines have been a and everyone abides by them.	ately issues. What is more, employees are informed frequently via e-mails about safety precautions and procedures and amouncements about these matters.	collective agreement and above, depending on their job specifications and work related expertise.	Yes, inspected by independent companies. Centified Auditors such as Emat & Young. Intertek also audited our premises in accordance to the BSCI certificate which we have received with an A rating and is valid for 2 years.	Greece	Workers are free to erroll to any union they deem necessary and many are.	autu. 33 Permanently employees 100 (average) Temporary employees Dowtime is nequested by the employee and approved by th uppervice and only in usger (ciacumatances. The working schedules of all employees are thoroughly controlled and setul.	 boundaries of labor laws (national, and international) and adhere to all legislative procedures. 	EU there are strict controls to ensure none under the ap of 15 is employed, or even applies for work.	are not permissible in the workplace. Guidelin have been set and everyone abides by them.	more, employees are informed frequently vis e-mails about safety precautions and procedures and amounterments about the	Everyone is paid according to the national collects agreement and above, depending on their job specifications and work related expertise.	years. Yes, inspected by indepe Certified Audions such as Interfek also audited our p accordance to the BSCI of have neceived with an A r years.
Del Monte	51412 Del Morte Ananas krossad i sirap 440	gx12 Kenya	Yes - two labor unions in place with an active Colective Resolution from	957 Permanerent Employee, 2728 Seasonal Employees, 2815 Temporary Employees, Overtime is	Forced and bonded labour in Del Monte operation is prohibited. Speak-up procedures/Poliny for any statistic	No-National Identification Card/Birth Certific are presquiate requirements for employerse		The company conducts contineus trainings and has implaces robust. Safely and Health management syste including standard safe operating procedures, safely and health Risk assessments.	In line with Collective Bargaining Agreements and well above stipulated Government		r Kenya	Not represented by a labor union, however, they have workers	670 permanently/temporarily employed. Service Provider	1	No workers under the age of 18. National Identifica Card/Birth Cardificates are prerequiste requirements employeement by any service provider who regularly Audited by DM92.				
			active Collective Bargaining Agreemen	Agreements for both Unions.	Human rights at workplace are in place.	In DMMS.	Negular training provides and active speak-up/whistle blowing procedures are in place	and health Risk assessments.	minimum wage .	Compliance Initiative and fair labour practices.		representative in place.	Management System is in place to ensure compliance with Del Monte Business Code of Conduct that include Monitoris of Working hours and Remunerations	4	Audited by DMRL.	Monte has supplier verification system in pla	a. contractors on site.	and Fair Remunerations.	Global GAP Audita

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actors are regularly inspited by Govt fice and also by extension they're part pe Audited during ETI, BSCI and IP Audits.	Low risk	NA
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actors are regularly inspoted by Govt fice and also by extension they're part pe Audited during ETI, BSCI and IP Audits.	Low risk	NA
proof that auto-contractors are third led	Low risk	NA
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are inspecied by Labour Inspection.	LOW TBK	NA
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 Nak description

 Low risk: Adequate
 Medium risk: Some setficient
 High task: Lack of information or measures in place, no seed for action plan.
 High task: come setficient
 High task: Lack of information or measures in place, and task of task.