Dr. Schär risk assessment of human rights and decent working conditions:

				Risk assessment country of origin								Risk assessment of supplier										
Product group	Material		Country of origin	Freedom of association	Contract/Working hours	Forced Labor/Human trafficking	Child labor	Discrimination	Health and safety at work	Wage/remuneration	Third party verification	Raw material from	Freedom of association	Contract/working hours	Forced labor/human trafficking	Child labor	Discrimination	Health and safety at work	Wage/remuneration	Third party verification	Total risk assessment of product:	Action plan:
Dr Schär	47030	Schär Capelli d ángelo 250gx10	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47047	Schär Pizzabotten 300gx8	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47049	Schär Corn Flakes 250gx6	Switzerland	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47050	Schär Choco Balls flingor 250gx5	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Germany, France	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47054	Schär Mix Pâtisserie - mjölmix C 1kgx10	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47055	Schär Brot-Mix Dunkel mjölmix 1kgx10	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47056	Schär Mjölmix B brröd 1kgx6	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47059	Schär Petit Crisp, skorpor 150gx6	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	France	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47064	Schär Kex Maria 200gx6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47067	Schär Kex Sorrisi choladdfylln 250gx6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47074	Schär Salinis salta kring 60gx20	Israel	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Israel	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47079	Schär Snack, rån m nötkräm/choki 105gx12	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A

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

Dr Schär	47088	Schär Choco Butterkex 130gx6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	France	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47094	Schär Choco Chip Cookies 200gx12	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47095	Schär Chocolate O's 165gx6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47101	Schär Cereal Bisco 220gx6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47102	Schär Orangino apelsin 150gx8	Poland	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Poland	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47262	Schär Spaghetti 500gx6	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Poland	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47263	Schär Fusilli 500gx6	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47264	Schär Penne 500gx6	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47265	Schär Pipe 500gx6	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47266	Schär Lasagne m ägg 250gx6	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47268	Schär Fullkorn Fusilli 250gx10	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47270	Schär Twin Bar, choklad 3-pack 64,5gx14	Netherlands	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	UK	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47271	Schär Surdegsbröd 240gx5	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Germany	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A

Dr Schär	47448	Schär Minibaguette 150g/7	Spain	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in collaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Spain	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47449	Schär Focaccia 200g/5	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in collaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47475	Schär Wraps 160g/6	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in collaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47516	Schär Ciabatta 200g/6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in collaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47613	Schär Färskt Bröd Classic 300g/3	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in collaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47614	Schär Färskt Bröd Fierkorn 300g/3	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in collaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47615	Schär Färskt Bröd Vital 350g/3	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in collaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47742	Schär Wafers kakao 125gx6	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in collaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	EU	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47743	Schär Wafers citron 125gx6	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in collaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47744	Schär Digestive 150gx6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in collaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47745	Schär Custard Cream 125gx6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in collaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47746	Schär Smörgåsrån 100g/6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in collaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Germany	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47754	Schär Biscotti con Cioccolato 150g/6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in collaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Belgium	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A

Dr Schär	47755	Schär Pepparkakor 100g/6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47780	Schär Ciabatta Rustica 200g/6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47903	Schär Wafers hasselnöt 125gx6	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47919	Schär Fette Croccanti 150gx6	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	France	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47943	Schär Bon Matin, sót bulle 200gx7	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Spain	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	47944	Schär Quadritos kexchoklad 40gx20	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	48056	Schär Muffins Choklad 260gx4	Spain	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Spain	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	48091	Schär Crackers 210gx5	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	48314	Schär Hamburgerbröd 300g/4	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Spain	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	48316	Schär Mehlkornbrötchen 210g/6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	48569	Schär Salti, salta kex 175gx5	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	48575	Schär Digestive Choklad 150gx6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	EU	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	48892	Schär Snackers 115gx6	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A

Dr Schär	48911	Schär Sandwich Mörkt Brörd 400gx3	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	48912	Schär Sandwich Frömix Chia 400gx3	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	48983	Schär Paniermehl Breadcrumbs 300gx6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Netherlands	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	49120	Schär Cereal Flakes 300gx8	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	49125	Schär Panini Rolls 225gx6	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	49403	Schär Choco Mösli 375gx6	Austria	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Austria	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	49470	Schär Landbrot Mehrkorn 250gx5	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	50260	Schär Landbrot 275gx5	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	50314	Schär Vollkornbrot 250gx6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	50363	Schär Zwieback 175gx6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	France	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	50574	Schär Savoiardi 200gx6	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	50789	Schär Curvies Original 170gx10	France	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Netherland	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	50790	Schär Delishios 37gx15	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschaer.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Belgium	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A

Dr Schär	51247	Schär Curvies BBQ 170gx10	France	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschar.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Netherland	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	51252	Schär Grissini 150gx10	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschar.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Austria	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	51450	Schär Cereal Crackers 210gx5	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschar.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	51533	Schär Brownies 180gx6	France	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschar.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Spain	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	51535	Schär Choco Sticks 150gx6	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschar.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Belgium	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	51537	Schär Salted Caramel Cookies 150gx6	UK	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschar.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	UK	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	51539	Schär Baguette 175gx12	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschar.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Spain	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	51551	Schär Knäckebrot 230gx5	Rumania	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschar.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Germany	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	51682	Schär Bagels 400gx4	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschar.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	52116	Schär Mix it! Universal, mjöl 1kgx10	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschar.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	52182	Schär Brownies Mix 350gx7	Austria	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschar.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Reunion Island	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	52183	Schär Gnocchi 300gx6	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschar.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär	52273	Schär Melto Pocket 30gx25	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boxes in the company or write to odv.anonimo@drschar.com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A

Dr Schär Fryst	47105	Schär Rosette brröd 350gx5	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär Fryst	47106	Schär Croissant à la franc 220gx12	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär Fryst	47107	Schär Fryst Lasagne 300gx8	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär Fryst	47108	Schär Fryst Tortellini 300gx8	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär Fryst	47111	Schär Blätterteig smörderg 250gx12	Germany	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Austria	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär Fryst	47112	Schär Chicken Fingers 375gx8	Slovenia	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Slovenia	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär Fryst	47740	Schär Frysta Fish Fingers 300gx10	Sweden	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	USA	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär Fryst	48259	Schär Fryst MiniPizza Margherita 280gx6	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Germany	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär Fryst	48845	Schär Fryst Mehrkornbrötchen 250gx5	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär Fryst	48890	Schär Cannelloni ricotta/spinac 300gx8	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär Fryst	49079	Schär Fryst Ciabatta Rustica 50gx30	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär Fryst	49922	Schär Pizza Margherita 300g/10	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Germany	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär Fryst	49923	Schär Pizza Salame 330gx10	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Austria	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär Fryst	51625	Schär Fryst Pizza Vegan 390gx10	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A
Dr Schär Fryst	52319	Schär Fryst Mini Calzone Bites 250gx8	Italy	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees.orking hours of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of all employees are checked before starting a new position in the company.	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior towards oneself, employees or other people connected with Dr. Schär, the supervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the canteen, contribution for childcare and many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub-contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk	N/A