SCJ risk assessment of human rights and decent working conditions:

							Risk assessment country	of origin							Risk ass	essment o	fsupplier					
roduct 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/wo rking hours	Forced labor/huma n trafficking	Child labor	Discrimina on	ti Health and safety at work	Wage/remu neration	Third party verification	Total risk assessmeni of product:	t Action plan:
Duck SCJ	49701	Duck Active Clean Citrus Splash 38,6g/8	Poland	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	in place which will give information regarding	labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks, communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	US, AT, FIR,	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the proce of mapping out the supply chain and assess the risks related to their products with rega to human rights an decent working conditions. This is, however, an ongoi project with no finished end-result
Duck SCJ	49704	Duck Aktiv- Gel Fresh swan 750ml/12	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed	labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.	trainings, smail	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	MX, ES, NL, I	. No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the proco of mapping out the supply chain and assess the risks related to their products with rega to human rights an decent working conditions. This is however, an ongo project with no finished end-resul
Duck SCJ	49705	Duck Aktiv- Gel Marine swan 750ml/12	Netherlands	union but internal employee forum group	in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed	labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks, communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	ES, NL, US,	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the proce of mapping out the supply chain and assess the risks related to their products with rega to human rights ar decent working conditions. This is however, an ongo project with no finished end-result
Duck SCJ	49706	Duck Aktiv- Gel Citrus swan 750ml/12	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	in place which will give information regarding	labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks, communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	ES, NL, US,	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the proce of mapping out the supply chain and assess the risks related to their products with rega to human rights ar decent working conditions. This is however, an ongo project with no finished end-result
Duck SCJ	49713	Duck Hygiene Marine 3x40g/6	Poland	union but internal	in place which will give information regarding	labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks, communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	US	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the proce of mapping out the supply chain and assess the risks related to their products with rega to human rights ar decent working conditions. This is however, an ongo project with no
Duck SCJ	49715	Duck WC Blått 2x40g/12	Serbia (DEO)	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed	labor by following the strict global SCJ recruitment	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.	global SCJ procedures, trainings, small	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	us	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the proce of mapping out the supply chain and assess the risks related to their products with rega to human rights ar decent working conditions. This is however, an ongo project with no finished end-result
Duck SCJ	49716	Duck WC Active Marine Hållare 55ml/12	Italy (DEO)	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	in place which will give information regarding	labor by following the strict global SCJ recruitment	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks, communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	US; EU, IT, CN,DE, NL,	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the proce of mapping out the supply chain and assess the risks related to their products with rega to human rights ar decent working conditions. This is however, an ongo project with no
Duck SCJ	49718	Duck WC Active Marine Refill 2x55ml/12	Italy (DEO)	union but internal	in place which will give information regarding	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small take communication	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	US; EU, IT, CN,DE, NL,	No info	No info	No info	No info	No info	No info	No info	No info	No info	Inished end-result SCJ is in the proct of mapping out the supply chain and assess the risks related to their products with rega to human rights ar decent working conditions. This is however, an ongo project with no finished end-result
Duck SCJ	49728	Duck Foaming Bleach Marine 750ml/12	Italy (IMP)	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	in place which will give information regarding	labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	workers are payed as a minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	PL, IT, UK	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the proc SCJ is in the proc of mapping out the supply chain and assess the risks related to their products with rega to human rights ar decent working conditions. This is however, an ongo project with no finished end-result

Risk drescription Low risk: Adequate measures in place, no need for action plan. Medium risk: Some sufficient measures in place, no prioritized for action plan, action plan plan, action plan needed High risk: Lack of indequate procedures in place, action plan place, action plan needed *The raw material is sourced from several countries, and the provided information regards the main suppier of raw material to the products. The raw material is the products.

| Duck SCJ | 49729 | Duck
Foaming
Bleach
Citrus
750ml/12 | Italy (IMP) | For the manufacturing
sites there are no labor
union but internal
employee forum group
and working labour
council. | in place which will give | SCJ has procedures in place
to detect the use of forced
labor by following the strict
global SCJ recruitment
procedure, and local labor
law. | No permanent employees are under the
age of 18, only few interns for which we are
following the local laws and
universities/school agreements. | SCJ takes necessary
measures to avoid
discrimination in the
workplace, following
global SCJ procedures,
trainings, small
talk, communication
material on the site to
always remember this
essential value in our
company. | Internal SHE - Safety
& Health teams in both
sites, responsible to
drive the Global SCJ
procedures and local
law. Recurrent trainings
delivered on site. | workers are payed as a
minimum living wage
sufficent to meet basic | Regular local Governmen
verification and
certification ISO which
have regular internal and
external audit. | NL, PL, IT,
UK | No info | No in |
|----------|-------|---|-----------------|---|--|---|--|--|--|--|--|---------------------------|---------|---------|---------|---------|---------|---------|---------|-------|
| Duck SCJ | 50086 | Duck Active
Clean
Marine
38,6g/8 | Poland | For the manufacturing
sites there are no labor
union but internal
employee forum group
and working labour
council. | by both SCJ and third party.
For both manufatoring sites,
we have attendance systems
in place which will give | SCJ has procedures in place
to detect the use of forced
labor by following the strict
global SCJ recruitment
procedure, and local labor
law. | No permanent employees are under the
age of 18, only few interns for which we are
following the local laws and
universities/school agreements. | SCJ takes necessary
measures to avoid
discrimination in the
workplace, following
global SCJ procedures,
trainings, small
talks,communication
material on the site to
always remember this
essential value in our
company. | Internal SHE - Safety
& Health teams in both
sites, responsible to
drive the Global SCJ
procedures and local
law. Recurrent trainings
delivered on site. | Workers are payed as a
minimum living wage
sufficent to meet basic
needs. | Regular local Governmen
verification and
certification ISO which
have regular internal and
external audit. | US, AT, FR,
IT | No info | No in |
| Duck SCJ | 50482 | Duck Fresh
Discs Lime
36ml/5 | Netherlands | For the manufacturing
sites there are no labor
union but internal
employee forum group
and working labour
council. | in place which will give | SCJ has procedures in place
to detect the use of forced
labor by following the strict
global SCJ recruitment
procedure, and local labor
law. | No permanent employees are under the
age of 18, only few interns for which we are
following the local laws and
universities/school agreements. | SCJ takes necessary
measures to avoid
discrimination in the
workplace, following
global SCJ procedures,
trainings, small
talks, communication
material on the site to
always remember this
essential value in our
company. | Internal SHE - Safety
& Health teams in both
sites, responsible to
drive the Global SCJ
procedures and local
law. Recurrent trainings
delivered on site. | Workers are payed as a minimum living wage sufficent to meet basic needs. | Regular local Governmen
verification and
certification ISO which
have regular internal and
external audit. | US, NL, DK,
FR | No info | No in |
| Duck SCJ | 50483 | Duck Fresh
Discs
Lavender
36ml/5 | Netherlands | For the manufacturing
sites there are no labor
union but internal
employee forum group
and working labour
council. | Their are simplifyed in the
by both SCI and third party.
For both manufatoring sites,
we have attendance systems
in place which will give
information regarding
employee presence, time
in/out, overtime
(paid/unpaid), and any
anomaly clock in/out. Any
overtime must be confirmed
with a the loader and the
with a the loader and the | SCJ has procedures in place
to detect the use of forced
labor by following the strict
global SCJ recruitment
procedure, and local labor
law. | No permanent employees are under the
age of 18, only few interns for which we are
following the local laws and
universities/school agreements. | SCJ takes necessary
measures to avoid
discrimination in the
workplace, following
global SCJ procedures,
trainings, small
talks, communication
material on the site to
always remember this
essential value in our
company. | Internal SHE - Safety
& Health teams in both
sites, responsible to
drive the Global SCJ
procedures and local
law. Recurrent trainings
delivered on site. | workers are payed as a
minimum living wage
sufficent to meet basic | Regular local Governmen
verification and
certification ISO which
have regular internal and
external audit. | NL; DE, FR, | No info | No in |
| Duck SCJ | 50484 | Duck Fresh
Discs Marine
36ml/5 | Netherlands | For the manufacturing
sites there are no labor
union but internal
employee forum group
and working labour
council. | There are employees inter-
by both SCI and third party.
For both manufatoring sites,
we have attendance systems
in place which will give
information regarding
employee presence, time
in/out, overtime
(paid/unpaid), and any
anomaly clock in/out. Any
overtime must be confirmed
by the rich loader and the | SCJ has procedures in place
to detect the use of forced
labor by following the strict
global SCJ recruitment
procedure, and local labor
law. | No permanent employees are under the
age of 18, only few interns for which we are
following the local laws and
universities/school agreements. | SCJ takes necessary
measures to avoid
discrimination in the
workplace, following
global SCJ procedures,
trainings, small
talks, communication
material on the site to
always remember this
essential value in our
company. | Internal SHE - Safety
& Health teams in both
sites, responsible to
drive the Global SCJ
procedures and local
law. Recurrent trainings
delivered on site. | Workers are payed as a
minimum living wage
sufficent to meet basic
needs. | Regular local Governmen
verification and
certification ISO which
have regular internal and
external audit. | | No info | No in |
| Duck SCJ | 50485 | Duck Fresh
Discs Marine
Refill
2x36ml/5 | Netherlands | For the manufacturing
sites there are no labor
union but internal
employee forum group
and working labour
council. | in place which will give | SCJ has procedures in place
to detect the use of forced
labor by following the strict
global SCJ recruitment
procedure, and local labor
law. | No permanent employees are under the
age of 18, only few interns for which we are
following the local laws and
universities/school agreements. | SCJ takes necessary
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workplace, following
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essential value in our
company. | Internal SHE - Safety
& Health teams in both
sites, responsible to
drive the Global SCJ
procedures and local
law. Recurrent trainings
delivered on site. | workers are payed as a
minimum living wage
sufficent to meet basic | Regular local Governmen
verification and
certification ISO which
have regular internal and
external audit. | t
NL, DE, FR | No info | No in |
| Duck SCJ | 50486 | Duck Fresh
Discs Lime
Refill
2x36ml/5 | Netherlands | For the manufacturing
sites there are no labor
union but internal
employee forum group
and working labour
council. | in place which will give
information regarding | labor by following the strict
global SCJ recruitment | No permanent employees are under the
age of 18, only few interns for which we are
following the local laws and
universitiles/school agreements. | SCJ takes necessary
measures to avoid
discrimination in the
workplace, following
global SCJ procedures,
trainings, smail
talks,communication
material on the site to
always remember this
essential value in our
company. | Internal SHE - Safety
& Health teams in both
sites, responsible to
drive the Global SCJ
procedures and local
law. Recurrent trainings
delivered on site. | Workers are payed as a
minimum living wage
sufficent to meet basic
needs. | Regular local Governmen
verification and
certification ISO which
have regular internal and
external audit. | MX, NL, DE, | No info | No in |
| Duck SCJ | 50822 | Duck WC
Blått 40g/12 | Serbia
(DEO) | For the manufacturing
sites there are no labor
union but internal
employee forum group
and working labour
council. | Index air-chriptopactifien
by both SCI and third party.
For both manufatoring sites,
we have attendance systems
in place which will give
information regarding
employee presence, time
in/out, overtime
(paid/unpaid), and any
anomaly clock in/out. Any
overtime must be confirmed | SCJ has procedures in place
to detect the use of forced
labor by following the strict
global SCJ recruitment
procedure, and local labor
law. | No permanent employees are under the
age of 18, only few interns for which we are
following the local laws and
universities/school agreements. | SCJ takes necessary
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discrimination in the
workplace, following
global SCJ procedures,
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talks,communication
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company. | Internal SHE - Safety
& Health teams in both
sites, responsible to
drive the Global SCJ
procedures and local
law. Recurrent trainings
delivered on site. | Workers are payed as a
minimum living wage
sufficent to meet basic
needs. | Regular local Governmen
verification and
certification ISO which
have regular internal and
external audit. | US | No info | No in |
| Duck SCJ | 50824 | Duck WC
Active Cool
Mist Hållare
55ml/6 | Italy (DEO) | For the manufacturing
sites there are no labor
union but internal
employee forum group
and working labour
council. | in place which will give
information regarding
employee presence, time
in/out, overtime
(paid/unpaid), and any
anomaly clock in/out. Any
overtime must be confirmed | SCJ has procedures in place
to detect the use of forced
labor by following the strict
global SCJ recruitment
procedure, and local labor
law. | No permanent employees are under the
age of 18, only few interns for which we are
following the local laws and
universities/school agreements. | SCJ takes necessary
measures to avoid
discrimination in the
workplace, following
global SCJ procedures,
trainings, small
talks, communication
material on the site to
always remember this
essential value in our
company. | Internal SHE - Safety
& Health teams in both
sites, responsible to
drive the Global SCJ
procedures and local
law. Recurrent trainings
delivered on site. | minimum living wage
sufficent to meet basic | Regular local Governmen
verification and
certification ISO which
have regular internal and
external audit. | US, EU IT,
CN, DE, NL, | No info | No in |
| Duck SCJ | 50825 | Duck WC
Active Cool
Mist Refill
2x55ml/6 | Italy (DEO) | For the manufacturing
sites there are no labor
union but internal
employee forum group
and working labour
council. | In the air chirality are then
by both SCI and third party.
For both manufatoring sites,
we have attendance systems
in place which will give
information regarding
employee presence, time
in/out, overtime
(pald/unpaid), and any
anomaly clock in/out. Any
overtime must be confirmed
but the site lacked cond the | SCJ has procedures in place
to detect the use of forced
labor by following the strict
global SCJ recruitment
procedure, and local labor
law. | No permanent employees are under the
age of 18, only few interns for which we are
following the local laws and
universities/school agreements. | SCJ takes necessary
measures to avoid
discrimination in the
workplace, following
global SCJ procedures,
trainings, small
talks, communication
material on the site to
always remember this
essential value in our
company. | Internal SHE - Safety
& Health teams in both
sites, responsible to
drive the Global SCJ
procedures and local
law. Recurrent trainings
delivered on site. | Workers are payed as a minimum living wage sufficent to meet basic needs. | Regular local Governmen
verification and
certification ISO which
have regular internal and
external audit. | US, EU IT,
CN, DE, NL, | No info | No in |

info	No info	SCJ is in the process of mapping out their supply chain and assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as
info	No info	SCJ is in the process of mapping out their supply chain and assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as
info	No info	SCJ is in the process of mapping out their supply chain and assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as
info	No info	SCJ is in the process of mapping out their supply chain and assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as
info	No info	SCJ is in the process of mapping out their supply chain and assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as
info	No info	SCJ is in the process of mapping out their supply chain and assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no
info	No info	finished end-result as SCJ is in the process of mapping out their supply chain and assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as
info	No info	SCJ is in the process of mapping out their supply chain and assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as
info	No info	SCJ is in the process of mapping out their supply chain and assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as
info	No info	SCJ is in the process of mapping out their supply chain and assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as

Duck SCJ	51583	Duck Active Clean Marine Duo 2x38,6g/5	Poland	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	in place which will give information regarding employee presence, time	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	workers are payed as a minimum living wage sufficent to meet basic	Regular local Governmeni verification and certification ISO which have regular internal and external audit.	US, AT, FR,	No info	No ir	
Duck SCJ	51752	Duck Fresh Discs Whitening 36ml/5	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	by both SCJ and third party. For both manufatoring sites, we have attendance systems in place which will give information regarding	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	workers are payed as a minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	This product is not sold in		No info	No i
Duck SCJ	51753	Duck Fresh Discs Floral Moon 36ml/5	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	in place which will give information regarding	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	workers are payed as a minimum living wage sufficent to meet basic	verification and	MY US NI	No info	No i	
Duck SCJ	51754	Duck Fresh Discs Cosmic Peach 36ml/5	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	in place which will give information regarding	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	MX. US. NI	No info	No i	
Duck SCJ	51759	Duck Action Gel Cosmic Peach 750ml/12	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	in place which will give information regarding	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficent to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	t US, ES, NL, DE , DK, US	No info	No i	
Duck SCJ	52229	Duck Action Gel Tropical Summer 750ml/12	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	in place which will give information regarding	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	workers are payed as a minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	US ES NI	No info	No i	
Duck SCJ	52230	Duck Action Gel 1st Kiss Flower 750ml/12	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	In place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed	labor by following the strict global SCJ recruitment	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.		Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	US, ES, NL,	No info	Noi	
Duck SCJ	52231	Duck Aktiv- Gel Marine 750ml/12	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	in place which will give information regarding	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universitiles/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	US ES NI	No info	No i	
Duck SCJ	52232	Duck Aktiv- Gel Lemon 750ml/12	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	In place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	workers are payed as a minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.		No info	No i	
Duck SCJ	52233	Duck Fresh Discs Tropical Summer 36ml/5	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	in place which will give information regarding	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	workers are payed as a minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	US, NL, DE,	No info	No i	

info	No info	SCJ is in the process of mapping out their supply chain and assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as
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| Duck SCJ | 52234 | Duck Fresh
Discs 1st
Kiss Flowers
36ml/5 | Netherlands | For the manufacturing
sites there are no labor
union but internal
employee forum group
and working labour
council. | Inter are employees inter-
by both SC and third party.
For both manufatoring sites,
we have attendance systems
in place which will give
information regarding
employee presence, time
employee presence, time
(paid/unpaid), and any
anomaly clock in/out. Any
overtime must be confirmed
<i>Thuble site Unployees</i> the | SCJ has procedures in place
to detect the use of forced
labor by following the strict
global SCJ recultment
procedure, and local labor
law. | No permanent employees are under the
age of 18, only few interns for which we are
following the local laws and
universities/school agreements. | SCJ takes necessary
measures to avoid
discrimination in the
workplace, following
global SCJ procedures,
trainings, small
talks, communication
material on the site to
always remember this
essential value in our
company. | Internal SHE - Safety
& Health teams in both
sites, responsible to
drive the Global SCJ
procedures and local
law. Recurrent training:
delivered on site. | workers are payed as a
minimum living wage
sufficent to meet basic | Regular local Government
verification and
certification ISO which
have regular internal and
external audit. | US, NL, DE,
FR | No info | SCJ is in the process
of mapping out their
supply chain and
assess the risks
related to their
products with regards
to human rights and
decent working
conditions. This is,
however, an ongoing
project with no
finished end-result as |
|----------|-------|--|-------------|---|---|---|---|--|--|--|---|-------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---|
| Duck SCJ | 52235 | Duck Active
Clean Tropic
Summer
38,6g/8 | Netherlands | For the manufacturing
sites there are no labor
union but internal
employee forum group
and working labour
council. | by both SCJ and third party.
For both manufatoring sites,
we have attendance systems
in place which will give
information regarding
employee presence, time
in/out, overtime
(paid/uppaid), and any
anomaly clock in/out. Any
overtime must be confirmed | SCJ has procedures in place
to detect the use of forced
labor by following the strict
global SCJ recultment
procedure, and local labor
law. | No permanent employees are under the
age of 18, only few interns for which we are
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procedures and local
law. Recurrent training:
delivered on site. | workers are payed as a
minimum living wage
sufficent to meet basic | Regular local Government
verification and
certification ISO which
have regular internal and
external audit. | US, AT, FR,
IT | No info | SCJ is in the process
of mapping out their
supply chain and
assess the risks
related to their
products with regards
to human rights and
decent working
conditions. This is,
however, an ongoing
project with no
finished end-result as |
| Duck SCJ | 52236 | Duck Active
Clean
1stKiss
Flower
38,6g/8 | Netherlands | For the manufacturing
sites there are no labor
union but internal
employee forum group
and working labour
council. | huthe air Unglogest line,
by both SCI and third party.
For both maufatoring sites,
we have attendance systems
in place which will give
information regarding
employee presence, time
in/out, overtime
(paid/ungaid), and any
anomaly clock in/out. Any
overtime must be confirmed
but he site laedac cand the | SCJ has procedures in place
to detect the use of forced
labor by following the strict
global SCJ recruitment
procedure, and local labor
law. | No permanent employees are under the
age of 18, only few interns for which we are
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& Health teams in both
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procedures and local
law. Recurrent training:
delivered on site. | workers are payed as a
minimum living wage
sufficent to meet basic | Regular local Government
verification and
certification ISO which
have regular internal and
external audit. | US AT FR | No info | SCJ is in the process
of mapping out their
supply chain and
assess the risks
related to their
products with regards
to human rights and
decent working
conditions. This is,
however, an ongoing
project with no
finished end-result as |