SCJ risk assessment of human rights and decent working conditions:

							Risk assessme	nent country of origin		1					Risk ass	essment o	supplier					
oduct 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	Discriminat on	i Health and safety at work	Wage/remu neration	Third party verification	Total risk assessmei of product	t Action plar
Glade SCJ	49767	Glade OneTouch FreshLemon RF 2x10ml/12N O	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired 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 site leader and the manager. KR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict globa SCJ recruitment procedure, and local	No permanent employees are under the age of 18, only few interns for which we are following the local laws and universite/s/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks.communication material on th site to always remember this essential value in our company.	teams in both sites, responsible	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.	DE, UK, FR	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the p out their suppl the risks relate with regards to decent workin is, however, ai with no finishe yet. Therefore lack this inform assess the risi supply chain a the product is
Glade SCJ	49771	Glade Aerosol Vanilla Blossom 300ml/12	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired 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 site leader and the manager. KH team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict globa 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, e Recurrent trainings delivered on site.	minimum living wage	Regular local Government verification and certification ISO which have regular internal and external audit.	NL, DE, US, UK,IL	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the p out their suppl the risks relate with regards to decent working is, however, an with no finishe yet. Therefore, lack this inform assess the risk supply chain a the product is
Glade SCJ	50101	Glade Touch&Fres h Muguet RF 2x10ml/12	Netherlands (truvant)	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	third party. For both manufatoring sites, we have	SCJ has procedures in place to detect the use of forced labor by following the strict globa SCJ recruitment procedure, and local	are under the age of 18,	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.	teams in both sites, responsible	minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	DE, UK, CH	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the p out their suppl the risks relate with regards to decent working is, however, ar with no finishe yet. Therefore, lack this inform assess the risk supply chain a
Glade SCJ	50445	Glade Doftljus Sandalwood Jasmine 129g/6	Poland	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired 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 site leader and the manager. KI team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict globa SCJ recruitment	are under the age of 18,	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.	teams in both sites, responsible	minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.		No info	No info	No info	No info	No info	No info	No info	No info	No info	the product is I SCJ is in the p out their supply the risks relate with regards to decent working is, however, ar with no finishee yet. Therefore, lack this inform assess the risk supply chain ai the product is I
Glade SCJ	50446	Glade Doftijus Cherry & Peony 129g/6	Poland	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired 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 by the site leader and the manager. KI team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict globa 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.	teams in both sites, responsible to drive the Global SCJ	minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	DE, IT, US, FR, PL	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the p out their supply the risks relate with regards to decent working is, however, ar with no finished yet. Therefore, lack this inform assess the risk supply chain ai the product is h
Glade SCJ	50447	Glade Doftijus Vanilla Blossom 129g/6	Poland	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired 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 site leader and the manager. KR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict globa SCJ recruitment procedure, and local	are following the local laws	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	minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	DE, UK	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the p out their supply the risks relate with regards to decent working is, however, ar with no finishe yet. Therefore, lack this inform assess the risk supply chain a the product is l
Glade SCJ	50449	Glade Aerosol Lavender 300ml/6	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired 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 site leader and the manager. NR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict globa SCJ recruitment procedure, and local	No permanent employees are under the age of 18, only few interns for which we	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, e 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.	NL DE US	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the p out their supply the risks relate with regards to decent working is, however, ar with no finishe yet. Therefore, lack this inform assess the risk supply chain a the product is l
Glade SCJ	50450	Glade Aerosol Fresh Lemon 300ml/6	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired 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 by the site leader and the manager. KR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict globa SCJ recruitment procedure, and local	al only few interns for which we are following the local laws	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.	teams in both sites, responsible to drive the Global SCJ	minimum living wage	Regular local Government verification and certification ISO which have regular internal and external audit.	FR, DE, NL,	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the p out their supply the risks relate with regards to decent working is, however, ar with no finisher yet. Therefore, lack this inform assess the risk supply chain ai the product is f
Glade SCJ	50452	Glade Solid Gel Lavender 150g/8	Poland	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired 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 by the site leader and the manager. NR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict globa SCJ recruitment procedure, and local	No permanent employees	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.	NL, UK, DK, Fl	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the pr out their supply the risks related with regards to decent working is, however, an with no finished yet. Therefore, lack this inform assess the risk, supply chain ar the product is h
Glade SCJ	50453	Glade Solid Gel Relaxing Zen 150g/8	Poland	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired 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 site leader and the manager. HR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict globa SCJ recruitment	are under the age of 18, only few interns for which we	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.	teams in both sites, responsible to drive the Global SCJ	minimum living wage sufficent to meet basic	Regular local Government verification and certification ISO which have regular internal and external audit.	NL, UK, US,	No info	No info	No info	No info	No info	No info	No info	No info	No info	the product is the pr out their supply the risks related with regards to decent working is, however, an with no finished yet. Therefore, lack this inform assess the risk, supply chain ar the product is h

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

| Glade SCJ | 50454 | Glade Solid
Gel Lily of
the
Valley150g/8 | Poland | For the manufacturing
sites there are no
labor union but
internal employee
forum group and
working labour
council. | There are employees hired 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 site leader and
the manager. NR team verifies that the
number of overtime is not excessive. | SCJ has procedures in
place to detect the use
of forced labor by
following the strict globa
SCJ recruitment
procedure, and local | No permanent employees
are under the age of 18,
only few interns for which w
are following the local laws
and universities/school
agreements. | SCJ takes necessary measures to
avoid discrimination in the
workplace, following global SCJ
roccedures, 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. | NL, DE, DK,
FI, US | No info |
|-----------|-------|--|---------------|--|--|---|---|--|---|--|---|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|
| Glade SCJ | 51080 | Glade
Doftljus
Merry
Berry&Bright
129g/6 | Poland | For the manufacturing
sites there are no
labor union but
internal employee
forum group and
working labour
council. | third party.
For both manufatoring sites, we have | SCJ has procedures in
place to detect the use
of forced labor by
following the strict globa
SCJ recruitment
procedure, and local | no permanent employees | 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. | teams in both sites, responsible
to drive the Global SCJ | minimum living wage sufficent to meet basic | Regular local Government
verification and
certification ISO which
have regular internal and
external audit. | DE, US, PL,
FR | No info |
| Glade SCJ | 51587 | Glade Fresh
Gel Ocean
Adventure
180g/8 | Poland | For the manufacturing
sites there are no
labor union but
internal employee
forum group and
working labour
council. | There are employees hired 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/unaid), and
any anomaly clock in/out. Any overtime
must be confirmed by the site leader and
the manager. KR team verifies that the
number of overtime is not excessive. | SCJ has procedures in place to detect the use | No permanent employees
are under the age of 18,
only few interns for which w
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. | NL, DE, UK,
US, FI, ES | No info |
| Glade SCJ | 51746 | Glade
Aroma
Reeds
Moment of
Zen 80mi/6 | Portugal | For the manufacturing
sites there are no
labor union but
internal employee
forum group and
working labour
council. | third party.
For both manufatoring sites, we have | SCJ has procedures in
place to detect the use | No permanent employees
are under the age of 18,
only few interns for which w
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. | DE, US, UK,
CH | No info |
| Glade SCJ | 51747 | Glade
Aroma
Reeds Pure
Happiness
80ml/6 | Portugal | For the manufacturing
sites there are no
labor union but
internal employee
forum group and
working labour
council. | There are employees hired 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 site leader and
the manager. HR team verifies that the
number of overtime is not excessive. | SCJ has procedures in
place to detect the use
of forced labor by
following the strict globa
SCJ recruitment
procedure, and local | No permanent employees
are under the age of 18,
only few interns for which w
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 | minimum living wage sufficent to meet basic | Regular local Government
verification and
certification ISO which
have regular internal and
external audit. | DE, US, UK,
CH | No info |
| Glade SCJ | 51748 | Glade
Aroma
Reeds Calm
Mind 80ml/6 | Portugal | For the manufacturing
sites there are no
labor union but
internal employee
forum group and
working labour
council. | There are employees hired 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 by the site leader and
the manager. NR team verifies that the
number of overtime is not excessive. | SCJ has procedures in
place to detect the use | No permanent employees
are under the age of 18,
only few interns for which w
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 | minimum living wage
sufficent to meet basic | Regular local Government
verification and
certification ISO which
have regular internal and
external audit. | DE, US, UK,
CH | No info |
| Glade SCJ | 51749 | Glade
Aroma
Candle Calm
Mind 260g/4 | Poland | For the manufacturing
sites there are no
labor union but
internal employee
forum group and
working labour
council. | There are employees hired 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 site leader and
the manager. HR team verifies that the
number of overtime is not excessive. | SCJ has procedures in
place to detect the use
of forced labor by
following the strict globa
SCJ recruitment
procedure, and local | No permanent employees
are under the age of 18,
only few interns for which w
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. | teams in both sites, responsible
to drive the Global SCJ | minimum living wage
sufficent to meet basic | Regular local Government
verification and
certification ISO which
have regular internal and
external audit. | CH, DE, IT,
PL, UK, US | No info |
| Glade SCJ | 51750 | Glade
Aroma
Candle Pure
Happiness
260g/4 | Poland (GALA) | For the manufacturing
sites there are no
labor union but
internal employee
forum group and
working labour
council. | There are employees hired 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 site leader and
the manager. HR team verifies that the
number of overtime is not excessive. | SCJ has procedures in place to detect the use | No permanent employees
are under the age of 18,
only few interns for which w
are following the local laws
and universite/s/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. | teams in both sites, responsible
to drive the Global SCJ
procedures and local law | minimum living wage
sufficent to meet basic | Regular local Government
verification and
certification ISO which
have regular internal and
external audit. | CH, DE, IT,
PL, UK, US | No info |
| Glade SCJ | 51751 | Glade
Aroma
Candle
Moment of
Zen 260g/4 | Poland (GALA) | For the manufacturing
sites there are no
labor union but
internal employee
forum group and
working labour
council. | There are employees hired 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 site leader and
the manager. NR team verifies that the
number of overtime is not excessive. | SCJ has procedures in place to detect the use | No permanent employees
are under the age of 18,
only few interns for which w
are following the local laws
and universite/s/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. | CH, DE, IT,
PL, UK, US | No info |
| Glade SCJ | 52078 | Glade
Doftijus
Merry Berry
& Wine
129g/6 | Poland (GALA) | For the manufacturing
sites there are no
labor union but
internal employee
forum group and
working labour
council. | There are employees hired 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/upaid), and
any anomaly clock in/out. Any overtime
must be confirmed by the site leader and
the manager. HR team verifies that the
number of overtime is not excessive. | SCJ has procedures in | No permanent employees
are under the age of 18,
only few interns for which wa
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. | teams in both sites, responsible
to drive the Global SCJ | minimum living wage
sufficent to meet basic | Regular local Government
verification and
certification ISO which
have regular internal and
external audit. | DE, US, PE,
FR | No info |

SCJ is in the process of mapping out their supply chain and assess the risks related to their products with no finished end-result as of yet. Therefore, Arvid Nordquist lack this information and can not assess the risks related to thip's supply chain and the total risk of the products is that. The action SCJ is in the process of mapping out their supply chain and assess the risks related to their products with no finished end-result as of yet. Therefore, Arvid Nordquist lack this information and can not assess the risks related to their products with no finished end-result as of yet. Therefore, Arvid Nordquist lack this information and can not assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arvid Nordquist lack this information and can not assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arvid Nordquist lack this information and can not assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arvid Nordquist lack this information and can not assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arvid Nordquist lack this information and can not assess the risks related to Hipp's supply chain and the total risk of the product is hish. The action SCJ is in the process of mapping out their supply chain and assess the risks related to their products with no finished end-result as of yet. Therefore, Arvid Nordquist lack this information and can not assess the risks related to Hipp's supply chain and the total risk of the product is hish. The action SCJ is in the process of ma No info No info