

SCJ risk assessment of human rights and decent working conditions:

Product group	Material	Country of origin	Risk assessment country of origin								Risk assessment of supplier								Total risk assessment of product	Action plan:		
			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	
Pledge SCJ	49825	Pledge 5 i 1 Trägolv & Möder 750ml/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 SCJ and third party. For both manufacturing 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 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 sufficient to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	US, DE, NL, IT, UK	No info	No info	No info	No info	No info	No info	No info	No 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 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 high. The action plan will focus on gathering this information in cooperation with SCJ, in order to perform a full risk assessment.

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.