## Robertsson's risk assessment of human rights and decent working conditions:

							Risk assessment country	of origin							Ris	k assessment of suppl	er					
Product group	Material		Country of origin	Freedom of association	Contract/Working hours	Forced Labor/Human trafficking	Child labor	Discrimination	Health and safety at work	k 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:
Robertsons		Robertson's Ingefärsmarmelad 340gx6		Yes, there is a collective agreement in place with Unite.	employees, and a recruitment agency. Mach Recruitment, is used to cover any busy periods. There are all present? 8a gency own/sers each day.  Overtime is voluntary and this is educated to all colleagues as part of the induction. Similarity all colleagues would refer if they would like to work additional shifts. Overtime is paid in 3 of 1.5. This continues to additional shifts. Overtime is paid to 3 of 1.5. This continues to who they are the service of	screen, right to work check and e interview. All managers are trained on the process and have been trained in identifying inididen labour exploitation (Stronger Together). All Colleagues resigne their own tanks a account, we verify addresses and momitor next of this details for any duplications.  If the process of the control of the c	no workers are unoer the age of 18.  There is a young workers risk assessments in place and as a result there are workers under the age of 18.	here is a series of policies to support and creates a few involvements for all colleagues and a number of HR standards are trained out and reviewed. All line managers receive training on equality, diversity and inclusion, progress through a received of the progress through a received and the progress of the progress	All colleagues progress through H&S Level 2 as part of their induction. Moreover all line managen progress through IOSH	above National Living Wage the starting hourly rate at	Sedex members. The last audit was in February 2022.	uk	represented bu labor unions, as the suppliers are registered on Sedex	procedures in place to contro	No sub-contractor are using labor	All employees through the agency are over 18 years of age.	employees have a	progress throung H&S Level 1 training. All contractors comlete a contractor induction and require a permit to work	Agency workers are all pai over NLW. This is audied every 6 morths through an internal audit where timesheets and payslips are reviewed.		Low risk	NUA
Robertsons	39195	Robertson's SilverShred Citr.Marm.340gx6	uk	Yes, there is a collective agreement in place with Unite.	at present 28 agency workers each day. Overtime is voluntary and this is educated to all colleagues as part of the induction. Simiatily all colleague volunteer if they would like to work additional shilts. Overtime is paid at either 1.3 or 1.5. This is monitored a team of production coordinators who run and report weekly on departimental overtime. The report of departimental overtime. The report of the production of the control of the production of the control of who run and report weekly on departimental overtime. The report of the production of the control of the production of the control of the control of the production of the control of t	brough application, leiephone screen, right to work check and serven, right to work check and leien extensed and have been trained in identifying hidden labour exploitation (Storoger Together). All colleagues require their own bank socourt, we verify addresses and monitor next of kin details for any duplications.  All monthly basis and a sample of working working are interviewed. This in includes asking questions about pay y and payalips to determine if there are	No workers are under the age of 18. There is a young workers risk assessments in place and as a result there are workers under in the age of 18.	There is a series of policies to support and create a fair environment for all colleagues and a number of HR standards are trained out and reviewed. All then transpares receive training on equality, diversity and training on equality, diversity and leadership training and HR for non HR. Equally we resure all colleagues are aware of the girevance, whistebolowing, discipline, equality and absence policies. These are made intermet, in addition all new starters receive a copy of the company handbook.	All colleagues progress through H&S Level 2 as part of their induction. Moreover all line managen progress through IOSH	above National Living Wage the starting hourly rate at s Histon is £11 p/h plus a shift	Sedex members. The last audit was in February	UK	contractors are represented bu labor unions, as the suppliers are registered on Sedex	procedures in place to contro	No sub-contractors are using labor	All employees through the agency are over 18 years of age.	employees have a	progress throung H&S Level 1 training. All contractors comlete a contractor induction and require a permit to work	Agency workers are all pai over NLW. This is audied every 6 months through an internal audit where timesheets and payslips are reviewed.		Low risk	NIA
Robertsons	39197	Robertson's Lemon Curd 320gx6		Yes, there is a collective agreement in place with Unite.	employees, and a recruitment agency. Mach Recruitment, is used to cover any busy periods. There and a present? 88 apero, workers each day.  Overtime is voluntary and this is educated to all colleagues as part of the inductions. Small yall colleague volunteer if they would like to work the contract of	brough application, leiephone screen, right to work check and leineriew. All managers are trained on the process and have been trained in identifying hidden labour exploitation (Storoger Together). All colleagues require their own bank account, we verify addresses and monitor next of fin details for any "Vite recruitment agency is audied on a 6 monthly basis and a sample of workers are interviewed. This in includes asking questions about pay y and payaligs to determine if there are	No workers are under the age of 18. There is a young workers risk assessments in place and as a result there are workers under the age of 18.	There is a series of polities to support and create a fair environment for all colleagues and a number of HR standards are trained out and reviewed. All the managers receive training on equality, idversity and inclusion, progress through inclusion, progress through with the collection of the collect	All colleagues progress through H&S Level 2 as part of their induction. Moreover all line managen progress through IOSH	above National Living Wage the starting hourly rate at	Sedex members. The last	uk	represented bu labor unions, as the suppliers are registered on Sedex and complete standard	There are 19 agency workers on site. No information if there are any control procedures in place to control that overtime is voluntarily and not exessive.	No sub-contractors are using labor	All employees through the agency are over 18 years of age.	employees have a	progress throung H&S Level 1 training. All contractors comlete a contractor induction and require a permit to work			Low risk	N/A
Robertsons	39198	Robertson's Olde English Thick Cut340gx6		Yes, there is a collective agreement in place with Unite.	at present 28 agency workers each day. Overtime is voluntary and this is obtained as a fact of the induction. Similatly all colleagues as part of the induction. Similatly all colleague volunteer if they would like to work additional shifts. Overtime is paid at either 1.3 or 1.5. This is monitored a team of production coordinators who run and report weekly on departimental overtime. The report of departimental overtime. The report of	brough application, leiephone screen, right to work check and enterview. All managers are trained on the process and have been trained in identifying hidden labour exploitation (Storoger Together). All colleagues require their own bank account, we verify addresses and monitor next of kin details for any company of the process of the p	No workers are under the age of 18. There is a young workers risk assessments in place and as a result there are workers under the age of 18.	here is a series of policies to support and creates a few involvements for all colleagues and a number of HR standards are trained out and reviewed. All line managers receive training on equality, obversity and training on equality, obversity and leadership training and HR for non HR. Equally we ensure all colleagues are aware of the girevance, whistebolowing, discipline, equality and absence policies. These are made internet, in addition all new starters receive a copy of the company handbook.	All colleagues progress through H&S Level 2 as part of their induction. Moreover all line managen progress through IOSH	above National Living Wage the starting hourly rate at s Histon is £11 p/h plus a shift	Sedex members. The last audit was in February	UK	represented bu labor unions, as the suppliers are registered on Sedex	There are 19 agency workers on site. No information if there are any control procedure: in place to control that overtime is voluntarily and not exessive.	No sub-contractors are using labor	All employees through the agency are over 18 years of age.	employees have a	progress throung H&S Level 1 training. All contractors comlete a contractor induction and require a permit to work			Low risk	NIA
Robertsons	47455	Robertson's Lime Curd 320gx6		Yes, there is a collective agreement in place with Unite.	employees, and a recruitment agency, Mach Recruitment, is used to cover any busy periods. There an at present 28 agency workers each day.  Overtime is voluntary and this is educated to all colleagues as part of the induction. Similarity all colleague volunteer if they would like to work extended to the control of the co	through application, telephone screen, right to work check and e interview. All managers are trained on the process and have been trained in identifying hidden labour exploitation (Stronger Together). All f colleagues require their own bank account, we verify addresses and monitor next of kin details for any duplications. If The recruitment agency is audited or a 6 monthly basis and a sample of	No workers are under the age of 18.  There is a young workers risk assessments in place and as a result there are workers under the age of 18.	There is a series of polities to support and create a fair environment for all colleagues and a number of HR standards are trained out and reviewed. All line managers receive training on equality, idversity and inclusion, progress through inclusion, progress through endearthing training and HR for non HR. Equally we ensure all colleagues are aware of the privance, whistelbowing, discipline, causality and abscere policies. These are made attempt of the privation of the progress of the privation of the progress of the progress of the common standards. In addition all new starters receive a copy of the commany	All colleagues progress through H&S Level 2 as part of their induction. Moreover all line managen progress through IOSH 3 Managing Safety.	above National Living Wage the starting hourly rate at	Sedex members. The last	uk	represented bu labor unions, as the suppliers are registered on Sedex	There are 19 agency workers on site. No information if there are any control procedures in place to control that overtime is voluntarily and not exessive.	No sub-contractors are using labor	All employees through the agency are over 18 years of age.	employees have a	progress throung H&S Level 1 training. All contractors comlete a contractor induction and require a permit to work			Low risk	N/A

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