

Robertsson's 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	Wages/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	Wages/remuneration	Third party verification					
Robertsson	Robertsson's Ingefastramat 340g*6	UK	Yes, there is a collective agreement in place with Unite.	There are 410 Permanent employees, and a recruitment agency, Match Recruitment, is used to cover any busy periods. There are at present 28 agency workers each day. Overtime is voluntary and this is educated to all colleagues as part of the induction. Similarly all colleagues volunteer if they would like to work additional shifts. Overtime is paid at either 1.3 or 1.5. This is monitored by a team of production coordinators who run and report weekly on departmental overtime. The report on working hours, rest periods and daily shifts.	All direct recruitment progresses through application, telephone screen, right to work check and interview. All managers are trained on the process and have been trained in identifying hidden labour exploitation (Stronger Together). All colleagues require their own bank account, we verify addresses and monitor next of kin details for any duplications. The recruitment agency is audited on a 6 monthly basis and a sample of workers are interviewed. This includes asking questions about pay and paylips to determine if there are signs of forced labour.	No workers are under the age of 18. There is a young workers risk assessment in place and as a result there are workers under 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 line managers receive training on equality, diversity and inclusion, progress through leadership training and HR for non-union members. All line managers are aware of the grievance, whistleblowing, discipline, equality and absence policies. These are made available in canteen areas and on the intranet. 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 managers progress through IOSH Managing Safety.	All hourly paid grades are above National Living Wage the starting hourly rate at Histon is £11 p/h plus a shift allowance. All breaks are paid.	Sedes members. The last audit was in February 2022.	UK	Workers at the sub-contractors are represented by labor unions, as the suppliers are registered on Sedex and complete standard ethical audits.	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 excessive.	No sub-contractors are using labor agencies.	All employees through the agency are over 18 years of age.	Agency induction comprises of equality, diversity and inclusion as well as whistleblowing. All agency employees have a company handbook which outlines the process of escalating concerns.	All agency employees progress through H&S Level 1 training. All contractors complete a contractor induction and require a permit to work before any work commences.	Agency workers are all paid over NLW. This is audited every 6 months through an internal audit where timesheets and paylips are reviewed.	Sedes and GLAA.	Low risk	N/A			
Robertsson	Robertsson's SilverShield Cir Marm 340g*6	UK	Yes, there is a collective agreement in place with Unite.	There are 410 Permanent employees, and a recruitment agency, Match Recruitment, is used to cover any busy periods. There are at present 28 agency workers each day. Overtime is voluntary and this is educated to all colleagues as part of the induction. Similarly all colleagues volunteer if they would like to work additional shifts. Overtime is paid at either 1.3 or 1.5. This is monitored by a team of production coordinators who run and report weekly on departmental overtime. The report on working hours, rest periods and daily shifts.	All direct recruitment progresses through application, telephone screen, right to work check and interview. All managers are trained on the process and have been trained in identifying hidden labour exploitation (Stronger Together). All colleagues require their own bank account, we verify addresses and monitor next of kin details for any duplications. The recruitment agency is audited on a 6 monthly basis and a sample of workers are interviewed. This includes asking questions about pay and paylips to determine if there are signs of forced labour.	No workers are under the age of 18. There is a young workers risk assessment in place and as a result there are workers under 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 line managers receive training on equality, diversity and inclusion, progress through leadership training and HR for non-union members. All line managers are aware of the grievance, whistleblowing, discipline, equality and absence policies. These are made available in canteen areas and on the intranet. 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 managers progress through IOSH Managing Safety.	All hourly paid grades are above National Living Wage the starting hourly rate at Histon is £11 p/h plus a shift allowance. All breaks are paid.	Sedes members. The last audit was in February 2022.	UK	Workers at the sub-contractors are represented by labor unions, as the suppliers are registered on Sedex and complete standard ethical audits.	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 excessive.	No sub-contractors are using labor agencies.	All employees through the agency are over 18 years of age.	Agency induction comprises of equality, diversity and inclusion as well as whistleblowing. All agency employees have a company handbook which outlines the process of escalating concerns.	All agency employees progress through H&S Level 1 training. All contractors complete a contractor induction and require a permit to work before any work commences.	Agency workers are all paid over NLW. This is audited every 6 months through an internal audit where timesheets and paylips are reviewed.	Sedes and GLAA.	Low risk	N/A			
Robertsson	Robertsson's Lemon Curd 300g*6	UK	Yes, there is a collective agreement in place with Unite.	There are 410 Permanent employees, and a recruitment agency, Match Recruitment, is used to cover any busy periods. There are at present 28 agency workers each day. Overtime is voluntary and this is educated to all colleagues as part of the induction. Similarly all colleagues volunteer if they would like to work additional shifts. Overtime is paid at either 1.3 or 1.5. This is monitored by a team of production coordinators who run and report weekly on departmental overtime. The report on working hours, rest periods and daily shifts.	All direct recruitment progresses through application, telephone screen, right to work check and interview. All managers are trained on the process and have been trained in identifying hidden labour exploitation (Stronger Together). All colleagues require their own bank account, we verify addresses and monitor next of kin details for any duplications. The recruitment agency is audited on a 6 monthly basis and a sample of workers are interviewed. This includes asking questions about pay and paylips to determine if there are signs of forced labour.	No workers are under the age of 18. There is a young workers risk assessment in place and as a result there are workers under 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 line managers receive training on equality, diversity and inclusion, progress through leadership training and HR for non-union members. All line managers are aware of the grievance, whistleblowing, discipline, equality and absence policies. These are made available in canteen areas and on the intranet. 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 managers progress through IOSH Managing Safety.	All hourly paid grades are above National Living Wage the starting hourly rate at Histon is £11 p/h plus a shift allowance. All breaks are paid.	Sedes members. The last audit was in February 2022.	UK	Workers at the sub-contractors are represented by labor unions, as the suppliers are registered on Sedex and complete standard ethical audits.	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 excessive.	No sub-contractors are using labor agencies.	All employees through the agency are over 18 years of age.	Agency induction comprises of equality, diversity and inclusion as well as whistleblowing. All agency employees have a company handbook which outlines the process of escalating concerns.	All agency employees progress through H&S Level 1 training. All contractors complete a contractor induction and require a permit to work before any work commences.	Agency workers are all paid over NLW. This is audited every 6 months through an internal audit where timesheets and paylips are reviewed.	Sedes and GLAA.	Low risk	N/A			
Robertsson	Robertsson's Ode English Thick Cut 340g*6	UK	Yes, there is a collective agreement in place with Unite.	There are 410 Permanent employees, and a recruitment agency, Match Recruitment, is used to cover any busy periods. There are at present 28 agency workers each day. Overtime is voluntary and this is educated to all colleagues as part of the induction. Similarly all colleagues volunteer if they would like to work additional shifts. Overtime is paid at either 1.3 or 1.5. This is monitored by a team of production coordinators who run and report weekly on departmental overtime. The report on working hours, rest periods and daily shifts.	All direct recruitment progresses through application, telephone screen, right to work check and interview. All managers are trained on the process and have been trained in identifying hidden labour exploitation (Stronger Together). All colleagues require their own bank account, we verify addresses and monitor next of kin details for any duplications. The recruitment agency is audited on a 6 monthly basis and a sample of workers are interviewed. This includes asking questions about pay and paylips to determine if there are signs of forced labour.	No workers are under the age of 18. There is a young workers risk assessment in place and as a result there are workers under 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 line managers receive training on equality, diversity and inclusion, progress through leadership training and HR for non-union members. All line managers are aware of the grievance, whistleblowing, discipline, equality and absence policies. These are made available in canteen areas and on the intranet. 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 managers progress through IOSH Managing Safety.	All hourly paid grades are above National Living Wage the starting hourly rate at Histon is £11 p/h plus a shift allowance. All breaks are paid.	Sedes members. The last audit was in February 2022.	UK	Workers at the sub-contractors are represented by labor unions, as the suppliers are registered on Sedex and complete standard ethical audits.	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 excessive.	No sub-contractors are using labor agencies.	All employees through the agency are over 18 years of age.	Agency induction comprises of equality, diversity and inclusion as well as whistleblowing. All agency employees have a company handbook which outlines the process of escalating concerns.	All agency employees progress through H&S Level 1 training. All contractors complete a contractor induction and require a permit to work before any work commences.	Agency workers are all paid over NLW. This is audited every 6 months through an internal audit where timesheets and paylips are reviewed.	Sedes and GLAA.	Low risk	N/A			
Robertsson	Robertsson's Lime Curd 300g*6	UK	Yes, there is a collective agreement in place with Unite.	There are 410 Permanent employees, and a recruitment agency, Match Recruitment, is used to cover any busy periods. There are at present 28 agency workers each day. Overtime is voluntary and this is educated to all colleagues as part of the induction. Similarly all colleagues volunteer if they would like to work additional shifts. Overtime is paid at either 1.3 or 1.5. This is monitored by a team of production coordinators who run and report weekly on departmental overtime. The report on working hours, rest periods and daily shifts.	All direct recruitment progresses through application, telephone screen, right to work check and interview. All managers are trained on the process and have been trained in identifying hidden labour exploitation (Stronger Together). All colleagues require their own bank account, we verify addresses and monitor next of kin details for any duplications. The recruitment agency is audited on a 6 monthly basis and a sample of workers are interviewed. This includes asking questions about pay and paylips to determine if there are signs of forced labour.	No workers are under the age of 18. There is a young workers risk assessment in place and as a result there are workers under 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 line managers receive training on equality, diversity and inclusion, progress through leadership training and HR for non-union members. All line managers are aware of the grievance, whistleblowing, discipline, equality and absence policies. These are made available in canteen areas and on the intranet. 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 managers progress through IOSH Managing Safety.	All hourly paid grades are above National Living Wage the starting hourly rate at Histon is £11 p/h plus a shift allowance. All breaks are paid.	Sedes members. The last audit was in February 2022.	UK	Workers at the sub-contractors are represented by labor unions, as the suppliers are registered on Sedex and complete standard ethical audits.	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 excessive.	No sub-contractors are using labor agencies.	All employees through the agency are over 18 years of age.	Agency induction comprises of equality, diversity and inclusion as well as whistleblowing. All agency employees have a company handbook which outlines the process of escalating concerns.	All agency employees progress through H&S Level 1 training. All contractors complete a contractor induction and require a permit to work before any work commences.	Agency workers are all paid over NLW. This is audited every 6 months through an internal audit where timesheets and paylips are reviewed.	Sedes and GLAA.	Low risk	N/A			

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