

Skippy 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 labour/human trafficking | Child labor   | Discrimination   | Health and safety at work | Wage/remuneration | Third party verification  |  |           |   |                                  |             |
| Skippy        | 7542     | Skippy Mehalpali Jordbrossnor 2var       | Netherlands                       | It is voluntary, but all workers are free to join labor organizations. | There are about 500 permanently employed workers and there are procedures in place controlling overtime work. | There are no processes in place to detect and prevent the use of forced labor. | No workers are under the age of 18. | Measures are taken to avoid discrimination. | Measures such as e-learnings are implemented to keep workers safe from health- and safety hazards. There is also an ISO45001 certification in place. | Workers are being paid as a minimum living wage. | No 3rd party verification but regular own inspections. | USA                    | No info                     | No info                         | Procedures such as supplier due diligence in place and third party audits may be conducted based on the result of the assessment. Not line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic of slavery and human trafficking. | Supplier due diligence is carried through and third party audits may be conducted based on the result of the assessment. Not line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic of slavery and human trafficking. | No info                   | No info           | There are no routines in place to control working hours and remuneration however the producer is committed to provide for working wage and to comply with all local laws. | Some procedures are in place. The producer has an internal audit function and a procedure how to act on reported potential violations. Third party audits based on compliance of international human rights standards are not carried through on regular basis of sub suppliers. | High risk | Assessment is still going on. The risk sheet will be updated. |                                  |             |
| Skippy        | 47441    | Skippy Creamy Jordbrossnor 34kg12        | Netherlands                       | It is voluntary, but all workers are free to join labor organizations. | There are about 500 permanently employed workers and there are procedures in place controlling overtime work. | There are no processes in place to detect and prevent the use of forced labor. | No workers are under the age of 18. | Measures are taken to avoid discrimination. | Measures such as e-learnings are implemented to keep workers safe from health- and safety hazards. There is also an ISO45001 certification in place. | Workers are being paid as a minimum living wage. | No 3rd party verification but regular own inspections. | USA                    | No info                     | No info                         | Procedures such as supplier due diligence in place and third party audits may be conducted based on the result of the assessment. Not line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic of slavery and human trafficking. | Supplier due diligence is carried through and third party audits may be conducted based on the result of the assessment. Not line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic of slavery and human trafficking. | No info                   | No info           | There are no routines in place to control working hours and remuneration however the producer is committed to provide for working wage and to comply with all local laws. | Some procedures are in place. The producer has an internal audit function and a procedure how to act on reported potential violations. Third party audits based on compliance of international human rights standards are not carried through on regular basis of sub suppliers. | High risk | Assessment is still going on. The risk sheet will be updated. |                                  |             |
| Skippy        | 47442    | Skippy Crunchy Jordbrossnor 34kg12       | Netherlands                       | It is voluntary, but all workers are free to join labor organizations. | There are about 500 permanently employed workers and there are procedures in place controlling overtime work. | There are no processes in place to detect and prevent the use of forced labor. | No workers are under the age of 18. | Measures are taken to avoid discrimination. | Measures such as e-learnings are implemented to keep workers safe from health- and safety hazards. There is also an ISO45001 certification in place. | Workers are being paid as a minimum living wage. | No 3rd party verification but regular own inspections. | USA                    | No info                     | No info                         | Procedures such as supplier due diligence in place and third party audits may be conducted based on the result of the assessment. Not line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic of slavery and human trafficking. | Supplier due diligence is carried through and third party audits may be conducted based on the result of the assessment. Not line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic of slavery and human trafficking. | No info                   | No info           | There are no routines in place to control working hours and remuneration however the producer is committed to provide for working wage and to comply with all local laws. | Some procedures are in place. The producer has an internal audit function and a procedure how to act on reported potential violations. Third party audits based on compliance of international human rights standards are not carried through on regular basis of sub suppliers. | High risk | Assessment is still going on. The risk sheet will be updated. |                                  |             |
| Skippy        | 91056    | Skippy ChocoCNP Sweet Jordbrossnor 34kg6 | Netherlands                       | It is voluntary, but all workers are free to join labor organizations. | There are about 500 permanently employed workers and there are procedures in place controlling overtime work. | There are no processes in place to detect and prevent the use of forced labor. | No workers are under the age of 18. | Measures are taken to avoid discrimination. | Measures such as e-learnings are implemented to keep workers safe from health- and safety hazards. There is also an ISO45001 certification in place. | Workers are being paid as a minimum living wage. | No 3rd party verification but regular own inspections. | USA                    | No info                     | No info                         | Procedures such as supplier due diligence in place and third party audits may be conducted based on the result of the assessment. Not line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic of slavery and human trafficking. | Supplier due diligence is carried through and third party audits may be conducted based on the result of the assessment. Not line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic of slavery and human trafficking. | No info                   | No info           | There are no routines in place to control working hours and remuneration however the producer is committed to provide for working wage and to comply with all local laws. | Some procedures are in place. The producer has an internal audit function and a procedure how to act on reported potential violations. Third party audits based on compliance of international human rights standards are not carried through on regular basis of sub suppliers. | High risk | Assessment is still going on. The risk sheet will be updated. |                                  |             |
| Skippy        | 32577    | Skippy No Added Sugar                    | Netherlands                       | It is voluntary, but all workers are free to join labor organizations. | There are about 500 permanently employed workers and there are procedures in place controlling overtime work. | There are no processes in place to detect and prevent the use of forced labor. | No workers are under the age of 18. | Measures are taken to avoid discrimination. | Measures such as e-learnings are implemented to keep workers safe from health- and safety hazards. There is also an ISO45001 certification in place. | Workers are being paid as a minimum living wage. | No 3rd party verification but regular own inspections. | USA                    | No info                     | No info                         | Procedures such as supplier due diligence in place and third party audits may be conducted based on the result of the assessment. Not line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic of slavery and human trafficking. | Supplier due diligence is carried through and third party audits may be conducted based on the result of the assessment. Not line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic of slavery and human trafficking. | No info                   | No info           | There are no routines in place to control working hours and remuneration however the producer is committed to provide for working wage and to comply with all local laws. | Some procedures are in place. The producer has an internal audit function and a procedure how to act on reported potential violations. Third party audits based on compliance of international human rights standards are not carried through on regular basis of sub suppliers. | High risk | Assessment is still going on. The risk sheet will be updated. |                                  |             |

| Risk description   |  |   |
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| 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! |