Sun Maid risk assessment of human rights and decent working conditions:

				Risk assessment country of origin								Risk assessment of supplier										
Product 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/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:
Sun Maid	36897	Sun Maid Russin 1000g24 DK	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thirf party verification	Low risk	
Sun Maid	37462	Sun Maid Russin 6-p 255g24 NO	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thirf party verification	Low risk	
Sun Maid	38140	Sun Maid Chokladrusin 200gx12	UK	No formal union recognised but there is an employee forum in place with representatives from each shift.	There are 55 permanent workers and 26 temporary workers 26. Overtime is voluntary and paid x 1.5 for any hours worked over and above normal contract hours. Temporary workers are employed via agency.	There are procedures in place to detect and prevent forced labour through regularly audits of temporary workers agency every 6 months. All work records and Right to Work are checked.	All employees are 18 years or older. There are group policies around child labour and hidden exploitation which are discussed at induction and refreshed via our Elearning platforms. Checks are performed.	There are necessarymeasures to avoid discrimination. Policy is available and refresher training via E Learning.	Mandatory Health and Safety training and refreshers with audits carried out at site and group level	Workers are paid above NMW standards with a shift allowance for nights. Agency colleagues are paid partity from Day 1	Member of Sedex and SMETA audited via retailers.	USA	No	Only temporary workers engaged with a labour agency which is audited twice per year. Overtime is rarely performed.	There are procedures in place to detect and prevent forced labor, the labour agency is audited twice a year.	There are procedures in place to detect and prevent forced labor, the labour agency is audited twice a year.	There are procedures in place to detect and prevent forced labor, the labour agency is audited twice a year.	There are safety introductions and a safety standard in place plus on site checks.	More info needed	Member of Sedex and SMETA audited via retailers.	Low risk	Assessment still going on.
Sun Maid	42602	Sun Maid Russin Minis 9-pack 125g18	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thirf party verification	Low risk	
Sun Maid	42612	Sun Maid Russin 250gx28	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thirf party verification	Low risk	
Sun Maid	43690	Sun Maid Korinter 100gx12	Italy	Workers are represented by labor unions.	Overtime is voluntarily.	There are procedures in place to detect and prevent forced labor.	All employees are 18 years old and over. There is a suitable process in place.	Measures are taken to avoid or eradicate discrimination.	There are annually trainings for employees and evaluations on regular intervals	The wage is in accordance with government and it is covering the basic needs.	No third party verification.	Greece	Workers are represented by labor unions.	There are specific contracts in place stating that the workers are contracted for indefinite period.	Labor agencies are used and necessary guidelines are in place.	No workers are under the agre of 18.	There are necessary measures to avoid discrimination.	There are measures in place to keep workers safe dsm health- and safety hazards.	The sub-contractors act in accordance with EU legislation.	Yes. Each contractor form their responsible authority.	Low risk	
Sun Maid	46028	Sun Maid Russin Ekologisk 250gx28	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thirf party verification	Low risk	
Sun Maid	49919	Sun Maid Russin Strawberry 6p 37,7g6x24	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thirf party verification	Low risk	
Sun Maid	49920	Sun Maid Russin Watermelon 6p 37,7g6x24	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thirf party verification	Low risk	
Sun Maid	50489	Sun Maid Russin 900gx12	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thirf party verification	Low risk	
Sun Maid	50581	Sun Maid Russin MixedBerry 6p 37,7g6x24	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thirf party verification	Low risk	
Sun Maid	50633	Sun Maid Russin Sour Strawberry 37,7gx30	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thirf party verification	Low risk	
Sun Maid	50634	Sun Maid Russin Sour Watermelon 37,7gx30	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thirf party verification	Low risk	
Sun Maid	50635	Sun Maid Russin Sour MixedBerry 37,7gx30	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thirf party verification	Low risk	
Sun Maid	51084	Sun Maid Russin Blue Rasp 6p 37,7g6x24	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thirf party verification	Low risk	
Sun Maid	51727	Sun Maid Ekologiska Russin 250gx12	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thirf party verification	Low risk	
Sun Maid	51780	Sun Maid Russin Blue Rasp 37,7gx30	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #39; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thirf party verification	Low risk	

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