## Vicks risk assessment of human rights and decent working conditions:

| Freeding Freeding of Security of uriging Freeding of Security Preeding o  |               |          |                              |                   |   | Risk assessment country of origin   |  |  |   |   |   |  |                    | Risk assessment of supplier   |   |  |   |   |  |   |                          |                                   |              |
|---|---------------|----------|------------------------------|-------------------|---|---|--|--|---|---|---|--|--------------------|---|---|--|---|---|--|---|--------------------------|-----------------------------------|--------------|
| Vota Triph Actor.<br>Gentley Worker are represented by a low from a representation b  | Product group | Material |                              | Country of origin | Freedom of association                      | Contract/Working hours  | Forced Labor/Human trafficking   | Child labor  | Discrimination  | Health and safety at wor                            | Wage/remuneration   | Third party verification   | Raw material from* | Freedom of association  | Contract/working hours  | Forced laborihuman trafficking   | Child labor   | Discrimination  | Health and safety at work  | Wage/remuneration   | Third party verification | Total risk assessment of product: | Action plan: |
| Vida 5799 Vida Poulding<br>Type 100 Vida Poulding<br>Type | Vicks         |          |                              |                   | Workers are represented by a labor union    | are produced, 61 permanent workers and 3<br>temporarily workers employed. There are<br>procedures in place to adhere to working hour<br>and overtime, all procedures according to | There are procedures in polace to detect and prevent human trafficking and forced labor. | age of 18, and procedures<br>in accordance with German<br>laws are in place to protect | n Necessary measures are taken to avoit discrimination on the work place. | is implemented to keep<br>workers safe from health- | Workers are payed as a<br>minimum firing wage to meet<br>basic firing requirements. | SMETA Audt, ZNU Standard Nachhalfger<br>Wirtschaften (ZNU Standard Driving<br>Sustainable Change*, https://www.znu-<br>standard.com/en/the-znu-standard)   | China              | According to the code of conduct;<br>ecovards-rating, ILO rights 98 and 97<br>confirmed in Integrity Not self<br>assessment; Code of Conduct covers th<br>aspect additionally |   | ecovadis-rating. According to code of conduct and self-<br>assessment (Integrity Next), Modern             | ecovadis-rating.  According to code of conduct and self assessment (Integrity Next). Modern                 | Accrding to our code of conduct, ecovads-rating.<br>According to integrity Nets self assessment, confirmation<br>that company does not violate the ILO Discrimination<br>(Employees and Palaco to sussee of the ILO Discrimination<br>(Employees and placo to sussee open and place to<br>measurement of all employees and opportunity is provided for employees<br>to give the Data and compliating to management. | According to our code of conduct, ecowadis<br>rading. According to Integrity Next self assessment,<br>health and safety policy which is adequate<br>the business is communicated in boal<br>language to staff, programs and trainings fo<br>improvement are provided, KPIs are<br>monitored. | wages confirmed in Integrity Next self<br>assessment; Code of Conduct coveres   | EcoVadis Rating          | Low risk                          | N/A          |
| Gurman taxes shifts and complaints to management monitored and complaints and com  | Vicks         | 51769    | Vicks ProActive<br>72gx20 NO | Germany           | Workers are represented by a labor<br>union | are produced, 61 permanent workers and 3<br>temporarily workers employed. There are<br>procedures in place to adhere to working hour<br>and overtime, all procedures according to | There are procedures in polace to detect and prevent human trafficking                   | age of 18, and procedures<br>in accordance with German<br>laws are in place to protect | n Necessary measures are taken to avoit discrimination on the work place. | is implemented to keep<br>workers safe from health- | Workers are payed as a<br>minimun living wage to meet<br>basic living requirements. | SMETA Audit, ZNU Standard Nachhalfiger<br>Wirtschaften (ZNU Standard Driving<br>Sustainable Change"; https://www.znu-<br>standard.com/en/the-znu-standard) | India              | ILO rights 98 and 97 confirmed in Integri<br>Next self assessment; Code of Conduct<br>coveres this aspect additionally  | hours and wages of employees in order to comply with the local<br>legislation and the standards of the International Labor<br>Congrigation (III Oxida decumented (see, to confirmed in Intervit | According to code of conduct and set<br>assessment (integrity Next). Modern<br>Slavery Statement published | According to code of conduct and self<br>assessment (Integrity Next), Modern<br>Slavery Statement published | that company does not violate the ILO Discrimination<br>(Employment and Ocupation) Convention (No. 111),<br>measures are in place to ensure equal rights and treatment<br>of all employees and opportunity is provided for employees  | health and safety policy which is adequate fi<br>the business is communicated in local<br>language to staff, programs and trainings fp   | ELO Equal Remuneration Convention<br>(No. 100) and commitment to pay living<br>wages confirmed in Integrity Next self<br>assessment; Code of Conduct covers<br>this aspect additionally | EcoVadis Rating          | Low risk                          | N/A          |