

Vicks 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 trace*	Freedom of association	Contract/working hours	Forced labor/human trafficking	Child labor	Discrimination	Health and safety at work	Wage/remuneration	Third party verification							
Vicks	50848	Vicks Triple Action Sugar Free 72g25	Germany	Workers are represented by a labor union	At the production site where VICKS products are produced, 61 permanent workers and 3 temporary workers are employed. There are procedures in place to adhere to working hours and overtime, all procedures according to German laws.	There are procedures in place to protect and prevent human trafficking and forced labor.	There are workers under the age of 18, and procedures in accordance with German laws are in place to protect young adults, e.g. no night shifts.	Necessary measures are taken to avoid discrimination on the work place.	Measures, such as training, is implemented to keep workers safe from health and safety hazards and other identified risks.	Workers are paid as a minimum living wage in the basic living requirements.	SME TA Audit, ZNS Standard Nachhaltiger Wirtschaften ("ZNS Standard Doing Business Change", Hubs (three pre-standard.com/the-zns-standard)	China	According to the code of conduct, economic rating, ILO rights 98 and 97 confirmed in Integrity Next self assessment. Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	Low risk	N/A
Vicks	51769	Vicks ProActive 72g25 100	Germany	Workers are represented by a labor union	At the production site where VICKS products are produced, 61 permanent workers and 3 temporary workers are employed. There are procedures in place to adhere to working hours and overtime, all procedures according to German laws.	There are procedures in place to protect and prevent human trafficking and forced labor.	There are workers under the age of 18, and procedures in accordance with German laws are in place to protect young adults, e.g. no night shifts.	Necessary measures are taken to avoid discrimination on the work place.	Measures, such as training, is implemented to keep workers safe from health and safety hazards and other identified risks.	Workers are paid as a minimum living wage in the basic living requirements.	SME TA Audit, ZNS Standard Nachhaltiger Wirtschaften ("ZNS Standard Doing Business Change", Hubs (three pre-standard.com/the-zns-standard)	India	According to the code of conduct, economic rating, ILO rights 98 and 97 confirmed in Integrity Next self assessment. Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	According to the code of conduct, economic rating, ILO Equal Remuneration Convention (No. 100) and the working hours and wages of employees in order to comply with the local legislation and the standards of the International Labor Organization (ILO) is documented (see: to confirmed in Integrity Next self assessment). Code of Conduct covers this aspect additionally.	Low risk	N/A	

*These are the countries with highest risks of which the raw materials in the products are sourced. The vast majority of the product's raw material are however sourced from low risk countries.

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 measures in place, action plan needed.