



# SIERRA NEVADA RISK ASSESSMENT

This is a summarized version. For the full version, send a request to [amka@amka.no](mailto:amka@amka.no)

Rights to unionize/freedom of association	Working hours/contract	Forced employment, contractual bindings and freedom of movement	Child labor and young workers	Discrimination	Health and safety	Wages/compensation
All employees have the right to form, join or organize trade unions of their choice and the company does not have any policy to prohibit or interfere with employees doing so.	For hourly, non-exempt employees a standard work schedule at Sierra Nevada is five days and 40 hours per week. Overtime is not required or capped, but if offered and an employee should volunteer to work additional hours they are provided additional compensated.	All employees receive a written pre-employment offer letter. Upon hire or before, employees receive an employee handbook which details terms of payment. The company does not retain employee identity documents and employees are free to leave the workplace after completing their standard workday. Employees may resign from their job at any time. There is not a required notice period.	Sierra Nevada does not employ young workers (below the age of 18) in any capacity.	We do not discriminate or make employee determinations based on gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality, union membership or organizations, family responsibilities or marital status.	Sierra Nevada has a Director of Environmental Health, Safety and Security. Regular safety inspections and reviews are conducted to identify potential health or safety hazards.	Sierra Nevada complies with all local, state and federal minimum wage laws. We do not deduct from wages as a disciplinary measure.
Low risk	Low risk	Low risk	Low risk	Low risk	Low risk	Low risk

## EXPLANATION

## CONCLUSION

Low risk	Low-medium risk	Medium risk	Medium-high risk	High risk
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Based on our obtained information, we conclude Sierra Nevada Brewing Co. to be at **low risk** for breach of any of the conditions mentioned above. No further measures will be implemented on our behalf.