



CHIMAY RISK ASSESSMENT

This is a summarized version. For the full version, send a request to 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 personnel have the right to form, join, and organize trade unions of their choice. We have social elections for our representatives.	Workers generally work 40 hours per week, and not more than 5 hours overtime per week. The employees can not refuse overtime if it is for valid reasons according to the law of March 16th 1971. Our employees work for 5 consecutive days.	All employees receive written contracts, we never retain any identity documents and all workers have the right to leave the premises after completing a standard workday. All personnel are free to terminate their employment and the company does not tolerate the use of corporal punishment.	We would only employ workers over the age of 18, except for student contracts during school holidays. This would be validated with ID checks.	No discrimination is tolerated in hiring, remuneration, access to training, promotion or termination. No termination or retirement based on gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin or nationality.	The company has appointed a prevention advisor being responsible for the health and safety of all personnel.	All employees are guaranteed minimum wage, we never deduct from wages as a disciplinary measure and all employees get written information showing how their pay is calculated.
Low risk	Low risk	Low risk	Low risk	Low risk	Low risk	Low risk

EXPLANATION

Low risk	Low-medium risk	Medium risk	Medium-high risk	High risk
----------	-----------------	-------------	------------------	-----------

CONCLUSION

Based on our obtained information, we conclude Chimay to be at **low risk** for breach of any of the conditions mentioned above. No further measures will be implemented on our behalf.