

SCHLENKERLA 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. To our knowledge there is no law in Germany that secures the right to freedom of association and collective bargaining restricted under law.	Workers are not allowed to work more than 48 hour per week, and not more than 12 hour overtime per week. Employees can refuse to work overtime and they are entitled to at least one free day following six consecutive days worked.	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.	The company applies all child labor laws to our routines. We have workers below 18 working in the tavern but not in the brewery. The young workers are protected under our corporate rules.	Any discrimination of that sort is not allowed in Germany. Any discrimination would have serious consequences and there are channels available for staff to complain.	The company has management representatives responsible to ensure health and safety. Regular audits and inspections are conducted to check fire safety standards, first aid equipment and other potential safety hazards. No major injuries have ever happened.	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. We have no paid overtime, the hours are added to a time account and are taken as extra free time.
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 Schlenkerla to be at **low risk** for breach of any of the conditions mentioned above. No further measures will be implemented on our behalf.