

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 personnel have the right to form, join, and organize trade unions of their choice. They have the right to freedom of association and collective bargaining restricted under law and the company allow workers to freely elect their own representatives.	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.	Workers always receive a written employment contract including information on salary, terms of payment, working hours etc. upon hire. The company does not under any circumstance retain identity documents from personnel upon commencing employment. All personnel have the right to leave the workplace premises after completing the standard workday. The company does not tolerate the use of corporal punishment, mental or physical coercion and verbal abuse of personnel.	The company does not employ workers below the age of 18. We verify the age of our employees through control of valid official documents like passport, national ID cards, birth or educational certificates, driving license etc.	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. No discrimination based on membership in workers' organizations, including unions. No discrimination based on political affiliation or opinions, sexual orientation, family responsibilities or marital status.	The company has a management representative responsible for health and safety of the personnel. We conduct regular inspections for the health and safety hazards. All personnel have access to clean toilet and drinkable water. Our company do not have any work-related accidents with injuries during the last three years. We have adequate fire-fighting equipment available, as it is mandatory. The company has adequate emergency exits. There is first aid equipment available all the time. Our company do not have heavy machinery operated by our employees.	According to the law law it is illegal to receive less than applicable minimum wages. The company so not make any deductions from wages as a disciplinary measure. We provide employees with written information showing how their pay is calculated (i.e. pay slips) in a language they understand. The workers are compensated for overtime at pay rates greater than regular hourly rates.
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 Bodegas Jaime to be at **low risk** for breach of any of the conditions mentioned above. No further measures will be implemented on our behalf.