

# CANTINA FRENTANA 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
The company Cantina Frentana is certified Equalitas and it is part of this certification to guarantee the workers rights. Even if in our field it is not mandatory to have trade unions, in our company all workers have the right to form join and organize trade unions. The right of freedom of association is also granted by the Italian Constitution (art. 17-18 Costituzione Italiana) therefore our company does not have any restrictions related to this right and to the right of collective bargaining.	In the company Cantina Frentana the maximum allowable working hours in a week do not exceed 48 hours. The weekly working hours are set to 39 hours. Extra work is allowed only if strictly necessary, especially during the production peaks and it is set to 2 hours per day for a maximum of 10 hours per week. Nobody can force an employee to work overtime, they can always refuse to do it.	All the workers, receive a written employment contract upon hire, that states their salary, terms of payments, working hours, etc. The company does not retain identity documents from personnel, in any circumstances. After the working day is completed the personnel may leave the workplace premises autonomously after they clock out. All workers have the right to terminate their employment contract. In line with the Italian law, the company makes sure that all workers are not subject to any form of violence, neither physical or verbal.	Our company has no young workers employed; the age of all the employees is verified through control of valid official documents (i.e. passport, ID cards, birth or educational certificates, driving license, etc.). The company does not usually employ young workers, even if – in the context of School-Work Alternation – we may employ young workers, as part of that educational method. Young worker's school, work, and transportation time does not exceed a combined total of more than 10 hours per day.	In 2023, Cantina Frentana gained the certification by Equalitas that testifies the sustainability of the company under three aspects: Environmental, Ethical and Economical. The controllers checked and compared the age of all workers, ratio of female/male employment, their position and placement in the company and their wages. They made sure that no violence, harassment or discrimination acts were done by the company. A lot of these controls were carried out with interviews and anonymous questionnaires to the employees. No discrimination is tolerated.	Cantina Frentana has a management representative who is responsible for the health and safety of all personnel. Yearly health checks are provided for free to all employees. The company conducts reviews and inspections on a regular basis in order to identify any health and safety hazard. The company has a register where work related accidents are reported; we reported one accident in the last three years. There are heavy machineries in the company, operated only by qualified and trained personnel.	Cantina Frentana conforms to the Italian laws and to the collective bargaining agreement. All salaries and wages are at least as equal as the minimum wages approved for the industry. No deduction is made as disciplinary measure, even if it was permitted by the national law. Overtime work is compensated at a pay rate 25% higher than the regular hourly rate.
Low risk	Low risk	Low risk	Low risk	Low risk	Low risk	Low risk

## EXPLANATION

## CONCLUSION

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

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