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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 has the figure of RSA, this is a body representing workers within the company itself and in the procedure "Giustizia Sociale" (Social Justice), it is specified the respect of the "Statuto dei Lavoratori", in all its parts. In Italy there is NOT restriction of the right of freedom of association and collective bargaining.	Per week 39 hours maximum for a full-time employee. Overtime work cannot exceed three hours a day and eighteen hours a week. Doing overtimes is optional, she/he can refuse to work overtime. After 5 days of work from Monday to Friday, they have two consecutive free days.	The contract quotes salary, terms of payment, working hours ect. Employees are free to leave their jobs without reasonable notice if the need arises or if they have finished their working day before the scheduled time has expired. All personnel is free to terminate their employment on the base of the CCNL (National Collective agreement) or by a deal with the employer. The company does not tolerate the use of corporal punishment, mental or physical coercion and, as quoted in the Code of Conduct of the Cellar.	In the Cellar the minimum age to be hired is 18. The human resources office employee first checks the candidate's age. Applications from staff under the age of 15 cannot be taken into consideration. The age verification is done by ID card or equivalent document such as the driving license.	The Code of Conduct of the Cellar quotes that every form of discrimination is rejected. There are directives in order to prevent discrimination in the place of work. Bio Cantina Orsogna is committed to protect the personnel from any form of discrimination behavior.	The company appointed a management representative being responsible for the health and safety of all personnel. We have the document DVR, Risks rating document, our RSPP implements inspections in order to evaluate potential risks. We have fire extinguishers, including adequate emergency exits as well as evacuation plan and first aid kits. There has been three work-related accidents with injuries during the last three years.	Wages are based upon CCNL. The company does not make any deductions from wages as a disciplinary measure. Employees receive pay every month. The workers are compensated for overtime higher the rates than regular hourly rates.
Low risk	Low risk	Low risk	Low risk	Low risk	Low-medium 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 Cantina Orsogna to be at **low risk** for breach of any of the conditions mentioned above. AMKA will contact the winery to further inspect the findings of this report and clarify any unsatisfying factors.