

CAVES PRIMAVERA 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
Regarding unions, we follow and respect the legal requirements from the Portuguese Government	Our employees have a maximum working hours of 40 hours and only work overtime hours during the Harvest period and does not exceed the 12 hours in a week. Employees can refuse to work overtime and are duly compensated when they agree to work overtime. Employees are entitled to two days of rest after the five working days of the week.	All workers receive and sign written employment contracts, that include information such as the salary, terms of payment, working hours, contact timetable and other important information.	Our company does not have workers below the age of 15 years and does not employ young workers.	Our company does not discriminate when hiring and we do not tolerate discrimination at any moment or based on any of the premises above. We also don't terminate contracts based on gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin or nationality.	Our company has determined one responsible for the health and safety of all personal, in the person of the Production and Quality Director. We have regular reviews to potential identify health and safety hazards, and follow the law in regards to comply with all legal matters on this subject.	There are no employees receiving less than the minimum wage in our country. We do not make any deduction based on disciplinary measures.
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
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CONCLUSION

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