

DARLING CELLARS 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 Darling Cellars personnel have the right to form, join, and organize trade unions of their choice. The right to freedom of association and collective bargaining is restricted under the South African labor law. Darling Cellars allow workers to freely elect their own representatives/shop stewards. Above requirements are verified during Darling Cellars Wieta audits for compliance.	Darling Cellars normal working hours is 45 hours per week. The maximum overtime hours in a week cannot exceed 15 hours. Employees can refuse to work overtime. Employees are entitled to two free days following five consecutive days worked. Darling Cellars allow rest periods complying with the South African labor law. Above requirements are verified during Darling Cellars Wieta audits for compliance.	All Darling Cellars workers receive written employment contracts upon hire, including induction. Darling Cellars does not retain identity documents from personnel upon commencing employment. Personnel are free to terminate their employment provided that they give reasonable notice to Darling Cellars. Darling Cellars does not tolerate the use of corporal punishment, mental or physical coercion and verbal abuse of personnel.	Darling Cellars does not employ young workers (over the legal minimum age of 15 but less than 18). We verify the age of our employees through control of valid national ID documents. Above requirements are verified during Darling Cellars Wieta audits for compliance.	At Darling Cellars, no discrimination is tolerated in the hiring, remuneration, access to training, promotion or termination of employees. At Darling Cellars, no termination or retirement is based on gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin or nationality. At Darling Cellars, no discrimination is based on membership in workers' organizations, including unions. At Darling Cellars, no discrimination is based on political affiliation or opinions, sexual orientation, family responsibilities or marital status.	Darling Cellars has appointed the Quality manager as management representative as well as a trained Health and safety representative. Darling Cellars conduct quarterly health and safety reviews and monthly inspections to identify potential health and safety hazards. Minor work-related incidents with injuries were recorded at Darling Cellars and reported as required by South African labor Law. Darling Cellars has a trained firefighting team. Evacuation drills are done every six months. Darling Cellars has trained first aiders and first aid equipment available all the time (monthly inspections).	At Darling Cellars no employee receive less than the applicable minimum wage that follows from national South African law. Darling Cellars does not make any deductions from wages as a disciplinary measure. Darling Cellars provide all employees with pay slips showing how their pay is calculated in English language they all understand. Workers are compensated for overtime at pay rates 1,5 times during week days and Saturdays and 2 times on Sundays and public holidays.
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 Darling Cellars to be at **low risk** for breach of any of the conditions mentioned above. No further measures will be implemented on our behalf.