



DOMAINE MUCYN 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
We confirm that all personnel have the right to form, join and organize trade unions of their choice and they have the right to freedom of association and collective bargaining.	In France, the maximum allowable working hours in a week on a regular basis is 35 hours. The maximum overtime hours in a week is 12 hours. The employees can refuse to work overtime. The employees are entitled to at least one free day following six consecutive days worked.	In France it is the law that all our workers receive written employment contracts including information on salary, terms of payment, working hours etc. Upon hire. The company does not in any circumstances retain identity documents from personnel upon commencing employment. The personnel are free to terminate their employment provided that they give reasonable notice to their employer. The company do 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.	We confirm that 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. No accidents in the company in the last 3 years. We have fire-fighting safe equipment, emergency exits etc. and first aid equipment is available all the time.	It is forbidden within French law to receive less than applicable minimum wages that follows from national law. 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 Domaine Mucyn to be at **low risk** for breach of any of the conditions mentioned above. No further measures will be implemented on our behalf.