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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
All personnel have the right to form, join, and organize trade unions of their choice. The right to freedom of association and collective bargaining is not restricted under law.	No working hours through the week exceed 48 hours. The normal working week is 40 hours. Overtime can exceed 12 hours. Very occasionally but it happens, especially at harvest time. All workers can refuse to work overtime. Employees are entiteled to at least one free day following sic consecutive days worked.	Workers do not always recieve a written employment contract including information on salary, terms of payment, working hours etc. upon hire. The company does not under any cirkumstance retain identity documents from personnel upon commencing employment. All personnel have the right to leave the workplace premises after completing the standard workday. The company does not tolerate the use of corporal punishment, mental or physical coercion and verbal abuse of personnel.	The company doesn't have any workers below the age of 18. We verify the age before hiring with valid official documents.	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.	The company have management representatives responsible to ensure health and safety. In general all personnell have access to clean drinking water and clean toilets, but in the agricultural area, there is not. There is heavy machine operated by our employees, and they are trained to use them. We have fire-fighting safe equipment, emergency exits etc. and first aid equipment is available all the time.	Our employees don't receive less than the minimum wages according to the law. The company doesn't make deductions from wages as a disciplinary measure. Every month the company sends pay slips in an understandable language. Overtime hours are not always paid more than regular hours.
Low risk	Low risk	Medium risk	Low risk	Low risk	Low-medium risk	Low-medium risk

EXPLANATION

CONCLUSION

Based on our obtained information, we conclude Juan Gil to be at **low to medium 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.

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