

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 personnel have the right to form, join and organize trade unions of their choice as it is a law in France. They are free to elect their own representatives.	We work 40,5 hours per week. The maximum overtime hours in the week never exceed 12 hours. Employees can refuse to work overtime but they very rarely work overtime. All employees have 2 days off per week.	Employees sign a contract with the company which include salary, terms of payment, working hours and regulations regarding terms of end of contract. The company does not under any circumstance retain identity documents from personnel upon commencing employment. All employees have the right to leave the workplace premises after completing the standard workday. All employees are of course free to terminate their employment. The company never tolerate the use of corporal punishment, mental or physical coercion or 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 social security, ID card or driving license.	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 HR manager, all employees have an appointment with a doctor (specialized in working conditions) every 5 years. We have inspections of health and safety conducted by firemen or HRS inspectors. All shops have toilets, and a sink with drinkable water access and a place for eating lunch (with microwaves). No accidents have happened in the past 3 years. We are inspected every year by SICLI and have first aid equipment. Our workers have the license to operate our lifts.	All employees are paid over the minimum wage. The company never make deductions from wages as a disciplinary measure. We provide employees with written information showing how their pay is calculated, as it says in the contract. Overtime is always, for every employee, payed greater than the regular hourly rate.
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 Julien de Savignac to be at **low risk** for breach of any of the conditions mentioned above. No further measures will be implemented on our behalf.