

L'ESCARELLE 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 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.	Workers are not allowed to work more than 48 hour per week, and not more than 12 hour overtime per week. Employees can refuse to work overtime and they are entitled to at least one free day following six consecutive days worked.	Workers receive a written employment contract including information on salary, terms of payment, working hours etc. upon hire. The company can 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 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.	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. All personnel have access to clean toilet and drinkable water. Our company has had work-related accidents with injuries during the last three years. We have adequate fire-fighting equipment available. The company has adequate emergency exits. There is first aid equipment available all the time. There is heavy machinery in our company and the workers are trained to use it.	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 always paid more than regular hours.
Low risk	Low risk	Medium risk	Low risk	Low risk	Low- medium risk	Low risk

EXPLANATION

CONCLUSION

Based on our obtained information, we conclude l'Escarelle to be at **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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