

# MAISON BROTTE RISK ASSESSMENT



This is a summarized version. For the full version, send a request to [amka@amka.no](mailto: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. They have the right to freedom of association and collective bargaining restricted under law and the company allow workers to freely elect their own representatives.	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.	All employees receive written contracts, we never retain any identity documents and all workers have the right to leave the premises after completing a standard workday. All personnel are free to terminate their employment and the company does not tolerate the use of corporal punishment.	The company doesn't have any workers below the age of 18.	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.	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.	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 paid more than regular hours.
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 Maison Brotte to be at **low risk** for breach of any of the conditions mentioned above. No further measures will be implemented on our behalf.