



MUSELLA WINERY 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 and join trade unions, and this is regulated by the Italian law. Musella allows workers to freely elect their own representatives	Maximum week hours under 48 hours. Overtime hours don't exceed 12 hours. Employees can refuse to work overtime. No more than five/six consecutive days worked.	All workers receive written contract with all information. The company doesn't retain identity documents. The personnel have the right to leave the workplace after the workday. Personnel can terminate their employment, communicating in advance the end. The company doesn't tolerate any punishment, verbal abuse or coercion.	The company doesn't have any workers below the age of 18. We don't have young workers and we control through official documents the age of everyone.	No discrimination is tolerated in hiring, remuneration, access to training, promotion or termination.	The company has a management representative responsible for health and safety of the personnel. We conduct regular inspections for the health and safety hazards.	Employees receive wages from national law. There are no deductions from wages. Employees receive the pay slip every month. Workers are compensated for overtime at pay rates greater than the regularly hourly rates.
Low risk	Low risk	Low risk	Low risk	Low risk	Low risk	Low risk

EXPLANATION

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

Based on our obtained information, we conclude Musella Winery & Relais to be at **low risk** for breach of any of the conditions mentioned above. No further measures will be implemented on our behalf.