

# PACO & LOLA 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. 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. Employees can work 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 does not under any circumstance 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.	Discrimination is not tolerated, the selection process is carried out together with an external company and subsequently tests are carried out in the winery that are the same for everyone. Finally, salaries are divided into tiers without differentiating between gender. There are few layoffs, and usually due to organizational distributions. There is no discrimination, neither unions nor union representatives. Furthermore, flexible hours are allowed, such as family conciliation for instance.	The company has a management representative responsible for health and safety of the personnel, this is carried out by an external company called Quirón Prevención. Our company has not had work-related accidents with injuries during the last three years. We have adequate fire-fighting and first aid equipment available and adequate emergency exits. 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 paid the same as regular hours.
Low risk	Low risk	Medium risk	Low risk	Low risk	Low- medium 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 Paco & Lola to be at **medium risk** for breach of any of the conditions mentioned above. No further measures will be implemented on our behalf.