



ANGELO ROCCA 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 can form, join and organize trade unions. According to the law the company allows workers to freely elect their own representatives.	On a regular basis working hours don't exceed 48 hours in a week. There may be overtime hours but they don't exceed 12 hours in a week. Workers can refuse overtime. Saturday and Sunday are free days.	All workers receive a written employment contract upon hire. After the workers sign a privacy consent document, the company can retain identity documents. Workers have the right to leave the workplace after the standards 8 hours. They are free to terminate their employment after they give a notice.	All our workers are over the age of 18. We verify the age before hiring with valid official documents.	In our company we hire people according to their abilities. We do not discriminate of any kind and try to maintain a peaceful working environment based on mutual respect.	In our company there is a responsibility for health and safety. There are medical examinations 1 time a year and periodic safety courses. There has been no accidents in the company in the last 3 years.	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-medium 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 Angelo Rocca to be at **low 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.