

Skippy risk assessment of human rights and decent working conditions

Product group	Material	Country of origin	Risk assessment country of origin							Risk assessment of supplier										Total risk assessment of product	Action plan	
			Freedom of association	Contract/Working hours	Forced Labor/Human trafficking	Child labor	Discrimination	Health and safety at work	Wage/remuneration	Third party verification	Raw material from	Freedom of association	Contract/Working hours	Forced labor/human trafficking	Child labor	Discrimination	Health and safety at work	Wage/remuneration	Third party verification			
Skippy	7542	Skippy Mihalpaal Jordansdonor 25kg	Netherlands	It is voluntary, but all workers are free to join labor organisations.	There are about 500 permanently employed workers and there are procedures in place controlling overtime work.	There are no processes in place to detect and prevent the use of forced labor.	No workers are under the age of 18.	Measures are taken to avoid discrimination.	Measures such as e-learning are implemented to keep workers safe from health and safety hazards. There is also an ISO45001 certification in place.	Workers are being paid as a minimum living wage.	No 3rd party verification but regular own inspections	USA	No info	No info	Procedures such as supplier due diligence in place and third party audits may be conducted based on the result of the assessment. Hot line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic slavery and human trafficking.	I should not be any weaker under 18. No routines to control this in place however a supplier due diligence is carried through and third party audits may be conducted based on the result of the assessment. Hot line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic of slavery and human trafficking.	No info	No info	There are no routines in place to control working hours and remuneration however the producer is committed to provide for working wage and to comply with all local laws.	Some procedures are in place. The producer has an internal audit function and a procedure how to act on reported potential violations. Third party audits based on compliance of international human rights standards are not carried through on regular basis of sub suppliers.	High risk	Assessment is still going on. The risk sheet will be updated.
Skippy	47441	Skippy Creamy Jordansdonor 34kg12	Netherlands	It is voluntary, but all workers are free to join labor organisations.	There are about 500 permanently employed workers and there are procedures in place controlling overtime work.	There are no processes in place to detect and prevent the use of forced labor.	No workers are under the age of 18.	Measures are taken to avoid discrimination.	Measures such as e-learning are implemented to keep workers safe from health and safety hazards. There is also an ISO45001 certification in place.	Workers are being paid as a minimum living wage.	No 3rd party verification but regular own inspections	USA	No info	No info	Procedures such as supplier due diligence in place and third party audits may be conducted based on the result of the assessment. Hot line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic slavery and human trafficking.	Supplier due diligence is carried through and third party audits may be conducted based on the result of the assessment. Hot line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic of slavery and human trafficking.	No info	No info	There are no routines in place to control working hours and remuneration however the producer is committed to provide for working wage and to comply with all local laws.	Some procedures are in place. The producer has an internal audit function and a procedure how to act on reported potential violations. Third party audits based on compliance of international human rights standards are not carried through on regular basis of sub suppliers.	High risk	Assessment is still going on. The risk sheet will be updated.
Skippy	47442	Skippy Candy Jordansdonor 34kg12	Netherlands	It is voluntary, but all workers are free to join labor organisations.	There are about 500 permanently employed workers and there are procedures in place controlling overtime work.	There are no processes in place to detect and prevent the use of forced labor.	No workers are under the age of 18.	Measures are taken to avoid discrimination.	Measures such as e-learning are implemented to keep workers safe from health and safety hazards. There is also an ISO45001 certification in place.	Workers are being paid as a minimum living wage.	No 3rd party verification but regular own inspections	USA	No info	No info	Procedures such as supplier due diligence in place and third party audits may be conducted based on the result of the assessment. Hot line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic slavery and human trafficking.	Supplier due diligence is carried through and third party audits may be conducted based on the result of the assessment. Hot line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic of slavery and human trafficking.	No info	No info	There are no routines in place to control working hours and remuneration however the producer is committed to provide for working wage and to comply with all local laws.	Some procedures are in place. The producer has an internal audit function and a procedure how to act on reported potential violations. Third party audits based on compliance of international human rights standards are not carried through on regular basis of sub suppliers.	High risk	Assessment is still going on. The risk sheet will be updated.
Skippy	91056	Skippy ChocoChip Sweet Jordansdonor 34kg6	Netherlands	It is voluntary, but all workers are free to join labor organisations.	There are about 500 permanently employed workers and there are procedures in place controlling overtime work.	There are no processes in place to detect and prevent the use of forced labor.	No workers are under the age of 18.	Measures are taken to avoid discrimination.	Measures such as e-learning are implemented to keep workers safe from health and safety hazards. There is also an ISO45001 certification in place.	Workers are being paid as a minimum living wage.	No 3rd party verification but regular own inspections	USA	No info	No info	Procedures such as supplier due diligence in place and third party audits may be conducted based on the result of the assessment. Hot line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic slavery and human trafficking.	Supplier due diligence is carried through and third party audits may be conducted based on the result of the assessment. Hot line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic of slavery and human trafficking.	No info	No info	There are no routines in place to control working hours and remuneration however the producer is committed to provide for working wage and to comply with all local laws.	Some procedures are in place. The producer has an internal audit function and a procedure how to act on reported potential violations. Third party audits based on compliance of international human rights standards are not carried through on regular basis of sub suppliers.	High risk	Assessment is still going on. The risk sheet will be updated.
Skippy	92077	Skippy No Added Sugar	Netherlands	It is voluntary, but all workers are free to join labor organisations.	There are about 500 permanently employed workers and there are procedures in place controlling overtime work.	There are no processes in place to detect and prevent the use of forced labor.	No workers are under the age of 18.	Measures are taken to avoid discrimination.	Measures such as e-learning are implemented to keep workers safe from health and safety hazards. There is also an ISO45001 certification in place.	Workers are being paid as a minimum living wage.	No 3rd party verification but regular own inspections	USA	No info	No info	Procedures such as supplier due diligence in place and third party audits may be conducted based on the result of the assessment. Hot line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic slavery and human trafficking.	Supplier due diligence is carried through and third party audits may be conducted based on the result of the assessment. Hot line number for anonymously reporting deficiencies is available. Training in the supplier CoC is carried through which includes the topic of slavery and human trafficking.	No info	No info	There are no routines in place to control working hours and remuneration however the producer is committed to provide for working wage and to comply with all local laws.	Some procedures are in place. The producer has an internal audit function and a procedure how to act on reported potential violations. Third party audits based on compliance of international human rights standards are not carried through on regular basis of sub suppliers.	High risk	Assessment is still going on. The risk sheet will be updated.

Risk description		
Low risk: Adequate measures in place, no need for action plan.	Medium risk: Some sufficient measures in place, not prioritized for action plan.	High risk: Lack of information or inadequate procedures in place, action plan needed.