Global Compact Self Assessment Tool

The Global Compact Self Assessment Tool consists of 45 questions. For each question there are a list of indicators.

Step 1: look at each of the indicators, which will help you answer the guestion

Step 2: based on your answers to the indicators, decide on your answer to the question. Write a comment or follow-up action explaining your choice.

The list of questions is shown in the overview. The indicators can be found in the separate tabs human rights, labour, environment and anti-corruption. Further information about the questions and indicators can be found at www.globalcompactselfassessment.org

What do the answer categories mean?

Yes/No a "no" answer requires follow up action. Please describe the action that will be

F/A (Further attention required) you can use this option when the company is in the

process of or is planning to address the issue. Please write a comment or follow-up

N/A (Not applicable) use this option if the question or indicator isn't relevant for your

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FULL RESULTS

[COMPANY NAME] 2015-06-05

MANAGEMENT			YES	NO.	F/A	N/A	COMMENTS AND FOLLOW-UP ACTIO
	MA.1	Does the company comply with all relevant regulation on issues covered by the Global Compact principles?	123	NO	1//4	TV//A	COMMENTS AND POLLOW OF ACTIO
ASSESS	MA.2	Does the company tentify and assess the risk, opportunity and impact of its operations on issues covered by the Global Compact principles?				<u> </u>	
DEFINE	MA.3	Does the company luentry and assess the raw, upper unity and impact on at operations on issues covered by the Global Compact principles?					
DEFINE	MA.4			-		-	
	IVIA.4	Do the company's decision-making processes and management systems include issues covered by the Global Compact Principles?		<u> </u>		-	
				-		-	
IMPLEMENT	MA.6	Does the company promote issues covered by the Global Compact principles in its interactions with suppliers and business partners?					
	MA.7	Does the company positively contribute to community development?		<u> </u>			
	MA.8	Does the company have a trusted procedure for hearing, processing and settling internal and external concerns/complaints?					
COMMUNICATE	MA.9	Does the company communicate progress on the Global Compact principles with stakeholders?					
HUMAN RIGHTS			YES	NO	F/A	N/A	COMMENTS AND FOLLOW-UP ACTION
	HU.1	Does the company ensure that its workers are provided safe, suitable and sanitary work facilities?					
HEALTH AND SAFETY	HU.2	Does the company ensure that workers are provided with the protective equipment and training necessary to perform their tasks safely?					
	HU.3	Does the company actively involve workers in health and safety work?					
		Does the company ensure that the workweek is limited to 48 hours; that overtime is infrequent and limited; and that workers are given reasonable					
	HU.4	breaks and rest periods?					
HOURS, WAGES AND	HU.5	Does the company provide a living wage that enables workers to meet the basic needs of themselves and their dependents?					
LEAVE							
	HU.6	Does the company ensure that workers are paid holiday leave, sick leave, and parental leave in accordance with international minimum standards?					
	HU.7	Does the company ensure that all workers have an official employment status?					
AIR TREATMENT	HU.8	Does the company protect workers from workplace harassment including physical, verbal, sexual or psychological harassment, abuse, or threats?					
TAIN TREATMENT	HU.9	Does the company respect the privacy of its employees whenever it gathers private information or monitors the workplace?				<u> </u>	
	по.э	Before buying, renting, acquiring or otherwise accessing land or property, does the company ensure that all affected owners and users of the land or				-	
	HU.10						
		property, have been adequately consulted and compensated?		<u> </u>			
COMMUNITY IMPACTS	HU.11	Does the company take steps to ensure that company security arrangements are in accordance with international principles for law enforcement and					
		the use of force?					
	HU.12	Does the company engage with local communities on the actual or potential human rights impacts of its operations?					
PRODUCT STEWARDSHIP	HU.13	Does the company take steps to prevent risks to human rights arising from product defects or improper use or misuse of company products?					
		sees the company take steps to prefer this to hadron growing from product detects of improper act of missis of company products analyzing					
COUNTRY RISK	HU.14	Does the company seek to avoid involvement in human rights abuses owing to government or societal practices?					
LABOUR			YES	NO	F/A	N/A	COMMENTS AND FOLLOW-UP ACTION
FREEDOM OF	LA.1	Does the company recognise the rights of its workers to freedom of association and to bargain collectively?					
ASSOCIATION	LA.2	If independent trade unions are either discouraged or restricted, does the company enable workers to gather independently to discuss work-related					
ASSOCIATION	LA.Z	problems?					
FORCED LABOUR	LA.3	Does the company take all necessary measures to ensure that it does not participate in any form of forced or bonded labour?					
CHILD LABOUR	LA.4	Does the company comply with minimum age standards?					
DISCRIMINATION	LA.5	Does the company ensure that employment-related decisions are based on relevant and objective criteria?					
ENVIRONMENT			YES	NO	F/A	N/A	COMMENTS AND FOLLOW-UP ACTION
	EN.1	Does the company support a precautionary approach to environmental issues?			.,,.	11/71	
PRECAUTION	EN.2	Does the company have emergency procedures in place to prevent and address accidents affecting the environment and human health?				<u> </u>	
	EN.3	Does the company take measures to reduce energy consumption and emissions of greenhouse gasses?					
	EN.4	Does the company take measures to reduce energy consumption and treat waste water?	 	 	_	1	1
	EN.4 EN.5		<u> </u>	├	<u> </u>	1	
DECDONCIDILITY AND		Does the company take measures to prevent and reduce the production of waste and ensure responsible waste management?				-	
RESPONSIBILITY AND	EN.6	Does the company prevent, reduce and treat air emissions?					
PERFORMANCE	EN.7	Does the company prevent and reduce impacts on the surrounding environment from noise, odour, light and vibrations?					
	EN.8	Does the company minimise the use and ensure safe handling and storage of chemicals and other dangerous substances?		<u> </u>			
	EN.9	Does the company prevent, minimise and remedy significant impacts on biodiversity?					
	EN.10	Does the company ensure that natural resources are used in a sustainable manner?					
TECHNOLOGY	EN.11	Does the company encourage the development and use of environmentally friendly technologies?					
ANTI-CORRUPTION			YES	NO	F/A	N/A	COMMENTS AND FOLLOW-UP ACTION
	AC.1	Does the company take a clear stand against corruption?					
COMPANIA CHI TUES	AC.2	Does the company assess the risk of corruption when doing business?					
COMPANY CULTURE	AC.3	Does the company ensure that relevant workers are properly trained?					
AND PROCEDURES	AC.4	Do the company's internal procedures support its anti-corruption commitment?				1	İ
	AC.5	Does the company's anti-corruption initiative cover agents, intermediaries and consultants?		1		1	
JOINT ACTIONS	AC.6	Does the company take joint actions with others to engage in and promote anti-conruption initiatives?		t		1	

VIANAGEMEN Question VIA:1	N1: ASSESS Regulatory compliance	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
ndicators	Does the company comply with all relevant regulation on issues covered by the Global Compact principles? The company complies with all relevant local and national legislation related to issues covered by the Global Compact	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
	principles in the country in which it operates. This includes legislation relating to human rights, occupational health and						
	safety, labour rights, environmental and anti-corruption. The company has obtained the necessary permits and authorisations to operate from the relevant authorities.						
	The company has an ongoing dialogue with the relevant local/national authorities about any unsettled issues raised by the authorities e.g. following a site visit.						
	The company complies with international conventions and agreements relevant for the company operations and activities.						
	The company has a systematic approach in place to ensure it keeps informed of new regulations, e.g. using compliance monitoring processes and gap analysis.						
uestion	Assessment of risk, opportunity and impact	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
1A.2	Does the company identify and assess the risk, opportunity and impact of its operations on issues covered by the Global Compact principles?						
dicators	The company takes an integrated approach to identifying and assessing risk, opportunity and impact, taking into account.	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
	human rights; occupational health and safety; labour rights; environmental and anti-corruption issues.						
	The company has processes in place to ensure periodic identification and assessment of the risk, opportunity and impact of its business operations and activities, based on a review of sound data and a deep understanding of emerging trends.						
	The company has a method for prioritising the most significant risks, opportunities and impacts, including the individuals						
	who are most likely to be affected. When designing new operations or activities, the assessment of risk, opportunity and impact is included.						
	The company ensures that all information on the potential risks, opportunities and impacts of its business operations are shared and accessible to potentially affected individuals or communities.						
IANAGEMEI	NT: DEFINE						
uestion IA.3	Policy Does the company have a policy statement in line with the Global Compact principles?	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
dicators	The company has a written policy covering respect for human rights, occupational health and safety, labour rights,	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
	environmental and anti-corruption issues. The company's policy has been approved by top management.						
	The company's policy includes a commitment to meeting local legal requirements and international standards. The company's policy includes a commitment to making continuous improvements in performance.						
	The company's policy includes contributing to local community development. The results of the assessment of risk, opportunity, and impact are reviewed by senior management and inform the						
	the results of the assessment of risk, opportunity, and impact are reviewed by senior management and inform the development of company sustainability goals, strategies, and policies.						1
ANAGEME	NT: IMPLEMENT	wow		E S	N. S.	(0)4445	EQUIANI NO CONT
estion A.4	Decision-making and management Do the company's decision-making processes and management systems include issues covered by the Global	74	NO	7/A	W/A	COMMENTS	FULLOW-UP ACTION
dicators	Compact Principles?	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
	The company has appointed a senior person(s) responsible for policies and plans related to issues covered by the Global Compact principles.						
	The company has defined and communicated roles and responsibilities with regard to issues covered by the Global Compact principles.						
	The company has documented procedures to enable decisions to be made regarding issues covered by the Global Compact principles	L	L	L	L		
	The company prepares action plans describing the activities, time frames, responsibilities and means to address impacts and/or reach targeted improvements.						
	The company monitors its procedures and instructions to ensure they are applied correctly e.g. via internal audits.						
	The company can document continuous improvement of its performance e.g. via key performance indicators (KPIs).						
	The company promptly records, investigates and remediates any serious accidents or extraordinary impacts/events that occur.						
	The company has a company-wide management system that is certified by a third party and/or operates in accordance						
	with sector specific codes and standards.	NEC	NO.	2/0	DVC	COMMISSION	COLLON IN ACTION
Restron	worker involvement	1125	UU	17/A	N/A	COMMENTS	FOLLOW-UP ACTION
dicators	The company's workers are familiar with the company policy covering the Global Compact principles.	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
	Company workers are aware of the issues that are most significant for the company operations and activities, and know what is expected of them.						
	The company regularly trains workers involved in activities that have, or could have, adverse impacts to ensure they are aware of risks, requirements and agreed procedures.						
	Company workers are informed of progress towards objectives for issues relevant for the company operations and activities.						
	Workers are encouraged to suggest ways in which the company can improve its performance relating to issues covered by the Global Compact principles.						
	The company stimulates responsible behaviour using incentive schemes that include objectives on issues covered by the Global Compact principles.						
uestion	Suppliers and business partners	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
IA.6	Does the company promote issues covered by the Global Compact principles in its interactions with suppliers and business partners?						
dicators	The company has defined minimum requirements and communicates these in writing to new and existing	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
	suppliers and business partners. The company has policies and procedures for managing and monitoring the performance of suppliers and business						
	partners. The company has conducted an assessment to identify which of its suppliers and business partners have the greatest risk						
	of negative impacts.						
	The company provides training on procedures and standards for relevant management and procurement staff. The company's procurement practices, such as prices, delivery times and internal incentive structures, encourage						
	improved standards at suppliers and business partners. Where necessary, the company collaborates with individual suppliers and business partners to implement continuous						
	improvements. The company collaborates with other companies to promote improved standards amongst its suppliers and business						
	partners.						
uestion A.7	Community development Does the company positively contribute to community development?	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
dicators	The company donates time, in-kind or financial contributions to the local community e.g. education and training, cultural	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
	and infrastructure development. The company takes action to realise local and/or national development goals following consultations with the local						
	community. The company can demonstrate the impacts of its contribution and how these are aligned to the company's core and						
	The company take action in support of broader UN goals and issues, such as the UN Millennium Development Goals						
	The company take action in support of broader UN goals and issues, such as the UN Millennium Development Goals (MDGs) on combatting HIV, promoting education and women's rights. 8mbsp: The company seeks to contribute to community development by entering partnerships with a range of stakeholders,						
	including UN agencies, governments, civil society, labour, and other non-business interests.						
	Grievance mechanisms	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
uestion		1	L	L	L		
A.8	Does the company have a trusted procedure for hearing, processing and settling internal and external concerns/complaints?		m 7(0)	17/A	N/A	COMMENTS	FOLLOW-UP ACTION
A.8 dicators	concerns/complaints? The company has a written procedure for how concerns and complaints are received, processed and settled.	YES		-	-		
uestion A.8 dicators	concerns/complaints? The company has a written procedure for how concerns and complaints are received, processed and settled. Information about how to use the procedure; what concerns/complaints can be reported; and how concerns/complaints are processed and settled. Responses and accessed and settled.	YES					
A.8 dicators	concerns/complaints? The company has a written procedure for how concerns and complaints are received, processed and settled. Information about how to use the procedure; what concerns/complaints can be reported, and how concerns/complaints are processed and estolved, is clear and estally accessible. Workers, including temporary and contract workers, can submit concerns/complaints regarding the company's activities and impact without threat of retailation by management or other workers.	YES					
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ANAGEME!	Concerns/complaints? The company has a written procedure for how concerns and complaints are received, processed and settled. Information about how to use the procedure, what concerns/complaints can be reported; and how concerns/complaints are processed and resolved, is clear and easily accessable. Writeries, modeling reprocessing a clear and easily accessable. Writeries, modeling reprocessing a clear and easily accessable. Customers and external stakeholders can submit concerns/complaints regarding the company's activities customers and external stakeholders can submit concerns/complaints regarding the company's activities and impact without thread or relatation by company management, individuals or representatives of the local community can submit concerns/complaints regarding the company's activities and impact without thread or relatation by the company. Individuals or representatives of the local community can submit concerns/complaints regarding the company's activities and impact without thread or featables by the company activities and impact without thread or featables of the concerns/complaints regarding the company's activities and impact without thread or featables of the concerns/complaints and is informed of the outcome of the resolution process. A worker lodging a concern or complaint is allowed to participate in hearings held with respect to that concerns/complaint and is informed of the outcome of the resolution process. **COMMUNICALS*** **Exhaustical Company*** **COMMUNICALS*** The company communicate progress on the Global Compact principles with stakeholders? The company communicate progress on the Global Compact principles with stakeholders?	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION FOLLOW-UP ACTION
ANAGEMENT ANAGEMENT ANAGEMENT ANAGEMENT ANAGEMENT ANAGEMENT AS A GRANT	Concerns/complaints? The company has a written procedure for how concerns and complaints are received, processed and settled. Information about how to use the procedure, what concerns/complaints can be reported; and how concerns/complaints are processed and resolved, is clear and easily accessable. Workers, muching temporary and contract workers, can submit concerns/complaints regarding the company's activities workers, can submit concerns/complaints regarding the company's activities and impact without threat of reliation by company management. Customers and external stakeholders are submit concerns/complaints regarding the company's activities and impact without threat of reliation by the company's an submit concerns/complaints regarding the company's activities and impact without threat of reliation by the company. There is a committee responsible for hearing, processing, and settling concerns/complaints, and includes representatives of the concerned/complaining party in the committee. This could be workers, community or comuner expresentatives of the concerned/complaining party in the committee. The could be workers, community or communer expresentatives oncern/complaining and is informed of the outcome of the resolution process. **PRINT:**Complaining** and is informed of the outcome of the resolution process. **PRINT:**Complaining** and is informed of the outcome of the resolution process. **PRINT:**Complaining** and is informed of the outcome of the resolution process. **PRINT:**Complaining** and is informed of the outcome of the resolution process. **PRINT:**Complaining** and is informed of the outcome of the resolution process. **PRINT:**Complaining** and is informed of the outcome of the resolution process. **PRINT:**Complaining** and is informed of the outcome of the resolution process. **PRINT:**Complaining** and is informed of the outcome of the resolution process. **PRINT:**Complaining** and is informed of the outcome of the resolution process. **PRINT:**Complaining** and is informed	YES	NO	F/A	N/A N/A	COMMENTS	FOLLOW-UP ACTION FOLLOW-UP ACTION
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ANAGEME!	Concern/complaints? The company has a written procedure for how concerns and complaints are received, processed and settled. Information about how to such the procedure, what concerns/complaints can be reported, and how concerns/complaints can be reported, and how concerns/complaints can be reported, and how concerns/complaints. When concerns concerns concerns concerns/complaints regarding the company's activities and impact without thread or reliation by company hy management or other workers. Customers and external stakeholders can submit concerns/complaints regarding the company's activities and impact without thread or reliation by company management. Individuals or representatives of the local community can submit concerns/complaints regarding the company's activities and impact without thread or reliation by by the company. There is a committee responsible for hearing, processing, and settling concerns/complaints regarding the company's activities and impact without complaining party in the committee. This could be workers, community or consume representatives. A worker folging a concern or complaint is allowed to participate in hearings held with respect to that concerns/complaints and is informed of the outcome of the resolution process. **Extended or concerns or complaint is allowed to participate in hearings held with respect to that concerns/complaint and is informed of the outcome of the resolution process. **Extended or concerns or complaint is allowed to participate in hearings held with respect to that concerns/complaint and is informed of the outcome of the resolution process. **Extended or complaints are complaints and is informed of the outcome of the resolution process. **Extended or complaints are complaints and information or strategy and management approach, challenges, and difference causes as well as forward-looking information on strategy and management approach, challenges, and differences.	YES	NO	F/A	N/A N/A	COMMENTS	FOLLOW-UP ACTION
ANAGEME!	Concerns/complaints? The company has a written procedure for how concerns and complaints are received, processed and settled. Information about how to use the procedure, what concerns/complaints can be reported; and how concerns/complaints are processed and resolved, is clear and easily accessible. Workers, including temporary and contract workers, can submit concerns/complaints regarding the company's activities and impact without threat of reliabilition by management or other workers, and application of the company's activities and impact without threat of reliabilition by management or other workers, and individually an advantage of the company's activities and impact without threat of reliabilition by management or other workers. Individuals or representatives of the local community can submit concerns/complaints regarding the company's activities and impact without threat of reliabilition by the company. There is a committee responsible for hearing, processing, and settling concerns/complaints, and includes representatives of the concerned/complaining party in the committee. This could be workers, community or comsumer representatives of the concerned/complaining party in the committee. This could be workers, community or consumer representatives. A worker lodging a concern or complainit is allowed to participate in hearings held with respect to that concern (complaint and is informed of the outcome of the resolution process.) **CONCOUNTLY** **CONCOUNTLY** **CONCOUNTLY** **CONCOUNTLY** **CONCOUNTLY** **CONCOUNTLY** **TOTAL CONCOUNTLY** **TOTAL CONCOUNTLY* **TOTAL CONCOUNTLY** **TOTAL CONCOUNTLY* **	YES	NO	F/A	N/A N/A	COMMENTS COMMENTS	FOLLOW-UP ACTION FOLLOW-UP ACTION

1	Health and cafety systems	1753	NO	MA	67/4	COMMENTS	FOLLOW-UP ACTION
	to the company secure that its workers are provided rafe, suitable and sanitary work facilities?	5755	130	D/A	L763	COMMENTS	FOLLOW-UP ACTION
	The company has effective health and safety procedures in place, which comply with industry, national and international translates.	Ľ	Ľ	Ĺ	Ľ		
	regularisation for retains and contry production processes, machinery and equipment to ensure that they are safe and in pool working order.						
	Norkers and managers are trained to respond to workplace emergencies; first aid kits and fire extinguishers are readily realiable; and escape exist are clearly marked and firee from obstruction.						
1	The workplace is maintained to ensure clean and comfortable conditions including a suitable temperature, ventilation and lighting: suitable washing and sanitation areas appropriate for both genders.						
	lesidential or overnight facilities are safe and sanitary and meet the basic needs of workers including with regard to safety, pace, temperature, lighting, ventilation, food, water, sanitary facilities, privacy, and affordability.						
,	The company provides safe drinking water for workers and facilities for clean and sanitary food storage and eating.						
	Aftere relevant the company has put is place special health and safety precautions for pregnant women, employees with Skabilities, night workers, young workers and other vulnerable groups.						
dies P	retective equipment and training	5155	Ne	ΣfΑ	to to	COMMENTS	FOLLOW-UP ACTION
010	heir tasks safely?	9355	0.00	827/9	0.000	COMMENTS	ESUSWALPAGIEN
	the company has a procedure to ensure that all workers are provided, free of charge or deposits, with the protective equipment necessary to safely perform their job functions.						
	quignent necessary so safety perform their job functions. The company is committed to ensuring that workers use the protective equipment provided and understand why it is secessary to use the equipment.						
	The company ensures that all workers have the necessary training to safely perform their job functions and keeps workers lully informed, in a language and form understandable to them, of the health and safety procedures.						
-	to accurate record is kept of who has been trained and for what tasks. On a regular basis and when assigned to new tasks, workers receive training in the safe use of equipment and processes.	-		H	-		
	Company function or member of staff is responsible for keeping informed of scientific and technological developments agarding health and safety risks and protective equipment.			Н			
100	agazang resens and ussey reas and prosective equipment.	5759	ESO	E5/A	EWA	COMMENTS	FOLLOW-UP ACTION
9166	boes the company actively involve workers in health and safety-work?	\$759	ESG	E57.78	6763	COMMENTS	FOLLOW-UP ACTION
_	the company consults employees on health and safety issues either directly or through a freely elected safety agressectative(s) for relevant groups of employees.						
_	t mater and salety commoner has been expanded including employer salety trip members and representatives from management. Health and calledy accidents are recorded and investigated including involving the relevant worker(s), and actions are taken.						
-	a prevent recurrences. Health and safety near-misses (accidents not resulting in injury) are reported and investigated to help improve safety.			_			
- 6	waith and carely seed crosses pactures to a resulting in specify are reported and overlagated or may reprove turnly. Health and carely accidents are monitored including hours lost as a result of injury or illness and e.g. compared to total			Н			
1040000	whites waters pass trave report respectively.						
dice i	Noting how to congain years that the workweek is limited to 48 hours that overtime is infrequent and limited; and that	5753	NO	ΣΛ	65/4	COMMENTS	FOLLOW-UP ACTION
aten.	Soes the company ensure that the workweek is limited to 48 hours; that overtime is infrequent and limited; and that workers are given reasonable breaks and rest periods?	\$759	ESG	E57.73	6763	COMMENTS	FOLLOW-UP ACTION
	formal company working bours are limited to 68 per week by both company policy and practice, or fewer if provided by sational law, collective agreement or industry standards. Nertime is infrequent, remainstand at premium rate, and does not exceed 12 hours in any one week, or 36 hours per						
_	overtime is immeguent, remunerated at premium rate, and does not exceed 12 hours in any one week, or as hours per month. The consequence is a sustain to obe, record and months hours worked his earth excellence, and resolutes worked as whether						
-	the number of workers is sufficient to meet production targets without resorting to overtime.			_			
	Where overtime per worker systematically exceeds 12 hours per week, the company increases its workforce to correspond a production targets, or puts in place measures to increase worker productivity and reduce overtime.						
	reviews are analysed at least ze consecutive hours of rest (or more if provided by national law or industry standards) in every seems day period. The company results should workers have no less than a 20-minute hours for award it hours of work for present of a section of the company results.	L	L	L	L		
- [the company ensures that workers have no less than a 30-minute break for every 4 hours of work for more if provided by sational less or industry standards), and that workers are allowed to use to let further who must represent and not just furing designment breaks.		l				
	hung, designment breaks. The company manner that workers base on kee shan a Wamburst break for away it beam of work for moon if provided by, astional law or laduring strands and, and that auculary, are allowed to use tolled facilities whenever necessary and not just	Г	Г	П	Г		
-	furing designated breaks.	E	L		L		
100	Cooks the company provide a living wage that enables workers to meet the basic needs of themselves and their	41/5/5	4150	OLA	4000	COMMENTS	FOLLOW-UP ACTION
alten	(egendents) t is company policy to provide workers with a living wage sufficient to meet basic food, clothing and housing needs and	5759	ESG	E57/N	6363	COMMIN'S	FOLLOW-UP ACTION
-	r is company poscy to provide woment with a living wage sumicient to meet basis rood, costning and nowing needs and provide some discretionary income for thereastly and their dependents. The company is aware of whether the legal minimum wage in the country of operation meets the requirement for a living	\vdash	\vdash	H	\vdash		
-	wage. To rustional minimum wage is established, or if national minimum wage standards are insufficient to meet the busic roos of workers and their dependence, the company calculates a living wage based on the cost of living in its area of	H	H	Н	H		
	imms or workers and their dependency, the company calculates a living wage based on the cost of living in its area of operation. The dependency receive wages and benefits that are proportionate to those of following workers are	L	L	L	L		
-	compensation at a minimum of 1.25 times their hourly salary. The company pays wages at regular intervals and does not take deductions from wages for disciplinary measures or other	ves		_			
4	feductions not authorised by national law. Ionus and piece-rate payment systems are monitoned to ensure that the total salary paid meets living wage requirements	YES		_			
_	vithout resort to evertime.						
	corrections of the company ensure that workers are gaid holiday leave, sick leave, and garrental leave in accordance with other sational minimum standards?	8133	8/25/88	871/8	8,076,3	COMMANS	FOLLOW-UP ACTION
alter	Workers are granted at least three weeks of paid holiday leave per year or more if required by national law or collective	9359	N/A	277.0	to to	COMMENTS	FOLLOW-UP ACTION
a	greements. Part-time and short-term workers are provided with paid holiday leave proportionate to the number of hours. worked, at a rate equal to that of permanent full time employees.						
	Workers are cettled to paid sick leave in accordance with the applicable national law. If sick leave is not provided for in national law, the company consults with union or worker representatives to establish alternative means of protection in zase of liness or injury.						
	ase of mines or equiry. The company names that sick leave is not deducted from workers' vacation time. Fenale workers are entitled to no less than fourteen weeks of gald maternity leave per child.						
	the company grants compassionate or parental leave to workers who have recently adopted a child or children, or have aken on the responsibility to care for firster children or other dependent children.						
dion I	imployment status	6759	100	D/A	67//3	COMMENTS	FOLLOW-UP ACTION
eten .	loss the company ensure that all workers have an official employment status?	5759	Dia.	E57/3	63/63	COMMENTS	FOLLOW-UP ACTION
_	the contracts are understood by each employee; receive emproyment contracts prior to starting work for the company, and that contracts are understood by each employee. The contracts are understood by each employee.						
	ystems, and masonable notice periods.			_			
-	wherence to company nanobooks or other reevant documents on employment terms are integrated into the contact. The company ensures that contractors provide workers operating within company premises with an official employment.			Н			
	tatus in line with congany standards.						
dion 1	600 haracement Soes the corepany protect workers from workplace harassment including physical, werbal, sexual or psychological	6759	NO	ΣĮΑ	ES/A	COMMENTS	FOLLOW-UP ACTION
21666	narsonment, abuse, or threats?	1111	136	277.0	ww	COMMENTS	FOLLOW-UP ACTION
-	the company has a commitment to prevent womposce harassment. The company actively informs workers of their obligations to refrain from violent, threatening or abusive conduct.			Н			
-	Managers receive training on how to identify and deal with instances of harassment in the workplace. The company investigates all complaints of workplace harassment and takes appropriate preventative and disciplinary			Н			
-	ction including reporting of criminal actions to the appropriate authorities.		L				
100	imployee privacy Notes the company respect the privacy of its employees whenever it gathers private information or monitors the	6759	850	35//	187/4	COMMENTS	FOLLOW-UP ACTION
aten	The company has a procedure stating which kinds of workplace monitoring are allowed; what kind of personal worker	8759	Die.	#37/N	63//3	COMMENTS	FOLLOW-UP ACTION
-	nformation is retained; where it is stored; who has access; and why the information is necessary. Norkers are made aware of all workplace monitoring, including cameras and internet or e-mail monitoring, and the specific			Н			
- 1	surpose of the monitoring. The company obtains the worker's prior written consent before gaining information from an individual with whom the worker has a privileged netationally, including a former employer, doctor or lawyer.			Т			
	worker in any arranged interaction, including a statement enquayer, occurs on varyer. Workers have access to all personal data collected about them, including data concerning disciplinary decisions and data obtained through monitorine, but excluding confidential management specific information related to performance.			П			
	valuations, salary negotiations, promotions, rotation and similar employment decisions.						
TAN RIGHTS STOR	COMMUNITY IMPACTS 386 386 property	1155	NO	S/A	N/A	COMMENTS	FOLLOW-UP ACTION
10 P						COMMENTS	
	weers and users of the land or property, have been adequately consulted and compensated?	4114					
2000	wwent so vives of the load or property, have been adequately consisted and componented? First to buying renting, acquiring or otherwise accessing load or property, whether directly or through a third party, the company identifies all existing owners and usern of the land or property, including information land users and customary and the land of the land of the land or property, including information land users and customary	9)53		B/A			ACCOM OF ACTION
elices c	weers.	6053		5/A			POLON O XIIO
aten	wwwer. The company investigates the past usage and ownership of the land or property to ensure that past users and owners have not been wrongfully removed, and that any expropriations by the authorities have been conducted in accondance with remarkated law.	1155		5/A			PALLON-UP ALTION
dices	nature. The company investigates the past usage and ownership of the land or property to ensure that past users and owners have not been wringfully removed, and that any expropriations by the authorists have been conducted in accordance with removalized blue. The contraction of the contraction of the land or propriation or property producing ensures in present contractions of the contraction of the land or propriate producing ensures producing ensures in present contractions and their desires and ensure of the land or propriate producing ensures producing and event their three, prior and informed consent reference continuing to our course the land or propriety.	5353		B/A			paton to atmos
Di Sees	interest. The company considerates the part usage and ownership of the land or property to ensure that part users and ownership of the land or property to ensure that part users and ownership of the land or property to ensure that part users and ownership of the company control with a property of the land or property of the land	1155		5/A			petron, to serious
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100	interest. The company considerates the part usage and ownership of the land or property to ensure that part users and ownership of the land or property to ensure that part users and ownership of the land or property to ensure that part users and ownership of the company control with a property of the land or property of the land	5757		574	1076	COMMINTS	FOLLOW UP ACTION
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LABOUR: FRE Question	EDOM OF ASSOCIATION Association and bargaining	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
LA.1	Does the company recognise the rights of its workers to freedom of association and to bargain collectively?						
Indicators la.1.a	The company has a commitment to recognise the rights of its workers to freedom of association and collective bargaining, including the right to freely form and/or join independent trade unions, and this commitment is clearly communicated to all employees.	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
la.1.b	The company recognises workers' organisations for collective bargaining purposes and has procedures in place to ensure regular collective bargaining with authorised worker representatives concerning all workplace related issues.						
la.1.c	The company allows worker representatives access to collective bargaining agreements, company premises, employees and other relevant documentation needed to fulfil their duties.						
la.1.d	The company prohibits discrimination or adverse actions against worker representatives or employees for participating or refraining to participate in lawful trade union activities.						
la.1.e	The company has agreed with workers' representatives about the requirements of a fair hearing to be followed in relation to all disciplinary cases and employee grievances. The company has a committee, with participation of employee-elected representatives, which is responsible for						
la.1.f	hearing, processing, and settling disciplinary cases and employee grievances.						
Question	Company-level representation	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
LA.2 Indicators	If independent trade unions are either discouraged or restricted, does the company enable workers to gather independently to discuss work-related problems?	VES	NO	E/A	N/A	COMMENTS	FOLLOW-UP ACTION
la.2.a	The company allows employees to engage in regular employee-only meetings within normal working hours, where employees can discuss concerns regarding working conditions.	1153	NO	F/A	IV/A	COMMITMIS	FOLLOW-OF ACTION
la.2.b	Where allowed by local legislation, and if independent trade unions are not present, the company informs employees of their right to form independent collective representation at the workplace.						
la.2,c	Where allowed by local legislation, the company informs workers of their right to engage in regular collective bargaining concerning all workplace issues. Company management meets regularly with worker representatives to discuss work-related problems and any						
la.2.d	concerns/complaints employees may with to raise.						
	CED LABOUR						
Question LA.3	Forced and compulsory labour Does the company take all necessary measures to ensure that it does not participate in any form of forced or	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
Indicators	bonded labour?	VFS	NO	E/A	N/A	COMMENTS	FOLLOW-UP ACTION
a	Workers can give notice and leave employment within a reasonable length of time. This is clearly communicated to workers prior to starting employment.	-14	-110	/A	es/di	COMMENTS	
b	workers prior to starting employment. The company (or its recruitment agencies) ensures that it does not withhold wages or bonuses and that it pays them in a timely and regular manner.						
с	in a uninery and regular manner. The company ensures it does not make deductions from wages for disciplinary measures or other deductions not authorised by national law.						
d	Within normal working hours workers are able to earn a living wage sufficient to meet the basic needs of themselves and their closest dependents.						
e	Overtime work is paid, voluntary and not compelled through threat of pay deductions, termination or other sanctions.						
f	The company (or its recruitment agencies) ensures that it does not retain identity cards, passports, travel documents or other personal items without which workers cannot leave employment. If letters of release or other documents are needed for the worker to leave employment, such letters are issued without delay.						
g	All workers are allowed to leave company premises during breaks and at the end of their shifts, and workers in company housing may freely enter and exit their accommodation at any time.						
h	The company (or its recruiting agencies) ensures that it does not require workers to pay recruitment fees or lodge money deposits.						
i	Loans or salary advancements to workers are based on fair terms that are clearly explained to the worker, are not granted to cover basic living expenses, are limited in size, and do not require the worker to remain with the company until repayment is completed.						
j	If the company uses prison labour it ensures that all prison workers have been convicted by a court of law, and that the work is voluntary and supervised by a public authority.						
k	The company ensures that it does not use labour from agencies or firms involved in human trafficking or other forms of bonded labour.						
LABOUR: CHI	LD LABOUR						
Question	Child labour and young workers	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
LA.4 Indicators	Does the company comply with minimum age standards?	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
a b	The company does not employ workers under 15 years of age for full-time work, 13 years of age for light work and 18 years of age for hazardous work (please see the question description for exceptions). If the company employs minors below the age of 18, the company has a list of job functions that can safely be nerformed by minors.						
с	performed by minors. The company is aware of local age-levels for completion of compulsory education and does not employ workers under that age for work that may interfere with such education.						
d	The company has a reliable procedure to check the age of young job candidates by birth certificate, other official forms of identification, or by alternative means such as physical appearance or knowledge of historic events.						
e	Company apprenticeship programmes do not constitute the main portion of the workforce, are limited in duration, are performed in conjunction with a school programme (or supervised by Labour Ministers or Labour Organisations),						
f	and do not interfere with the child's compulsory education. If the company becomes aware that it is employing young workers below minimum age, it ensures that they are enrolled in education programme, and that their dependents are compensated for the resulting loss of income.						
I AROUR: DIS	emount in education programme, and that their dependents are compensated for the resulting loss of income.						
Question	Non-discrimination	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
LA.5	Does the company ensure that employment-related decisions are based on relevant and objective criteria?						
Indicators a	The company identifies different types of discrimination, including those rooted in formal structures and cultural traditions.	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
b	traditions. It is company policy to ensure that decisions concerning hiring, wages, promotion, training, discipline, retirement and termination are based only on unbiased criteria, and are not linked to any of the discriminatory characteristics listed in the description for this question.						
с	listed in the description for this question. Each job category in the company has a written description stating the salary level and the qualifications required for that job category.						
d	The company ensures that employment advertisements do not reference discriminatory criteria, such as race, gender or age (unless listed as part of a legal equal opportunities promotion).						
e	The company ensures that job applicants are not asked to give information about their marital status, pregnancy, intent to have children, number of dependents, or similar information that may lead to discriminatory hirring decisions.						
f g	All hiring managers receive training regarding the company's non-discrimination policies. The company has established a procedure, accessible and known to all workers, where workers can safely report incidents of workplace discrimination.						
h	The company takes reasonable steps to enable qualified persons with disabilities or health conditions to gain employment opportunities with the company, for example by providing wheel chair access, flexible working hours,						
L	longer breaks etc.			L			

ENVIRONMEN	IT-PRECALITION						
Question	Precautionary approach	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
Indicators	Does the company support a precautionary approach to environmental issues? The company provides information to stakeholders about uncertainties and potential risks to workers, consumers,	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
a	the public and the environment of the company's products and processes.						
b	The company identifies any soil and water contamination at its site or sites, assesses the environmental impacts and remedies any significant contamination. The company tries to avoid environmental damage by regular maintenance of production processes and		L				
c	The company tree to avoid environmental aamage by regular maintenance of production processes and environmental protection systems (air pollution control), waste water treatment systems etc.). The company conducts systematic risk assessments of materials used, products and processes to apply the	_	H				
d	precautionary approach.						
e	The company ensures transparency and engages in regular stakeholder dialogue with neighbours, civil society organisations and other with an interest in the company on critical environmental issues. If relevant, the company supports scientific research on environmental issues relating to the company's products						
r	and processes.						
Question EN.2	Emergency response Does the company have emergency procedures in place to prevent and address accidents affecting the	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
Indicators	environment and human health?	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
a	The company has identified the hazardous operations and the potential consequences on human health and the environment if an accident occurs.						
b	The company has detailed procedures, plans, equipment and training programmes to prevent accidents and emergencies.						
c	The company has detailed procedures, plans and equipment to effectively respond to accidents and emergencies if they occur.						
d	The company trains workers to respond to accidents and emergencies, including carrying out emergency drills at least once a year involving all workers.						
e	Where there is significant risk of impacts on local communities, the company has a procedure that enables it to immediately notify affected local communities about industrial emergencies, and informs about emergency						
	response, evacuation plans and medical response.						
ENVIRONMEN Question	T: RESPONSIBILITY AND PERFORMANCE Energy consumption and climate change	WES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.3	Does the company take measures to reduce energy consumption and emissions of greenhouse gasses?	YES	NO	E/A	N/A	COMMENTS	FOLLOW-LIP ACTION
a	The company complies with regulation regarding use of energy resources and emissions of greenhouse gases. The company has a climate strategy that identifies opportunities to reduce the company's energy consumption						
b	and/or emissions of greenhouse gases. The company has initiated practical activities to reduce energy consumption and/or greenhouse gas emissions.						
d	The company provides information and trains employees to implement energy reduction measures. The company provides information and trains employees to implement energy reduction measures. The company monitors its energy consumption and/or emissions of greenhouse gases.						
	The company monitors is energy consumption and/or emissions of preemissing sales. The company monitors is energy consumption and/or emissions, which includes a definition of the business operations and activities, and the greenhouse gases that are accounted for e.g. as described in the Greenhouse Gas						
	Protocol. The company has targets for reducing its energy consumption and/or emissions of greenhouse gases.						
h	The company engages with the government and civil society organisations to develop policies and measures that provide a framework for the business sector to contribute to building a low carbon economy.						
Ouestion	provide a framework for the business sector to contribute to building a low carbon economy. Water and waste water	Wes	No-	31:-	772	COMMENTS	FOLLOW, UR ACTION
Question EN.4 Indicators	Water and waste water Does the company take measures to reduce water consumption and treat waste water?	250	220	31	1777	COMMENTS	FOLLOW UP ACTION
a	The company has the necessary permits to extract water or obtain water from the public water supply and for any waste water discharges.	412.	(0)	es (C	w/E	COMMENTS	- FOLLOW-UP ACTION
	The company treats waste water before discharge to reduce adverse environmental impacts. If waste water		Г				
J	treatment takes place outside the company's premises, the company is aware of the effectiveness of the treatment.						
c	The company monitors waste water discharges, including types, limit values and quantities of pollutants in the waste water. The company has borness for enduring water coordinates and for increasing the amount of water count of coordinates.		L				
d	The company has targets for reducing water consumption and/or increasing the amount of water reused or recycled in different business operations and activities. The company provides information and trains workers to implement measures to reduce water consumption and		L				
e	reduce the need for waste water treatment.		L				
f	The company's use of water and its waste water discharges do not negatively affect the sustainability of water resources, the natural environment or the availability of water for drinking and sanitation purposes.						
8	The company engages with national, regional and local public authorities, and civil society organisations to address water sustainability issues related to affected water resources.		L				
Question	Waste management	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.5	Does the company take measures to prevent and reduce the production of waste and ensure responsible waste management?			27	1300	COMME	EOITON NO CONTRACTOR
morcators	The company has the necessary permits for the handling, storage, recycling and disposal of waste, and, if relevant,	1155	KO	17/2	IO/A	COMMENTS	FULLOW-UP ACTION
b	complies with requirements for transporting hazardous waste across borders. The company has a strategy to manage waste responsibly and continuously attempts to prevent and reduce the	H	H	H	H		
c	production of waste. The company ensures that waste relevant for recycling is sorted and handed over to a recycling company.		L				
d	The company monitors the types and quantities of waste produced, including where and how waste is recycled, treated or disposed of.						
e	The company has targets for reducing waste production and/or increasing waste reused/recycled and measures its progress against these targets.						
f	The company provides information and trains workers on the safe handling, storage, transport and disposal of hazardous and special waste types.						
8	The company marks areas used for storage of waste, and properly labels all containers for storing waste, including a relevant symbol of danger for hazardous waste.						
h	The company requests recycling/treatment/disposal receipts from transport contractors. The company uses licensed contractors for the transport, recycling, treatment and disposal of hazardous waste.	Ē	Ē	Ē	Ē		-
Question	Air emissions	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
EN.6 Indicators	Does the company prevent, reduce and treat air emissions?	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
a			1 -				
	The company has the necessary permits for emissions to air, and complies with legal requirements (e.g. air pollution standards and limit values).	Ш	L	L	L		
b c	standards and limit values). The company provides information and trains workers on how to manage air emissions. The company monitors the types and quantities of relevant emissions to air.						
b c d	standards and limit values). The company provides information and trains workers on how to manage air emissions.						
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b c d e Question EN.7 Indicators	considers for all mint objects. The company provides information and states excitors on those to strateging in environment. The company provides information and quantities of environment may be a second or the company of the comp	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION FOLLOW-UP ACTION
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ANTI-CORRUG	PTION: COMPANY CULTURE AND PROCEDURES						
Question	Signalling a non-corrupt environment	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.1	Does the company take a clear stand against corruption?						
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
a	The company's CEO, director or president has declared that the company will not engage in corruption at any time or						
	in any form. The company has a policy rejecting corruption and requiring all directors, managers and workers worldwide to						
b	behave ethically and in conformity with the law.						
c	The company anti-corrution policy includes how to handle requests for facilitation payments, giving and receiving						
	gifts, engaging in sponsorships, giving political contributions, and how to conduct responsible lobbying.						
d	The company has defined benchmarks and indicators regarding its anti-corruption initiatives and reports these to the public (e.g. in its annual CSR report)						
	The company has defined benchmarks and indicators regarding its anti-corruption initiatives and reports these to the						
e	public (e.g. in its annual CSR report)						
Question	Anti-Corruption risk assessment	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.2 Indicators	Does the company assess the risk of corruption when doing business?	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
-	The company evaluates the potential areas of corruption including factors such as type of transaction, countries of					COMMISSION	TOLLOW OF MOTION
a	operation, industries, and customers or business partners involved.						
b	The company evaluates the risk of corruption when workers, agents, intermediaries or consultants deal with public						
	officials (including workers of state owned companies). The company evaluates the risk of internal and external conflicts of interest in relation to business partners.						
	The company has developed an action plan to address the risk of corruption, and has defined responsibilities for each						
d	task, as a minimum for high-risk areas.						
e	The company has identified internal functions with the highest risk of corruption within the company and seeks to						
	address these weaknesses.	<u> </u>	ļ		ļ		
Question	Awareness raising	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.3	Does the company ensure that relevant workers are properly trained?	-153	NO	1/A	TV//A	COMMITTEE	TOLLOW OF ACTION
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
а	The company informs all workers about its anti-corruption commitment.						
b	The company provides regular anti-corruption training for all relevant workers within the organisation e.g. procurement and sales staff.						
c	Information on disciplinary procedures for violations of company anti-corruption policies is available to workers.						
d	The company actively seeks worker feedback and dialogue on its anti-corruption initiatives.						
	The company has and promotes a function by which workers can safely report suspicion of corruption related cases						
-	(e.g. hotline or mailbox) and allocates resources to systematically address the issues that are identified.						
Question	Anti-corruption procedures	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.4	Do the company's internal procedures support its anti-corruption commitment?	TES	NO	F/A	N/A	COMMENTS	FOLLOW-OF ACTION
Indicators		YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
a	The company has assigned different individuals or departments to be responsible for handling contracts, placing						
	orders, receiving goods, processing invoices and making payments.						
C	The company mentions "anti-corruption" and/or "ethical behaviour" in its contracts with business partners. The company prohibits informal employment and any 'off the books' record-keeping						
a	The company performs internal audits and has checks in place in connection with all anti-corruption commitments.						
e	The company's procurement, financial and internal audit personnel have clear instructions to look for and to identify						
f	alarms, report them to management, and follow-up counter measures. The company requests external auditors to maintain a critical eye and follow all alarms and irregularities.						
g	Any alarm or irregularity reported by external auditors is systematically addressed by management.						
h	The company monitors compliance and continuously identifies strengths and weaknesses in the anti-corruption						
11	initiatives to remain effective and up-to-date in addressing changing risks.						
0	Anna and atha anna data.	VEC	NO	E/0	21/4	CONANAENITC	FOLLOW UP ACTION
Question AC.5	Agents and other associates Does the company's anti-corruption initiative cover agents, intermediaries and consultants?	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
Indicators	socs the company's and corruption initiative cover agents, intermediates and consultants.	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
a	The company conducts an inquiry and/or attentiveness (e.g. financial, legal, labour, tax, IT, environment,						
	market/commercial) on all agents, intermediaries and consultants.		1				
D	All agreements with agents, intermediaries and consultants are fully documented in written, signed contracts. The selection and terms of reference of agents, intermediaries or consultants are approved at the senior	_	1				
с	management level or at a level above that of the management involved in the operations for which the intermediary						
	is hired.	L		L	L		
d	Contracts with agents, intermediaries and consultants include a section on anti-corruption and that the contract-						<u> </u>
	holder must comply with all applicable laws and regulations.	<u> </u>	1				
e	Agents, intermediaries and consultants are provided with information on the company's anti-corruption commitment, anti-corruption policies, training material on anti-corrupt behaviour and information on disciplinary						
L_	procedures for violations of company anti-corruption policies.	L	L	L	L	<u> </u>	
f	The company ensures that payment to agents, intermediaries and consultants are in line with standard payments for						
	other service providers of similar ranking.	<u> </u>	1		-		
g	The company only makes payments by bank transfer or check - never in cash - in the country of the agent, intermediary and consultant and never to a third party without prior examination.						
	The second contract to a sine party military prior examination.	L	L	L	L		
	PTION: JOINT ACTIONS						
Question	JOINT ACTIONS	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
AC.6 Indicators	Does the company take joint actions with others to engage in and promote anti-corruption initiatives?	YES	NO	F/A	N/A	COMMENTS	FOLLOW-UP ACTION
mulcators	The company shares experience, procedures and challenges of corruption with other organizations i.e. the local	163	NO	T/A	N/A	COMINIENTS	TOLLOW-OF ACTION
			1	ı	ı	1	
a	business community, sector initiatives, networks etc.	L	L		<u> </u>	<u></u>	<u></u>
a b	business community, sector initiatives, networks etc. The company has initiated or joined initiatives with other companies in the same sector for the purpose of promoting						
b	business community, sector initiatives, networks etc. The company has initiated or joined initiatives with other companies in the same sector for the purpose of promoting a fair business environment.						
b c	business community, sector initiatives, networks etc. The company has initiated or joined initiatives with other companies in the same sector for the purpose of promoting						