

GENERAL PRECAUTIONS

- 1** Is the company aware of human trafficking for forced labour and the applicable legislation?
- 2** Has the company drawn up guidelines against human trafficking and hidden forced labour?
- 3** Has the company considered including the points below in the company's general guidelines?
 - a. Obligation to combat forced labour in the company in connection with direct employments and when using subcontractors
 - b. Procedures for action and consequence in the event of signs of forced labour
 - c. Guarantee that the employees have freedom of movement and are free to enter into and terminate employment
 - d. Regular risk assessment and monitoring of working conditions among employees and at subcontractors
 - e. Clear procedures for follow-up, including regular random checks of working conditions and subcontractors
- 4** Are the company's guidelines on prevention of forced labour and status within this area included in the company's annual report/status report?
- 5** Does the company know which groups of workers/temporary staff are most likely to be exploited and which circumstances render workers/temporary staff vulnerable to exploitation?
- 6** Does the company collaborate with authorities, trade associations and trade unions on identifying and reporting possible cases of human trafficking for forced labour?
- 7** Has the company notified partners in the supply chain of the risk of human trafficking for forced labour?
- 8** Do the company's middle managers talk to the workers regularly and informally to hear about their working conditions and any critical conditions?