

Human Rights Salient Issues & Risks in the value chain

Key Business Activities	Labour Conditions		Occupational health and safety		Environment		End-user/customer ethics	
	Salient issues	L I	Salient issues	L I	Salient issues	L I	Salient issues	L I
Product <i>(R&D, product design, testing)</i>	Discrimination Wages & working hours Child and forced labour Restriction to civil and political liberties Gender based violence	Low	Chemicals Safe equipment Access to safe and clean working places	Low	Use of unsustainable or harmful materials or chemicals in design and development of product	Low	Inappropriate end use of product	Low
Supply Chain <i>(Procurement and Production)</i>	Discrimination Wages & working hours Child and forced labour Restriction to civil and political liberties	Medium	Use of chemicals and substances unsafe for human health Use of processes, machinery and equipment harmful for human health Gender based violence at sites	Medium	Sourcing and use of conflict metals and minerals Emission of hazardous chemicals and substances to the environment that has ecosystem or cultural value	Medium	Bribery, corruption	Low
Sales and Distribution <i>(Focus is on end-user and customer ethics)</i>		Low		Low		Low	Customer/end user/third party sellers, distributors and channel partners that can be subject to potential customer ethics violations such as bribery or corruption	High
Corporate Governance <i>(All other internal functions such as administration, marketing, finance)</i>	Discrimination Wages & working hours Child and forced labour Restriction to civil and political liberties	Low	Access to safe and clean working places and equipment	Low	Emission of hazardous chemicals and substances to the environment during sales or distribution	Low	Customer/end user/third party sellers, distributors and channel partners subject to bribery, corruption	High
L = Likelyhood				I = Impact				
Low		Medium			High			

