Identifying Human Rights Risks

P F Cusack (Tool Supplies) ltd carry out a risk analysis of the salient risks to our supply chains and where our suppliers are situated globally. This analysis is in line with ETI’s 9 point base code and UN Guiding Principles for Business and Human Rights and aids in giving us a complete picture of our suppliers and the areas where we need to prioritise our attention with the salient risks recorded both as a formal risk assessment (see question 1.6) and in a condensed form (see answer to question1.4).

These risks are: -

Health and Safety in China

Gender discrimination in India

Decent Working Hours in China

Modern Slavery in India and China

Identifying Risks

Our ethical business practices and procurement policy serves as a guide to how we risk assess our supply chain and our overseas suppliers. All of our tier 1 suppliers are assessed for human rights due diligence, health and safety, environmental and sustainability. From this information we then able to address and where necessary put into place any remedial actions.

Assessment Process

The aim of our risk assessment procedures is to proactively identify and eliminate hazards and reduce risks in all settings by adding precautions or control measures, to create a safe working environment within P. F Cusack (Tool Supplies) Ltd. With this in mind for our ethical trading risk assessments we use a number of different methods for data collection. These include: -

* Suppliers questionnaires sent out at regular intervals and the results correlated into a suppliers matrix
* SEDEX membership and SMETA 4 pillar audits
* Our own site visits and audits
* Client/stakeholder recommendations

Our supply Chains are monitored at monthly intervals or when there are any global changes that may have an effect on our supply chain and our risk assessments changed accordingly.

Risk Prioritisation

Having completed our assessments each risk is given a score based on the likelihood and severity which in turn gives us a risk rating

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| **Risk Rating Score** | **Action** |
| 1 - 4 | Broadly acceptable-no action required |
| 5 - 9 | Moderate-reduce risks if reasonably practicable |
| 10 - 15 | High risk-priority action to be undertaken |
| 16 - 25 | Unacceptable-action must be taken IMMEDITELY |