



SAQ Results

Site Details

Site & Company name	Address	Business Type	SAQ Details
Hellmann Worldwide Logistics Ltd ZC408066751	Lancaster Way Fradley Park Lichfield WS13 8SX United Kingdom GB	Service Providers	Last Updated: 28/09/2022 02:43 Completion: 100%
Hellmann Worldwide Logistics Ltd ZS408068235			

Primary Site Activity	Secondary Site Activity	Do you use labour providers?	Does the number of workers you employ fluctuate across the year because of seasonal variation in work?
Freight transport by road		Sometimes	No

PEAK SEASON

TYPE	MALE (local)	FEMALE (local)	MALE (migrant)	FEMALE (migrant)	MALE (total)	FEMALE (total)	Total
Permanent	0	0	0	0	11	2	13
On Site - all	0	0	0	0	11	2	13
Total workers - all	0	0	0	0	11	2	13

SAQ Results

Introduction Question	Answer
ZQQ409102273 Who is completing this form? Please enter your name, job title and email.	Louis Le Blanc Business Process Manager Seafreight, United Kingdom louis.leblanc@hellmann.com

About Your Business	Question	Answer
ZQQ409102274	How many sites or offices does this enterprise have?	6-10
ZQQ409102275	Do any of these sites or offices manufacture goods/products?	No
ZQQ409102278	Does the enterprise provide workers who are contracted to work at customer sites?	Yes
ZQQ409102285	How many different nationalities of workers are hired by the enterprise?	4
ZQQ409102290	Please select the most common nationality of workers:	United Kingdom
ZQQ409102291	Please enter the total number of workers with this nationality:	220
ZQQ409102292	Please select the second most common nationality of workers:	Poland
ZQQ409102293	Please enter the total number of workers with this nationality:	10
ZQQ409102294	Please select the third most common nationality of workers:	Lithuania
ZQQ409102295	Please enter the total number of workers with this nationality:	8
ZQQ409102296	Please select the fourth most common nationality of workers:	Germany
ZQQ409102297	Please enter the total number of workers with this nationality:	5
ZQQ409102312	Which languages are spoken by workers at the enterprise? Please list all languages spoken.	English Estonian German Latvian Lithuanian Spanish
ZQQ409102315	Do you have workers at the enterprise who are not fluent in the language spoken by workers and management?	No
ZQQ409110488	This section asks for information on directly hired workers. Please complete the following information about your workforce.	
ZQQ409110489	What is the age of the youngest worker?	18
ZQQ409110490	Number of workers below 15 years of age	0

About Your Business	Question	Answer
ZQQ409110491	Number of young workers (15-17)	0
ZQQ409110492	Number of young workers (15-17) male	0
ZQQ409110493	Number of young workers (15-17) female	0
ZQQ409110494	Number of workers aged 50+	87
ZQQ409110495	Number of workers who are apprentices, trainees or interns	4
ZQQ409110496	Number of male supervisors	14
ZQQ409110497	Number of female supervisors	10
ZQQ409110498	Number of part-time male workers	0
ZQQ409110499	Number of part-time female workers	10
ZQQ409110500	This section asks for information on indirectly hired workers. Please complete the following information about your workforce.	
ZQQ409110501	What is the age of the youngest worker?	18
ZQQ409110502	Number of workers below 15 years of age	0
ZQQ409110503	Number of young workers (aged 15 - 17)	0
ZQQ409110504	Number of workers who are apprentices, trainees or interns	5
ZQQ409102335	Do workers have access to or use chemicals that are hazardous to health?	Yes
ZQQ409102336	Please explain which chemicals workers have access to and how they are hazardous.	Chemicals which are being delivered to and from the warehouses. Staff handling them have been fully trained on how to handle them safely
ZQQ409102337	Do workers have access to machines and/or vehicles that could cause risk to their health or safety?	Yes
ZQQ409102338	Please explain which machines and/or vehicles may cause risk to workers' health and safety.	Forklift and warehouse machinery
ZQQ409102340	How many shifts are in operation amongst the workforce?	I don't know

Policies and Resources	Question	Answer
ZQQ409102351	Which of the below written policies are in place throughout the enterprise? Please select all applicable options.	Bribery and corruption Child labour Complaints and grievances Discipline Environmental Impact Equal opportunities and non-discrimination Ethical recruitment Forced labour Health and Safety Human Rights Remote, Mobile and Homeworker Policies Supplier Code of Conduct Violence and Harassment Working conditions (e.g. wages, hours)
ZQQ409102358	Please upload your Supplier Code of Conduct.	6. Supplier Code of Conduct.pdf
ZQQ409102355	Please upload your Environmental policies.	Global QHSE & Sustainability Policy Ver. 3.4.pdf
ZQQ409102356	Please upload your Bribery and Corruption/ Business Ethics policies.	2. Anti Corruption Policy.pdf
ZQQ409102354	Please upload your Health and Safety policies.	Health Safety Wellbeing Policy Statement 2022 - Signed.pdf
ZQQ409102361	Is your business required by law to publish a statement containing information relating to social, environmental, or human rights matters?	Yes
ZQQ409102362	Please provide a link to your most recent statement(s).	https://www.hellmann.com/en/about-us/sustainability
ZQQ409110506	Please enter your total staff numbers here. If none, please enter 0.	
ZQQ409110507	Number of male managers	21
ZQQ409110508	Number of female managers	6
ZQQ409110509	Number of male administrators	0
ZQQ409110510	Number of female administrators	6
ZQQ409102369	Do you have specialist staff responsible for Human Resources?	Yes

Policies and Resources	Question	Answer
ZQQ409102370	How many staff do you have responsible for Human Resources?	6
ZQQ409102371	Do you have specialist staff responsible for Health and Safety?	Yes
ZQQ409102372	How many staff are responsible for Health and Safety?	300
ZQQ409102373	Do you have specialist staff responsible for Environmental impact?	Yes
ZQQ409102374	How many staff are responsible for Environmental impact?	7
ZQQ409102375	Do you have staff responsible for achieving customer Ethical Trade requirements at your business?	I don't know
ZQQ409102377	Is there a person responsible for managing supplier adherence to your Code of Conduct?	Yes
ZQQ409102378	Please enter their job title(s).	General Manager Support Functions

Processes	Question	Answer
ZQQ409102380	Are you certified by or do you have signed agreement/membership to any of the below? Please select all that apply.	ISO 14001 ISO 50001 ISO 9001
ZQQ409102385	Environment: Please upload any relevant certifications from the selected standards or schemes.	ISO 14001 Environmental Certificate valid to 21062023.pdf ISO 50001 Energy Certificate valid to 21062023.pdf ISO 9001 Quality Certificate valid to 21062023.pdf
ZQQ409102388	How do you understand Labour Standards risks within your business? Please select all that apply.	Audits (either paid by ourselves or a customer) We conduct regular risk assessments We have a designated Human Resources Manager/team We work with consultants and experts to get training and/or support Workers report issues directly to management

Processes	Question	Answer
ZQQ409102390	How do you understand Health and Safety risks within your business? Please select all that apply.	Audits (either paid by ourselves or a customer) We conduct regular risk assessments We have a Health and Safety committee in place We have a designated Health and Safety manager We research local laws We work with consultants and experts to get training and/or support Workers report issues directly to management
ZQQ409102392	How do you understand Environmental risks within your business? Please select all that apply.	We conduct regular risk assessments We do audits (either paid by ourselves or a customer) We have a designated Environmental Impact Manager We research local laws We work with consultants and experts to get training and/or support Workers report issues directly to management
ZQQ409102394	How do you understand Business Ethics risks within your business? Please select all that apply.	Audits (either paid by ourselves or a customer) Our senior managers have received training on this issue We conduct regular risk assessments and/or internal audits We have a designated Manager or team responsible for this We have a whistle-blower mechanism where employees can raise concerns and complaints anonymously and confidentially We research local laws We work with consultants and experts to get training and/or support Workers report issues directly to management
ZQQ409102399	Is there a process, organisation or arrangement workers can use to input into company decision making? Please select all that apply.	No
ZQQ409102401	Are you aware of trade unions having worker representatives among the workforce?	No

Processes	Question	Answer
ZQQ409102404	Have there been any strikes, work stoppages or industrial actions in the past two years?	No
ZQQ409102405	Have workers you supply been involved in any strikes in the past two years?	No
ZQQ409102410	Do all workers have written contracts?	All
ZQQ409102412	Which of these contract types are in use at your enterprise?	Apprenticeship/Trainee contract
ZQQ409102417	What activities do the labour providers that you use carry out? Please select all that apply.	Agree and provide contracts for work Find workers Pay workers Provide training and/or induction
ZQQ409102428	Do you review the practices of the labour providers that you use?	Yes, we check policies related to labour and working conditions
ZQQ409102443	What methods are used to pay workers?	We pay workers through digital payments e.g. to a bank account
ZQQ409102449	Which currency would you like to use for completing the following set of questions? Please select.	Pound Sterling
ZQQ409102450	Please select the payment period you would like to use for completing the following set of questions.	Monthly wage
ZQQ409102445	How are directly hired workers paid? Please select all applicable options.	Per month
ZQQ409102447	How are indirectly hired workers paid? Please select all applicable options.	Per month Per week
ZQQ409110529	What was the lowest wage paid to directly hired workers last month? Please consider each contract type and enter the wage by gender against each contract type used.	
ZQQ409110530	Lowest wage for all permanent workers	21000
ZQQ409110531	Permanent - Male	22800
ZQQ409110532	Permanent - Female	21000
ZQQ409110533	Lowest wage for all temporary workers	0
ZQQ409110534	Temporary - Male	0
ZQQ409110535	Temporary - Female	0
ZQQ409102452	Are directly hired workers paid an overtime premium?	Yes

Processes	Question	Answer
ZQQ409102453	Please enter the overtime premium (%).	150
ZQQ409110540	What was the lowest wage paid to indirectly hired workers last month?	
ZQQ409110541	All workers - enter number	22800
ZQQ409110542	Male workers - enter number	5
ZQQ409110543	Female workers - enter number	0
ZQQ409102463	Are indirectly hired workers paid an overtime premium?	Yes
ZQQ409102464	Please enter the overtime premium (%).	150
ZQQ409102468	Do any workers live in accommodation provided by your business or a third party?	No, workers find their own accommodation
ZQQ409102484	Do you manage workers transportation to and from the site/office?	Workers manage their own transportation
ZQQ409102485	How do you manage Business Ethics/bribery and corruption within your business? Please select all that apply.	<p>Our employees are trained on business expectations on bribery and corruption</p> <p>Our senior management has committed to countering bribery and corruption in our business</p> <p>There is a trained Senior Manager responsible for this</p> <p>We have a whistle-blower mechanism in place where employees can raise concerns confidentially and anonymously</p> <p>We have processes in place to manage this</p> <p>We make external parties e.g. suppliers and customers aware of our policy</p> <p>We record and capture all incidents of bribery and corruption</p>
ZQQ409102487	What pollution risks result from your business operations? Please select all that apply.	<p>Light pollution</p> <p>Noise pollution</p> <p>Waste</p> <p>Water</p>
ZQQ409102489	How do you manage pollution created by your business activities? Please select all that apply.	<p>We capture data related to pollution levels</p> <p>We conduct risk assessments</p> <p>We ensure pollution levels meet all local laws</p> <p>We have a pollution discharge permit</p>

Processes	Question	Answer
		We have reduction targets in place
ZQQ409102491	How do you use and/or consume water?	We use a third party water provider
ZQQ409102493	How do you manage your wastewater?	Wastewater is discharged into a sewer or drainage system
ZQQ409102495	What do you do to manage water use and impact of your business on local water quality? Please select all that apply.	We have water use management strategies to conserve water usage We reuse and recycle water e.g. rainwater, greywater, treated sewage
ZQQ409102497	What type of waste is produced by your business? Please select all that apply.	Biodegradable waste Recyclable waste Residual (unsorted) waste
ZQQ409102499	How do you manage waste handling and disposal? Please select all that apply.	An authorised business collects and disposes of waste Municipal services collect and dispose of waste
ZQQ409102503	What biodiversity impacts have been identified from your business activities? Please select all that apply.	We have not identified any impacts on biodiversity
ZQQ409102507	What is your main energy source?	Electricity (from the grid)
ZQQ409102508	What is your secondary energy source?	Natural Gas
ZQQ409102509	How is the electricity you use generated?	Our contract does not specify a fuel mix
ZQQ409102510	What percentage of your costs are spent on energy (electricity and other fuels)?	3% to 10%
ZQQ409102511	What do you do to manage your energy use? Please select all that apply.	There are specific reduction targets in place We are implementing energy efficient upgrades of our equipment/buildings e.g. changing older equipment to newer equipment that requires less energy to run. We are moving to renewable energy resources We conduct energy audits of our operations We have carried out engagement projects with staff/workers to support energy reduction We measure and capture data related to energy consumption

Supply Chain Management	Question	Answer
ZQQ412113188	Would you like to enter information about how you help your suppliers meet standards?	Yes
ZQQ409102767	How many different suppliers do you currently source from?	200
ZQQ409102768	Which suppliers do you source from?	Service Providers
ZQQ409102776	Do you monitor working conditions at service provider suppliers?	No
ZQQ409102777	Do you have a process for selecting new suppliers of services?	We conduct a risk assessment We only use suppliers that sign agreement to a Code of Conduct
ZQQ409102780	What actions are taken to support suppliers of services to make improvements on labour practices?	No action is taken
ZQQ409102785	Does the business consider the impact of purchasing practices when purchasing from suppliers?	Buying teams have objectives that include responsible sourcing/good purchasing practices
ZQQ409102796	Do you subcontract products or services to other suppliers?	Yes
ZQQ409102797	How many different subcontractors do you use?	10+
ZQQ409102798	Would you like to declare information about your subcontractors in this SAQ?	No

Training and Improvement	Question	Answer
ZQQ409102842	Do you provide the following training? Please select all applicable answers.	Business ethics / bribery and corruption Company induction Environmental Impact Ethical trade / responsible sourcing / social compliance Health and Safety Induction for each site/clients induction Job related skills training Labour standards or labour policy Ongoing regular refresher training

Training and Improvement	Question	Answer
	ZQQ409110826 Please enter the number of staff and workers that have received training on Health and Safety in the past year:	
	ZQQ409110963 Workers male	35
	ZQQ409110964 Workers female	36
	ZQQ409110965 Workers total	71
	ZQQ409110966 Supervisors male	4
	ZQQ409110967 Supervisors female	2
	ZQQ409110968 Supervisors total	6
	ZQQ409110969 Managers male	11
	ZQQ409110970 Managers female	1
	ZQQ409110971 Managers total	12
	ZQQ409110837 Please enter the total number of your staff that have received training on Ethical Trade / Responsible Sourcing / Social Compliance for suppliers in the past year:	
	ZQQ409110838 Supervisors male	4
	ZQQ409110839 Supervisors female	2
	ZQQ409110840 Supervisors total	6
	ZQQ409110841 Managers male	11
	ZQQ409110842 Managers female	1
	ZQQ409110843 Managers total	12
	ZQQ409110827 Please enter the number of your staff that have received training on Business Ethics / Bribery and Corruption in the past year:	
	ZQQ409110828 Workers male	35
	ZQQ409110829 Workers female	36
	ZQQ409110830 Workers total	71
	ZQQ409110831 Supervisors male	4
	ZQQ409110832 Supervisors female	2
	ZQQ409110833 Supervisors total	6

Training and Improvement	Question	Answer
ZQQ409110834	Managers male	11
ZQQ409110835	Managers female	1
ZQQ409110836	Managers total	12
ZQQ409110809	Please enter the number of staff and workers that have received training on Labour Standards/Human Resources policies in the past year:	
ZQQ409110810	Workers male	35
ZQQ409110811	Workers female	36
ZQQ409110812	Workers total	71
ZQQ409110813	Supervisors male	4
ZQQ409110814	Supervisors female	2
ZQQ409110815	Supervisors total	6
ZQQ409110816	Managers male	11
ZQQ409110817	Managers female	1
ZQQ409110818	Managers total	12
ZQQ409110819	Please enter the number of staff that have received training on Environmental Impact in the past year:	
ZQQ409110820	Male supervisors	4
ZQQ409110821	Female supervisors	2
ZQQ409110822	Total supervisors	6
ZQQ409110823	Male managers	11
ZQQ409110824	Female managers	1
ZQQ409110825	Total managers	12
ZQQ409102851	Have you worked with any brands, non-governmental organisations (NGOs) or experts to improve in the past 2 years? If yes, please select the relevant focus areas.	Yes, Environment
ZQQ409102855	Please list the companies you have worked with on improvement projects.	Environmental Strategies
ZQQ409110870	Please complete information about the Environment project:	

Training and Improvemen	Question	Answer
ZQQ409110871	What is the project name?	Miscellaneous - Environmental Improvements
ZQQ409110872	Where was the project located?	Hellmann Sites UK
ZQQ409110873	What was the project focus?	Improving environmental impact of the business
ZQQ409110874	Were any other organisations involved?	No
ZQQ409110875	Is performance being monitored following this project? (please list the indicators)	Yes, through environmental audits
ZQQ409110876	What results were achieved?	4.5% improvement in energy efficiency, 4.5% reduction in carbon intensity, 4.5% reduction in consumption
ZQQ409110877	Is this project still currently in progress?	Yes
ZQQ409102905	What are the key next steps to improve performance on Labour Standards and Rights or Human Resources this year? (Action 1)	Better worker benefits including flexible working hours and locations
ZQQ409102906	What are the key next steps to improve performance on Labour Standards and Rights or Human Resources this year? (Action 2)	Improvement in site locations to provide better work environments for all staff
ZQQ409102907	What are the key next steps to improve performance on Labour Standards and Rights or Human Resources this year? (Action 3)	To improve staff work-life balances including opportunities for more holidays and self determination of working commitments
ZQQ409102908	What are the key next steps to improve Health and Safety performance this year? (Action 1)	Aim to move towards ISO 45001 accreditation in the UK
ZQQ409102909	What are the key next steps to improve Health and Safety performance this year? (Action 2)	Maintain low man lost hour accidents
ZQQ409102910	What are the key next steps to improve Health and Safety performance this year? (Action 3)	Improve communication and awareness of Health and Safety requirements and best practices
ZQQ409102911	What are the key next steps to improve Environmental performance this year? (Action 1)	4.5% reduction in carbon intensity
ZQQ409102912	What are the key next steps to improve Environmental performance this year? (Action 2)	4.5% reduction in consumption
ZQQ409102913	What are the key next steps to improve Environmental performance this year? (Action 3)	4.5% improvement in energy efficiency

Training and Improvement	Question	Answer
ZQQ409102914	What are the key next steps to improve Business Ethics performance this year? (Action 1)	Commitments to SEDEX initiatives and maintenance of high standards
ZQQ409102915	What are the key next steps to improve Business Ethics performance this year? (Action 2)	Specific consideration of all key suppliers regarding their ethical position
ZQQ409102916	What are the key next steps to improve Business Ethics performance this year? (Action 3)	Better awareness and training for all staff regarding areas such as anti-slavery and anti-corruption
ZQQ409102917	What are the key next steps to improve supplier performance this year? (Action 1)	Prioritize key risk or long standing suppliers to ensure greater analysis and support
ZQQ409102918	What are the key next steps to improve supplier performance this year? (Action 2)	Review process to allow for categorization of suppliers
ZQQ409102919	What are the key next steps to improve supplier performance this year? (Action 3)	Improve supplier maintenance checks to ensure all information is kept up to date

Monitoring and Data Capture	Question	Answer
ZQQ409102920	How are working hours monitored for workers?	We have a system in place for monitoring hours
ZQQ409102921	Please explain your system for monitoring working hours.	All contractual
ZQQ409102924	What is the legal maximum working week (including overtime) for an employee/worker? Please enter the number of hours.	48
ZQQ409102925	How many hours does an employee/worker work in a standard working week?	37.5
ZQQ409102926	What is the maximum number of hours (including overtime) that an employee/worker works in a week?	48
ZQQ409102927	Do you collect or monitor any Key Performance Indicator (KPI) information or other data?	Yes
ZQQ409102928	From the following list, please select the relevant data collected.	Air emissions / pollution Average length of employment Energy use

Monitoring and Data Capture	Question	Answer
		Grievances raised Health and safety e.g. accidents and injuries Parental leave Recruitment and promotions Supplier relationships Wage data Waste disposal / recycling Water use Worker Absenteeism Worker turnover / retention rates Working hours
ZQQ409102978	How much waste is generated per year, on average? Please enter amount in Kg.	600000
ZQQ409102979	What percentage of waste is sent to be recycled?	100
ZQQ409102980	What percentage of waste is sent to landfill?	0
ZQQ409102981	Do you have percentage reduction targets for waste in place?	Yes
ZQQ409102982	What waste reduction targets are in place? Please state percentage and target date	Currently none in place
ZQQ409102968	How much water is used per year, on average? Please enter amount in litres.	5000000
ZQQ409102969	Do you have percentage reduction targets for water in place?	No
ZQQ409102932	Percentage worker turnover in the past year for all workers:	36
ZQQ409102933	Percentage worker turnover in the past year for female workers:	54
ZQQ409102934	Percentage worker turnover in the past year for male workers:	46
ZQQ409102938	Percentage absenteeism in past year for female workers:	2
ZQQ409102939	Percentage absenteeism in the past year for male workers:	1
ZQQ409102937	Percentage absenteeism in last year for all workers:	3
ZQQ409102944	Average length of worker employment (all workers). Please enter average number of months.	67

Monitoring and Data Capture	Question	Answer
ZQQ409102945	Average length of worker employment (female workers). Please enter average number of months.	50
ZQQ409102946	Average length of worker employment (male workers). Please enter average number of months.	79
ZQQ409102940	Number of male workers promoted within the last year:	12
ZQQ409102941	Number of female workers promoted within the last year:	10
ZQQ409102942	Number of new male permanent workers recruited in the past 12 months:	35
ZQQ409102943	Number of new female permanent workers recruited in the past 12 months:	36
ZQQ409102957	How many women have taken parental (maternity) leave in the past 12 months?	6
ZQQ409102958	How many men have taken parental (paternity) leave in the past 12 months?	0
ZQQ409102959	How many women in the current workforce have returned to work after maternity leave?	9
ZQQ409102960	How many men in the current workforce have returned to work after parental or paternity leave?	16
ZQQ409102975	What quantity of greenhouse gas emissions are you emitting per year? Please enter amount in tonnes of CO2 equivalent.	490
ZQQ409102976	Do you have percentage reduction targets for greenhouse gas emissions in place?	Yes
ZQQ409102977	What emissions reduction targets are in place? Please state percentage and target date.	4.5% reduction in carbon intensity
ZQQ409102971	How much energy is used per year, on average? Please enter amount in kWh.	2324000
ZQQ409102972	What percentage of energy used comes from renewable sources?	0
ZQQ409102973	Do you have percentage reduction targets for energy in place?	Yes
ZQQ409102974	What energy reduction targets are in place? Please state percentage and target date.	4.5% reduction in consumption. 4.5% improvement in energy efficiency

Monitoring and Data Capture	Question	Answer
ZQQ409102947	Average length of supplier relationships. Please enter average number of months.	12
ZQQ409102948	What percentage of supplier relationships last more than 6 months?	90
ZQQ409102965	Percentage of workers that work on average more than 60 total hours per week in the last 12 months:	0
ZQQ409102949	Number of accidents and injuries, however minor, recorded in last 12 months:	7
ZQQ409102950	Number of serious accidents (i.e. requiring hospital treatment) and fatalities:	7
ZQQ409102951	Of the total, how many were recorded for female workers?	0
ZQQ409102952	Of the total, how many were recorded for male workers?	7
ZQQ409102953	What is the number of lost day work cases per 100 workers (lost days due to work accidents and work related injuries)?	0
ZQQ409102954	Number of workers that received fire safety training this year:	30
ZQQ409102955	Number of male workers that received fire safety training this year:	14
ZQQ409102956	Number of female workers that received fire safety training this year:	16
ZQQ409102961	Total number of grievances raised in the past 12 months:	2
ZQQ409102962	How many grievances have been raised by men in the past 12 months?	1
ZQQ409102963	How many grievances have been raised by women in the past 12 months?	1
ZQQ409102964	How many grievances have been resolved in the last 12 months?	2

Feedback	Question	Answer
ZQQ409102983	Would you like support from customers to help improve Health and Safety, Labour Standards or Environmental performance?	No
ZQQ409102985	Which job functions/departments have been consulted to complete this questionnaire?	Human Resources, Quality, Environmental, Energy, Health & Safety and Facilities
ZQQ409118851	Would you like to upload any further information about any of the questions asked in this SAQ?	No