STRT Slavery & Trafficking Risk Template								
Description: The Slavery & Trafficking Risk Template (STRT) is a standard survey for the collection and compliance-related data across supply chains. In all likelihood, you are completing the STRT at the req STRT along with supporting documentation once completed.				Choose your language:	English	Version:	3.1	
Instructions: All yellow fields require a response unless otherwise noted. Gray fields do not require a response. Supporting bocumentation Required column = identifies the supporting documentation required to support your answer. 'URL or File' column = please choces whether you will provide a link or file to the required supporting documentation is required. 'Insert URL to release documents is predevant to an explore a databab corresponding documentation is required. 'Comments' column = please insert any comments, if desired. This field is optional. 'Goods scope' field = identifies the goods covered by this declaration. This selection applies to the topics-specific questions in the STRT. The 'goods scope' is normally defined for you by your customer. 'Regulatory scope' field = identifies identifies identifies whether all applicable regulations are covered by this declaration. This selection impacts questions 9 and 10 in the STRT. The 'goods' scope' is normally defined for you by your customer.								
Organization Information								
	ame (no abbreviat		HILLDALE TERMINAL					
	ddress (optional):	mber or code (optional):	266 INDUSTRIAL DRIVE HILLSDALE MI 49242					
Contact person			MICKEY CONDON					
Contact email:			mickey@hillsdaleterminal.com					
	number (country o	ode + number):	517-849-2505					
Authorizing per			MICKEY CONDON					
Authorizer title Authorizer ema			vP OF MFG. mickey@hillsdaleterminal.com					
		y code + number):	517-849-2505					
	ation (YYYY/MM/D		1/20/2023					
Goods scope 1	-		N/A					
Goods scope 2			N/A					
Goods scope 3			N/A					
Goods scope 4 Goods scope 5			N/A					
Topics scope:			N/A	slavery, human trafficking an	d child labour			
Regulatory sco	pe:			All				
Question #	Sub-Question #	Question	Question Response	Supporting Documentation Required	URL or File	Insert URL to relevant document(s) or Insert relevant file name(s) and attach corresponding document(s) to submission	Comments	
			Questions 1-10: Screening & Prioritization		1	1		
1	[Where does your organization have operations? Please select all countries/jurisdictions that apply on the 'Countries tab'.	Number selected: 1					
-		Does your organization have operations in any of the sectors listed on	Number Selected: 1					
2		bees your organization have operations in any or the sectors inset on the 'Sectors tab'? If Yes, please select all sectors that apply on the 'Sectors' tab.	No					
3		Dees your organization produce and/or source (directly or indirectly) the good(s) covered by this Declaration in any of the source countries listed in the 'Source Countries tab' Please select all countries that apply on the 'Source Countries tab'.				1		
4		Does your organization have a direct relationship with the supplier(s) growing, mining or manufacturing the good(s) covered by this Declaration?						

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5		How many workers and agents does your organization employ?	1-100		
6		What is the age of your youngest worker or agent?	older than 18		
7		Does your organization employ or hire low-skilled foreign or domestic migrant workers (directly or through recruiters)?	No		
8		Does your organization use recruiters who hire subcontractors to recruit workers?	N/A - We do not use recruiters		
9		Do any of the goods, wares, articles, or merchandise that your organization produces, manufactures or mines originate, wholly or in part, in the Xinjiang Uyglur Autonomous Region of China, or by persons working with the Xinjiang Uyglur Autonomous Region government for purposes of the "povert alleviation" program or the "paining-assistance" program which subsidizes the establishment of manufacturing facilities in the Xinjiang Uyglur Autonomous Region?	No		
10		Do any of your suppliers produce, manufacture or mine goods, wares, articles, or merchandise that originate, wholly or in part, in the Xinjiang Ugyim Autonomous Region of Chino, or by persons working with the Xinjiang Ugyim v Autonomous Region government for purposes of the "povery alleviadine" program or the "paining- assistance" program which subsidizes the establishment of manufacturing facilities in the Xinjiang Uyghur Autonomous Region?	No		
			Questions 11-13: Policy		
11		Does your organization issue a policy/policies explicitly prohibiting workers and agents from the following:			
	а	engaging in all forms of forced labor and human trafficking (also referred to as modern slavery)?	No		
	b	engaging in the worst forms of child labor? The worst forms of child labor includes hazardous child labor, which is work performed by a person under the age of 18 that jopardizes their physical, mental or moral well-being. It includes work that takes place under particularly difficult conditions such as work for long hours or during the night.	No		
	с	engaging in child labor? Child labor constitutes work performed by a person under the age for completing compulsory schooling, and in general not less than 15 years.	No		
	d	withholding worker identity or immigration documents?	No		
	e	using recruiters that do not comply with local labor laws of the country in which the recruiting takes place?	N/A - We do not use recruiters		
	f	discrimination before hiring, on the job or upon leaving based on race and/or colour, sex, religion, political opinion, national extraction, age, HV/AIDS status, disability, nationally, sexual orientation, workers with family responsibilities, and trade union membership or activities?	No		
	g	charging workers or potential workers recruitment fees, according to the definition provided in the Glossary? Please note: You must read the definition of recruitment fees to accurately answer this question.	No		
	h	procuring commercial sex acts during the length of the contract? Does your organization issue a policy/policies explicitly ensuring the	No		
12	-	following: the provision or payment of return transportation for all foreign			
	a	the provision or payment or team an approach of an indegri- migrant workers at the end of their period of work if they were brought to the country for the purpose of working for your organization (directly or through recruiters) unless they fall under the exceptions outlined in the Glossary under Return Transportation?	N/A - We do not hire foreign migrant workers		
	b	housing provided or arranged for your workers meets host-country housing and safety standards?	N/A - We do not provide or arrange housing		
	с	workers, including migrant workers, can cancel their work contracts at any time with no financial penalty, subject to giving reasonable notice in accordance with local law or a collective agreement?	No		
	d	wages meet applicable host country legal requirements or, if there is no legal minimum wage, wages are aligned with the prevailing sector wage?	No		
	e	workers have the right to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly in conformance with local law?	No		
	f	workers, including those hired by recruiters, are given detailed and accurate work agreements or similar work papers (prior to relocation if relocation is required) in a language understood by the worker?	No		
	g	document checks (including proof of age documents) of all workers before they begin working to confirm they are allowed to work according to legal standards and applicable organization policies?	No		
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		Does your organization issue a policy/policies regulating the use of foreign or domestic migrant workers.					
13			N/A - We do not hire foreign or domestic migrant workers				
Questions 14-16: Supply Chain Management							
14		Does your organization issue a policy/policies to its suppliers covering the provisions you selected in Questions 11, 12 and 13?	No				
15		If you answered 'Yes' to Question 14, does your organization have contractual terms and conditions that require its suppliers to affirmatively agree to its policy/policies (or equivalent)?					
16		If you answered 'Yes' to Question 14 and/or 15, does your organization's policy/policies (or the equivalent) and/or contractual terms and conditions include a flow-down clause?					
Questions 17-22: Risk Identification and Management							
17		Does your organization perform formal screening and evaluation of prospective recruiters to determine if they (i) operate in compliance with the law and applicable organization policies, and (ii) observe the 'employers pay' principle of not charging any recruitment fees to workers, as defined in the Glossan?	N/A - We do not use recruiters				
18		Does your organization identify and assess risks on the topic(s) covered by this Declaration on an ongoing basis and taking into account risks arising from particular operating contexts in:					
	а	Your operations?	No				
	b	Your supply chain for the good(s) covered by this Declaration?					
		Your labor supply chain?					
	c	If you answered 'Yes' to Question 18, does your organization respond	N/A - We do not use recruiters				
19		to the identified risk on an ongoing basis, using this to drive continual improvement? If you answered Yes' to Question 18, does your organization use an independent third party to conduct these due diligence activities?					
20		What percentage of relevant suppliers have provided a response to					
21		your due diligence survey, such as the Slavery and Trafficking Risk Template (STRT)? Does your organization conduct a formal vulnerability assessment of	50% or less				
22		its workers to slavery and human trafficking?	No				
	1	Do your workers who have direct responsibility for supply chain	Question 23: Training				
23		management and recruitment receive training on how to mitigate risk on the topic(s) covered by this Declaration?	No				
		ц	Questions 24-26: Reporting & Internal Accountability				
24		Does your organization have a process for workers and agents to report, without fear of retailation, matters related to the topic(s) covered by this Declaration?	No				
25		Dees your organization maintain internal accountability standards and procedures to respond to a failure by workers and agents to meet organization policies on the topic(s) covered by this Declaration?	No				
26		Dees your organization have processes in place to provide for or participate in remedy when there is an adverse impact related to the topic(s) covered by this Declaration?	No				
		Does your organization prioritize the use of ethical recruitment	Question 27: Certification				
27		agencies certified by credible assurance schemes?	N/A - We do not use recruiters				
Question 28: Public Disclosure Does your organization publicly disclose information on the topic(s) Image: Comparison of the topic(s) Image: Comparison of the topic(s)							
28		Dees your dragmitation publicly discusse minimation or in the tupic(s) overed by this Declaration? Note: Public disclosures may be compiled to comply with legal or regulatory obligations.	No				
	Certification						
Do you ce	Do you certify that all the answers provided in this document are true and accurate to the best of your knowledge and understanding?						
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