

Our principles of responsible sourcing



We require our partners to

- ✓ Commit to [Anora code of conduct](#) for suppliers
- ✓ Commit to [amfori BSCI principles](#)
- ✓ Submit a self-assessment of environmental and human rights impacts

We expect our partners to

- ✓ Assess, mitigate and correct the **environmental impacts** of their business, such as use of water (particularly in areas of water scarcity), fossil emissions, loss of biodiversity, circularity and waste and any hazard for environment
- ✓ Assess, mitigate and correct the impacts on **human rights** in own operations and that of subcontractors

How we work with amfori BSCI

- We ask our partners to commit to amfori BSCI principles
- All Nordic monopolies and retail chains are members of amfori BSCI and require all companies in their supply chain to commit to amfori BSCI principles
- Anora or our customers can require audits to suppliers or raw materials located or deriving from [risk countries](#)
- Suitable audit timing is usually agreed in advance, and it is done by a local, professional auditing company
- Audit results A and B are valid for two years, C, D and E for one year, after which a follow-up audit is done
- Results are discussed together with partner and Anora and action plans are agreed

Other certificates

- Products with environmental or social certificates do not usually need to be audited
- Anora supports certificates such as Fair for Life, Fairtrade, Wieta and BonSucro

Amfori BSCI principles

- The rights of freedom to associate and collective bargaining
- Fair remuneration
- Occupational health and safety
- Special protection for young workers
- No bonded labor
- Ethical business behavior
- No discrimination
- Decent working hours
- No child labor
- No precarious employment
- Protection of the environment