

“ As Scandinavia’s largest footwear retailer, we see it as our responsibility to become a leading steward of social responsibility in the footwear industry.

Eurosko Gruppen AS

## Responsible Business Partnership (RBP)

This is an essential element of Eurosko Gruppen AS Sustainable Business Strategy. We believe our social and environmental responsibility extends beyond the limit of our own organization.

The purpose of this brochure is to strengthen the dialog and understanding of corporate social responsibility in our supply chain.

Eurosko Gruppen AS has developed a strategy that forms the foundation of our company’s ethical and environmental commitment.

The strategy is based on our Code of Conduct and the membership obligation of the Ethical Trade Initiative Norway.

# Sustainability Information

Eurosko Gruppen AS is the largest shoe retailer in Scandinavia with operations in Norway, Sweden and Denmark.

The organization consists of approx. 330 stores with 5 different retail concepts. The business was established in 1982 and the essence of the chain organization is development and import of our own brands.

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# Code of Conduct

The Ethical Trade Principles are founded on key UN and International Labour Organization conventions and covers human rights, workers' rights, environment and corruption.

1. Forced & Compulsory Labour
2. Freedom of Association & the Right to Collective Bargaining
3. Child Labour
4. Discrimination
5. Harsh or Inhumane Treatment
6. Health & Safety
7. Wages & Benefits
8. Working Hours
9. Regular Employment
10. Marginalized Population
11. Environment
12. Animal Welfare
13. Corruption
14. Management Systems of Suppliers

In addition we have an appendix with minimum requirements regarding dormitories and an Animal Welfare Policy.

[Link Code of Conduct](#)

## IMPORTANT

All suppliers are responsible for forwarding the information listed below to all levels in our supply chain.

- Responsible Business Partnership (RBP)
- Code of Conduct (CoC)
- Restricted Substance List(RSL)
- Animal Welfare Policy

When agents, suppliers and sub-contractors accept the order(s) from Eurosko Gruppen AS, they automatically accept and confirm our CoC.

# Risk Assessment of the supply chain

Our goal is to increase the efficiency and scope of our work toward an ethical supply chain, by strengthening the dialog and cooperation between Eurosko Gruppen AS and its suppliers.

## Risk Assessment

Suppliers must provide a list of factories, tanneries and subcontractors every season. We expect social compliance documentation for all sites.

## Tannery

We encourage our suppliers to choose sustainable tanneries and to develop a longterm relationship. Our company policy require our suppliers to buy from Leather Working Group audited tanneries.

## Social audits

We kindly ask of factories producing for our brands to share existing inspection reports preformed within 3 years. The objective is to identify risk areas where improvements are necessary and to collab-orate with supplier to meet the required measures.



Is a committing partnership between companies, trade unions, organizations and public institutions, in regards to strength-en workers' rights and improve environmental practices in their value chains. They are a resource center and an advocate for ethical trade practices.

Eurosko Gruppen AS commits to actively work in accordance to Ethical Trade Norways guidelines based on internationally accepted standards, national laws and regulations on human rights, worker rights and environmental protection.

**Link:** [Ethical Trade Norway](#)



# Contact info:

Sustainability dept. is responsible for the daily operations of ethical and environmental practices in Eurosko Gruppen AS. Your feedback is valuable to us and we encourage you to voice any queries or suggestions you may have regarding our sustainability practices.

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