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

Responsible Business **Partnership** (RBP)

This is an essential element of Euro Sko Norge social and environmental responsibility extends beyond the limit of our

The purpose of this brochure is to strengthen the dialog and underresponsibility in our supply

Euro Sko Norge has developed a strategy that our company's ethical and

The strategy is based on our Code of Conduct and of the Ethical Trade

Sustainability Information

Euro Sko Norge 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.

SHOE GALLERY SHOEDAY EUROSKO

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.

https://www.eurosko.com/no/barekraft-og-miljo/

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

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 Euro Sko Norge 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.

Euro Sko Norge commits to actively work in accordance to Ethical Trade Norways guidelinesbased on internationally accepted standards, national laws and regulations on human rights, worker rights and environmental protection.

Link: Ethical Trade Norway



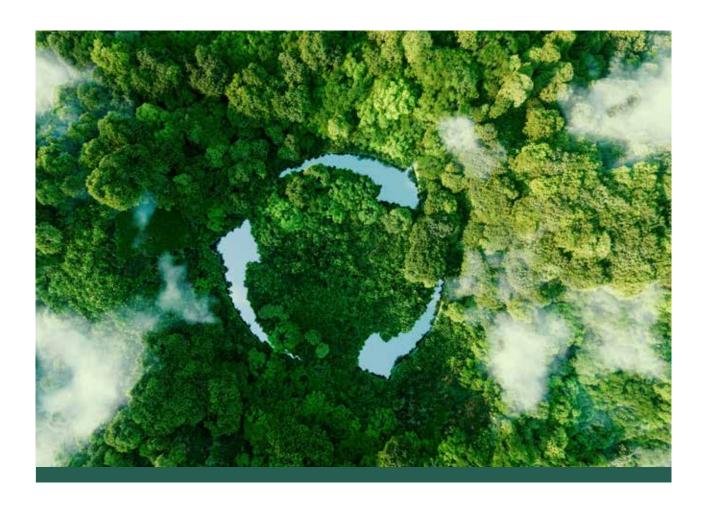
Contact info:

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

Nina Ekstrøm

Head of Sustainability

nina.ekstrom@eurosko.com



eurosko.no eurosko.se shoeday.no dna-shoes.com