

# Human rights policy

REMA 1000 wishes to promote and secure international human rights in accordance with the UN Universal Declaration of Human Rights, the UN Declaration on the Rights of Indigenous Peoples, the UN Guiding Principles on Business and Human Rights, and the ILO Core Conventions on Fundamental Labour Rights.

We wish to ensure that we do not, neither through our own behaviour nor indirectly through procurement, violate or negatively impact human rights.

#### REMA 1000 commits to

- Expanding our own and our suppliers' positive impact on human rights.
- Protecting the rights of all people who may be affected by our activities throughout our value chain, including but not limited to communities, indigenous people, workers, activists, whistle-blowers, spokespeople, and marginalised populations including women.
- Continuously identifying and addressing any actual or potential undesirable impact on human rights that we may have directly or indirectly through our activities.
- Only working with suppliers and stakeholders who meet our ethical standards and who respect human rights
- Having a due diligence process to ensure that our suppliers respect human rights. This process includes continuous analysis of our value chain and conducting verification visits, as well as engaging in a constructive dialogue with suppliers if they do not comply with our Supplier Code of Conduct and that we terminate agreements with those who do not improve.
- Having policies and management systems in place to ensure that our employees' human rights are respected, including our employee relations policy.
- Providing an anonymous grievance mechanism for all stakeholders to report concerns, complaints, as well as criticism and breaches of this and other social responsibility-related policies. The grievance mechanism follows the efficiency criteria of the UN Guiding Principles on Business and Human Rights. Our grievance mechanism is available on our [website](#).
- Engaging with the complaining party and to remedy through adequate procedures and compensation in cases where we have contributed to violations of human rights.
- Reporting annually on our progress in our work to ensure and promote international human rights.

**REMA 1000**  
Discount with an attitude!

