Ethical trade policy

REMA 1000 wishes to promote ethical trade and we expect our suppliers tot take responsibility for working conditions and the environment in the countries where large parts of our goods are manufactured.

We want to ensure ethical suppliers that comply with laws and regulations, who do not violate human rights, and do not engage in corruption as described in our Supplier Code of Conduct.

REMA 1000 commits to

- Working on ensuring ethical supply chains that comply with the requirements we set for ourselves and our suppliers in our Supplier Code of Conduct. We do this through recognised due diligence processes.
- Continuously assessing risks and take follow-up actions in collaboration with our suppliers through constructive dialogue.
- Providing a publicly available <u>grievance</u>
 <u>mechanism</u> where colleagues, suppliers,
 customers, and other stakeholders can
 report violations of this policy and the
 requirements we state in our Supplier Code
 of Conduct.
- Engaging in a dialogue with possibly violated parties and remedy the violation through adequate procedures and compensation in cases where we have contributed to violations of the requirements we set in our Supplier Code of Conduct including respect for human rights and the protection and promotion of labour rights, communities, indigenous people, activists, whistle-blowers, spokespersons, and marginalised groups including women.
- Working to promote global and national ethical trade through industry initiatives

 including our active membership of the Danish Initiative for Ethical Trade (DIEH)
- Reporting annually on our progress and work with ethical trade.



