



REMA 1000

**POLICY AND ACTION PLAN
FOR THE SUSTAINABLE
CATCHING AND FARMING
OF FISH AND SHELLFISH**

Policy for Sustainable Fisheries

At REMA 1000, we offer a wide range of fish and fish products to our customers as part of a healthy and diverse assortment. We strive for all our goods to be produced under responsible and sustainable conditions. Therefore, we consider it our commitment to contribute to protecting and preserving the world's marine ecosystems.

We want to play a role in ensuring future generations' access to fish and seafood from sustainable fish stocks and good aquaculture systems.

Therefore, we have set a high standard for the procurement of all fish, seafood, and seaweed available at REMA 1000, aiming for them to be caught, harvested, or produced sustainably.

Wild-Caught Fish

For wild-caught fish, our ambition is that they come from sustainably managed stocks and are caught or harvested with gentle gear, utilizing fishing methods that do not harm the marine environment. Our goal is to minimize both bycatch and discards by using gear designed to catch different species in a responsible manner.

Farmed Fish

For farmed fish, our ambition is that they do not have a significant impact on the surrounding marine nature and water environment, thereby avoiding pollution or environmental degradation.

To mitigate the risk of antibiotic resistance, we exercise great care in the use of antibiotics in our food and strive to reduce overall antibiotic use.

Human Rights and Working Conditions

We also prioritize human rights and working conditions by using traceable fish and seafood to prevent violations in the supply chain.

We recognize the challenges associated with labor rights in the fishing and seafood industry and commit to addressing issues such as human trafficking, forced labor, lack of grievance procedures, and poor salary and working conditions.

Reporting and Partnerships

We commit to regularly reporting on our progress and ensuring transparency about our efforts to promote responsible trade within the fishing and seafood industry.

Collaboration is key to achieving progress, and therefore, we actively participate in partnerships with organizations that share our vision of a more sustainable fishing industry. By working hand in hand with relevant partners, we strive to meet our goals and make a positive impact on the fishing industry.

GUN, 24.01.2023

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Action plan for the sustainable catching and farming of fish and shellfish

This action plan is intended to guide our commitment to delivering sustainable fish products and creating positive changes within our supply chain. We look forward to collaborating with our suppliers and contributing to the partnership within the Danish Alliance for Sustainable Fisheries and Aquaculture to achieve these goals.

GUN, 24.01.2023

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Goals

At REMA 1000, we have set an ambitious target to achieve 100% sustainability in the capture, harvesting, and production of our fish and seafood. This is a crucial step towards our commitment to promoting sustainability and responsible management of marine resources.

The Path to the Goal

A key prerequisite for realizing this goal is to establish transparent and traceable value chains. This involves a commitment to ensuring that our sustainable fishing and farming policy is adhered to at all levels of the supply chain. This requires close collaboration with our suppliers. Through transparency and traceability, we aim not only to ensure compliance with our sustainable fishing and farming policy but also to enable our customers to make sustainable choices about their purchases.

Collaboration with Suppliers

We actively work with our suppliers to gather information and data about the origin of fish and seafood. This includes details about the species, the country or fishing area, and the fishing methods used. Our goal is to provide transparency about the entire process from capture to consumer, and it is through this collaboration that we will achieve a comprehensive and accurate overview of the journey and method of our products.

Step 1: Mapping Capture Methods and Areas

During 2024, we will map and disclose information about the capture methods and areas for all fish and seafood in our assortment. This effort ensures transparency and traceability in the supply chain.

Step 2: Traceability and Certification

We are committed to ensuring the visible traceability of fish and seafood on each item, providing information about the Danish and Latin names, country of origin or fishing area, and capture method.

Whenever possible, our products will be certified by relevant third parties, with wild-caught fish carrying MSC certification and farmed fish holding ASC certification. In cases where certification of the species is not feasible, we rely on WWF's fish guide for approval. Products with a red rating in the guide are not accepted. By the end of 2025, our aim is for all fish and seafood in REMA 1000 to align with our goal of being captured, farmed, or produced sustainably.



Step 3: Participation in the Danish Alliance for Sustainable Fisheries and Aquaculture

REMA 1000 joins the Danish Alliance for Sustainable Fisheries and Aquaculture, committing to collaborate with relevant stakeholders to ensure a shared vision of sustainability. Our commitment includes publishing an action plan and annual reporting on progress.

Ongoing evaluations and updates to guidelines will take place to ensure continuous sustainability.

