

Animal Welfare Policy

1. Purpose and background

The world's food production consists of complex value chains where price pressure and high demand increase the risk of human and labour rights violations as well as animal welfare violations. Given the complex challenges in our industry, REMA 1000 is committed to conducting sustainable business practices and ethical trade throughout our entire value chain.

Good animal welfare

REMA 1000 aims to be a leading figure within animal welfare and to facilitate sustainable and ethical consumption for our customers. Through traceability and transparency, we will ensure better insight into the value chain and help customers make more informed and safe choices.

Our general policy

These are our guidelines and general policy for Animal Welfare and KSL (Quality System in Agriculture).

Animal welfare from breeding to slaughter:

For animal products, sufficient attention must be paid to the animals' welfare throughout the entire value chain. Animal welfare must be assessed throughout the animal's life cycle, from breeding to slaughter. At a minimum, national legislation and international recommendations must be observed, and best practice pursued.

Five freedoms that define animal welfare

Animal welfare is often defined through five freedoms, and by the fact that we have our own animal welfare act which safeguards the animals' rights.

The five freedoms are set out in our Supplier Code of Conduct and are requirements that all our suppliers and partners must comply with:

1. Freedom from thirst, hunger, and malnutrition.
2. Freedom from thermal and physical discomfort.
3. Freedom from fear and distress.
4. Freedom from pain, injury, and disease.
5. Freedom to express normal behaviour.

At a minimum, the supplier must comply with local legislation. This is anchored in our Supplier Code of Conduct, which is our main human rights policy and can be read in its entirety on our website. REMA 1000 shall not use animal testing during the manufacture of its private label

cosmetics and household products, nor commission others to carry it out for us. The same is required of producers and suppliers of other goods and services. In 2030, all animal products sold under REMA 1000's private brands will be of good animal welfare, and we expect the same from our suppliers.

2. Scope and responsibilities

This document applies to all permanent and temporary employees of REMA 1000 Norge AS and subsidiaries and covers the supply chain for our own brand.

The owner of the policy has the overall executive responsibility and shall ensure that the document is published externally and distributed internally to relevant roles and departments. Managers of relevant units are responsible for ensuring that employees under their management are familiar with the content and that processes have been established to ensure that the principles and requirements of the policy are followed. All managers and others in charge have a duty to report deviations from the principles in the policy.

3. Our policy

REMA 1000 aims to achieve an ethical and fair value chain, that contributes to a positive development for people, animals, society, and the environment. Our Animal Welfare Policy defines requirements for our private labels and requirements for our suppliers and their subcontractors.

Preventive and investigative work

At REMA 1000, we work continuously to follow up suppliers based on risk assessments and due diligence to prevent and uncover serious animal welfare violations.

- › We commit to complying with the Norwegian Transparency Act and conduct due diligence in accordance with the OECD's Guidance for Responsible Business Conduct.
- › We commit to always consider certification schemes for our products. We aim to certify all private label products containing risk-exposed raw materials by 2025, as an important risk mitigating measure for raw materials that are associated with increased risk of negative impact on people, animals, society, and the environment. Our Responsible Raw Material Sourcing Policy sets requirements for which raw materials must be certified.
- › We commit to working actively to improve the traceability of our products and require our suppliers to provide information regarding the place of production and country of origin of all raw materials. Transparency and traceability are essential to succeeding in securing and developing ethical and sustainable supply chains.
- › We commit to building strong and reliable relationships with our suppliers to ensure ethical value chains, and to have regular dialogue with other stakeholders.

- › We commit to integrate ethical trade as an important part of the internal training at REMA 1000, and to work on capacity building and training of our suppliers in the field of ethical and sustainable trade.
- › We commit to investigate any breaches or suspected breaches of our Supplier Code of Conduct and potential negative impact on people, society, or the environment in our supply chain, as well as contribute to restoration if we have caused, contributed to or been associated with harm or negative impact.

Animal products

Egg

- › REMA 1000 shall not sell eggs from caged hens.
- › REMA 1000 works to offer an increased number of eggs that have Dyrevernerket (the Animal Protection Label) or equivalent.

Chicken

- › Chicken produced under the brands Solvinge, Stange and Prima Lavpris must meet the ECC requirements (or any comparable certification ensuring the same level of welfare). This means, among other things, that the brands use slow-growing breeds, lower stocking density, meets improved environmental standards, LED light w/daylight spectrum and third-party auditing.
- › Chicken produced in Norway under other brands (to be sold in REMA 1000), must at the first possible opportunity and by the end of 2024 at the latest, switch to chicken that meet the ECC requirements (or any comparable certification ensuring the same level of welfare).
- › REMA 1000 will phase out products containing ingredients from Ross 308 (possibly other fast-growing breeds) and replace these with products from ECC approved chicken (or equivalent welfare level).
 - Where chicken is included as an ingredient in Norwegian-produced products, chicken that meet the ECC requirements (or chicken with an equivalent welfare level) must be used. Exceptions can be granted if there is a shortage of raw materials.
 - Where chicken is included as an ingredient in imported products, efforts must be made to ensure that chicken that meet the ECC requirements is used, or chicken with an equivalent welfare level.

Dairy cows & Cattle

- › REMA 1000 will not import cattle from rainforest areas.
- › REMA 1000 wants suppliers who use official standards that are at least as good as ours. Examples of this could be Classy Farm, Red Tractor etc.
- › REMA 1000 shall not sell or use products from the Belgian Blue cattle breed.
- › REMA 1000 shall not sell or use milk fed calves.

Pork

- › We aim to increase the number of pork products with Dyrevernerket (the Animal Protection label).

Fish and seafood

Fish and seafood is an important category for REMA 1000. It is therefore important to take measures that help to minimize the negative impacts that fish farming and fishing have on nature. REMA 1000 will do what we can, and makes the following demands on ourselves and our suppliers:

- › No fish species from the Norwegian Red List.
- › No soy from areas threatened by deforestation.
- › Sustainable feed ingredients.
- › Certified products such as MSC for tuna and ASC for scampi.

General requirements

- › REMA 1000 shall not sell or use fur from animals that have been raised or caught mainly for the sake of their fur.
- › REMA 1000 shall not sell or use down from live plucked birds and requires the same of the supplier.
- › REMA 1000 shall not sell or use wool from sheep that have been exposed to mulesing in its private label brands and requires the same of the supplier.
- › REMA 1000 shall not sell or use wool from angora rabbits and requires the same of the supplier.
- › REMA 1000 shall not sell or use foie gras.
- › REMA 1000 shall not use animal testing during the production of its private label cosmetics and household products, nor commission others to carry it out for them. The same is required of the supplier.

4. Attachments

No attachment.

5. History

The owner of the policy is responsible for ensuring that the policy is regularly evaluated and updated if necessary.

Overview of the most important changes that have been made:

Version	Updates/Changes
Version 2022:1	