

Policy against Child Labour

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. There is also a high degree of manual labour, especially when it comes to the supplying of raw materials, which contributes to groups such as children, migrants and ethnic minorities being extra vulnerable to human rights 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.

Child labour

Worldwide, more than 160 million children are victims of child labour, and nearly half of the children, 79 million, perform at-risk work that endangers their health, safety, and development. Child labour is an extremely widespread problem in our sector and is mainly concentrated to agriculture (70%), which includes fishing, forestry, animal husbandry and aquaculture (ILO, 2021).¹ In many countries, this is due to a combination of poverty and the fact that the agricultural sector is largely run by small family farms. Many child labourers are unpaid family members.² Other sectors in which children work are services (19.7%) and manufacturing (10.3%).

Efforts to prevent child labour have stagnated in recent years, and the Covid-19 pandemic has had a further negative effect. In 2020, DanWatch reported on the use of child labour in the cocoa industry in West Africa, including Fairtrade-certified cocoa, which shows how risk-exposed the industry is. The UN has set the year 2025 as an international deadline for ending all forms of child labour.³ As a player in the food industry, REMA 1000 therefore has a particular focus on child labour in our supply chain.

2. Scope and responsibilities

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

The owner of the policy is responsible for ensuring 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 established processes that ensure compliance with the principles and requirements of the policy. The owner is also responsible for assisting managers in the organization of training.

¹ [wcms_800278.pdf \(ilo.org\)](#)

² <https://www.ilo.org/ipec/areas/Agriculture/lang-en/index.htm#:~:text=Child%20labour%20in%20agriculture%20in%20many%20countries%20child,amounts%20to%20over%2098%20million%20girls%20and%20boys.>

³ [Relevant SDG Targets related to Child Labour \(ilo.org\)](#)

3. Our Policy

REMA 1000 aims to achieve an ethical and fair value chain, that contributes to a positive development for people, society, and the environment. Our Policy for Sustainable Business Practices defines requirements for our own business and requirements for our suppliers and their subcontractors.

The prohibition of child labour is based on our Supplier Code of Conduct, which is our main human rights policy. REMA 1000 expects our suppliers and subcontractors to work continuously to eliminate child labour. The general rule is that no child under the age of 15 (ILO No. 138) shall perform work in our supply chain, and that the national minimum age for workers or the age for completion of compulsory schooling is complied with, depending on which sets the strictest requirements. If young people over the age of 15 perform work, it shall be ensured that those under the age of 18 are not engaged in work that is dangerous to health, safety, or development.

For the supplier to document their compliance with the prohibition against child labour, we expect all suppliers and subcontractors to have copies of official documentation stating the age of all employees. Furthermore, REMA 1000 expects suppliers to inform us if cases of child labour are discovered in their value chains. We will then, in close cooperation with the supplier, develop an action plan to get the children back to school, without harming the subsistence of the child and their family.

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 human rights violations, including child labour.

- › We commit to complying with the Norwegian Transparency Act and conduct due diligence in accordance with the OECD Guidance for Responsible Business Conduct. This involves identifying risks of breaches in the supply chain and implementing risk mitigating measures to ensure that none of our suppliers contribute to negative impact on people, society, and the environment. We also require our suppliers to carry out due diligence assessments.

- › We commit to taking action to reduce and mitigate serious risks. Among other things, we require all our suppliers outside the Nordic region to be members of Sedex, a global collaboration platform for ethical and sustainable trade (alternatively BSCI/SA 8000). Through Sedex, we can risk assess suppliers and monitor conditions at factory level through audits. We also conduct our own supplier visits for verifications and inspection of working conditions and sustainable practices in our value chain.

- › 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. This is an important risk mitigating measure for raw materials that are associated with increased risk of negative impact on people, society, and the environment. Our policy for risk-exposed raw materials sets requirements for which commodities 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 succeed in securing and developing responsible and sustainable supply chains.

- › We commit to building strong and reliable relationships with our suppliers so that we can work closely together to ensure ethical value chains and have regular dialogue with stakeholders.

- › We commit to integrating ethical trade as an important part of the internal training in REMA 1000, and to work towards contributing to capacity building and training of our suppliers in the areas of ethical and sustainable trade.

- › We commit to investigating any breaches or suspected breaches of our Supplier Code of Conduct and potential negative impact on people, society, and the environment in our supply chain. We shall also contribute to restoration if we have caused, contributed, or been associated with damage or negative impact.

4. Attachment

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	