

Policy for Home-Based Work in the Supply Chain

1. Purpose and Background

Global food production involves complex value chains with price pressure and high demand, which increases the risk of human rights violations and poor working conditions. Particularly in the raw material stage, there is a lot of manual labor, making children, migrants, and ethnic minorities vulnerable. REMA 1000 Norge AS (hereafter referred to as REMA 1000) is committed to sustainable business practices and responsible trade throughout the value chain. See our Policy for Sustainable Business Practices for more information about REMA's commitments to preventive and corrective measures.

Home-Based Work

Home-based work plays an important role in the global economy, with 300 million people—mainly women—working from home. This contributes significantly to household income, especially for poor families. However, few home-based workers have legal status as employees and are therefore vulnerable to exploitation. Complex value chains with many subcontractors and seasonal production increase the risk of violations of fundamental human rights and decent working conditions.

2. Scope and Responsibility

This document applies to all employees of REMA 1000, as well as the supply chain for our private label products (EMV). The owner of the policy is responsible for external publication and internal distribution to relevant roles and departments. Managers must ensure that employees are familiar with the content and that processes are established to comply with the principles and requirements of the policy. All responsible parties and managers must report any deviations from the policy.

3. Our Policy

REMA 1000 seeks a responsible and fair value chain that contributes positively to people, animals, society, and the environment. Our Policy for Sustainable Business Practices sets requirements for our own operations, our suppliers, and their subcontractors.

Definition of Home-Based Work

REMA 1000's definition of home-based work is based on the ILO Convention (1996, C177, Article 1), which promotes equal treatment between home-based workers and other wage earners.

Home-based work means work carried out by a person:

1. In his or her home or in other premises of their choice, other than the employer's workplace
2. For remuneration
3. Resulting in a product or service as specified by the employer, regardless of who provides the equipment, materials, or other inputs used—unless this person has the degree of autonomy and economic independence necessary to be considered an independent worker under national laws, regulations, or court decisions.

In practice, home-based workers in global supply chains produce goods to strict company specifications. They do not have "the degree of autonomy and economic independence necessary to be considered an independent worker," and therefore they clearly fall under the ILO definition of home-based workers.

Our Commitments under this Policy

REMA 1000 commits to:

- Communicate our position on home-based work internally and to suppliers.
- Ensure that home-based work does not lead to relocation of work or cancellation of orders.
- Collaborate with suppliers to improve working conditions for home-based workers, with a clear timeline and involvement of the workers themselves.

Supplier Commitments under this Policy

We expect our suppliers to:

- Adopt a common policy for accepting home-based work and commit to improving conditions where they do not meet those set out in the ILO Convention on Homework (1996, C177, Article 4).
- Communicate this policy throughout the supply chain (including subcontractors), and to the home-based workers themselves.
- Work with REMA 1000 to identify where home-based work occurs in the supply chain.
- Collaborate with REMA 1000 to develop an action plan to improve conditions for home-based workers where these fall below international labor standards and involve home-based workers and/or their representatives in this process.

Possible Measures

Note: These may vary depending on context and can include:

- Employment of home-based workers.
- Systems to guarantee payments to home-based workers, such as passbooks and direct payments to prevent wage deductions.
- Enrollment in statutory social systems or equivalent private arrangements.
- Providing information to home-based workers about their rights under this policy and ensuring access to a grievance mechanism if these rights are denied.

4. Attachments

None.

5. Change Log

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

Version	Updates/changes
Version 2025:1	