



Corporate Social Responsibility 2017

REMA 1000

Year in review

2017 in numbers

This year, Project Christmas Surplus donated **30 tons** of surplus food to economically challenged families.

We have initiated **10 new** partnerships with local Danish suppliers.

The official Animal Welfare Certificate is now found on **9** of our products.

305,800 kg surplus apples from Funen gardens were transformed into **259,930 litres** of delicious apple juice.

We initiated the development of a **new plastic and packaging strategy**



We supported local organisations with more than **400** local sponsorships.

4,300 people signed up for the "Hello Neighbour" campaign, to improve their neighbourhoods.

During 2017, we hosted **158** sports and activity camps, including our new Sport and Health Academy, which is targeted at children with social and mental challenges.

Our new talent team has **30 %** female students.

LED lights and climate friendly refrigeration are now found in **82 %** of our stores.

80 % of our refrigerated trailers have been replaced with more climate friendly models.

Our Vigo users delivered groceries to other users at a combined distance equivalent to walking **30 times** around Earth.

30 % of our products have been awarded with sustainable and health certificates.

Year in Review

Sustainable partnerships is our key to success

REMA 1000 wish to deliver “discount with attitude”, and we are both proud of and humbled by the positive feedback we receive for our initiatives and in general as a company. In 2017, *Loyalty Award* announced that REMA 1000 had the most loyal customers in our sector. According to *YouGov*, we had the strongest brand in Denmark and received the most positive feedback from the public during 2017 compared to other Danish Brands. Furthermore, according to *Caliber*, REMA 1000 came in third, when it comes to brands which the Danes like the best and trust the most.



We are steadily growing our business these years, and we expanded our business with 20 stores in 2017. We now have 304 stores across the country, where we sell about 13 % of all groceries sold in Denmark. The combination of our size and the trust and faith our customers have in REMA 1000, make us committed to take our corporate responsibility seriously at all levels – internally as well as in our dealings with business partners and customers. This commitment covers all aspects of our operations locally, nationally and globally.

We have spent 2017 establishing new partnerships to address some of the major sustainability issues facing our sector, including **food waste** and waste generated from **plastic and packaging**. In this report, you can read about our plastic and packaging strategy which is currently under development, and several initiatives and solutions that we have initiated to become more sustainable within this particular field.

It is not an easy task to deal with the sustainability issues associated with plastic, and it is not an issue we can solve alone. Therefore, we work with different partners, ranging from municipalities to packaging producers to find the best and most holistic solution, to the benefit of all partners involved and the environment.

Another focus area in this year's report is our work with **responsible supply chain management**. At REMA 1000, we sell goods from all over the world. Therefore, we put significant focus on securing that all our goods have been produced according to the highest ethical standards with care for humans, animals, the environment and the local communities surrounding the production sites. Like the plastic and packaging issue, this is a task which is difficult for REMA 1000 to pursue on our own. We have therefore spent 2017 reaching out to our suppliers to engage them in our supply chain management processes, so they can help us strengthen our responsible supply chain management in the coming years.

The above initiatives demonstrate how we at REMA 1000 work with our corporate social responsibility – mainly through partnerships with different stakeholders, and with attention to both local, national and global issues.

Our efforts span local initiatives and sponsorships as well as global issues like plastic pollution and human rights.

The large span in our focus areas and efforts should also be reflected in our policies, goals and procedures. Therefore, we have spent 2017 on updating our CSR policies as well as how we report on the **17 Sustainable Development Goals (SDGs)**, since these goals set a clear direction of where the world needs to be by 2030. You can read more about how REMA 1000 works with **SDG 3, 5, 9, 12 and 17 as well as which targets we aim to achieve by 2030** on the following pages.

2030 may seem far away but considering the task at hand and only 12 years to get the job done, it is necessary that we state ambitious goals and act accordingly. Through close cooperation with our store owners, employees, customers and business partners we strive for a better retail sector with a strong focus on sustainability and the health and well-being of the entire supply chain.

I hope that you will take the time to read the rest of this report. We look forward continuing the work with corporate responsibility in 2018.

Kind regards,

A handwritten signature in blue ink, appearing to read 'Henrik Burkal'.

Henrik Burkal
CEO

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This report comprises REMA 1000's statutory requirement on reporting CSR according to the Danish Financial Statements Act §99a and §99b and is a supplement to REMA 1000's annual report 2017.

Introduction

Our eight values:

1. We cultivate the business idea of the company
 2. We have high business ethics
 3. We shall be debt free
 4. We promote a winning culture
 5. We think positively and proactively
 6. We talk with each other, not about each other
 7. The customer is our highest priority
 8. We want to have fun while being profitable
-



1. Introduction

We make it simple, fast and affordable to shop responsibly

At REMA 1000 we are driven by our promise to deliver “discount with attitude”. This means that we see it as our primary task to deliver quality goods to our customers, while we ensure that we respect humans, the environment and animals at all levels in our supply chain. On the following pages you can read more about how we have worked with these subjects during 2017, as well as the results we have achieved and the challenges we have endured.



304 stores
(2016: 284)



10,905 employees
(2016: 10,000)



126.4 million transactions
(2016: 114.2 million)



Denmark's most recommended brand in 2017
(source: YouGov)

REMA 1000's business model

REMA 1000 is part of Norwegian Reitan Group, which employs more than 38,000 people across Scandinavia and the Baltics. The group operates within five different business areas, where REMA 1000 constitute one of them. REMA 1000 entered the Danish market in 1994, and by the end of 2017 the chain operates 304 stores across Denmark. In 2017, REMA 1000 had more than 126 million customer transactions, which is an increase of 10.6 % compared to 2016.

At REMA 1000, corporate social responsibility (CSR) is anchored in the relevant departments and in the individual stores. Our store owners are self-employed, and thereby have a large saying in which projects they wish to support and how they wish to run their stores. When it comes to managing our supply chain, it is the individual procurement managers who are responsible for securing that all our ethical standards relating to human and labour rights, climate, environment and animal welfare are endorsed among our suppliers. At REMA 1000, we are aware that our primary CSR responsibilities relate to people, including our own employees as well as the people across the world who produce and distribute the goods and products we sell in our stores. Furthermore, our sector has a direct impact on the environment through the occurrence of food waste and packaging in the supply chain. At the same time, these are areas where we can have a large positive impact, if we choose to act proactively and minimise the negative impact of our business. Therefore, REMA 1000 has chosen to give these areas a central position in our CSR work.

A value driven approach to CSR

At REMA 1000, we are more almost 11,000 decision makers who work together in a company with a strong culture and

an efficient concept. We believe that too many rules limit the decision making power and creativity of the individual employee. Therefore, we have chosen to let our culture and values guide the individual employee towards the right decisions, instead of having a strict set of rules and procedures. We believe that the best decisions are taken decentralised by the people who must live out the decision in real life, and we believe that our employees are both willing and driven by making a difference. Consequently, we do things the 'REMA 1000 way', where we emphasise culture and value above rules.

The working culture at REMA 1000 stems from our eight core values, combined with the experiences gained during our more than 20 years of practice with implementing our discount concept and franchise system and running our stores. Our experience tells us, that the sum of our employee's actions and decisions is what makes the difference. Therefore, it is crucial that all employees in REMA 1000 feel inclined and responsible of making a difference regardless of their job function. It is only when all employees feel the motivation and urge to make a difference that we can reach our goals and succeed as a company and community.

Trusting the individual is crucial at REMA 1000. We believe that people grow and become successful if they are held accountable and have the power to influence their jobs and daily lives. When our employees feel valued and are passionate about going to work, we have a chance of succeeding in what we do. Therefore, we demand that our employees love their work. No one has ever succeeded with something they did not feel passionate about, and in REMA 1000 we are passionate. We want to create a winning culture with a sense of unity and respect for each other, and with the vision of being Denmark's most value driven company.

A man with short, curly hair, wearing a dark polo shirt, is holding a large, open cardboard box. He is looking towards the camera with a slight smile. The background is a warehouse or storage area with shelves filled with boxes. The entire image has a blue color overlay.

Our work and key performance indicators

2. Our work and key performance indicators

Our CSR policies

At REMA 1000, we have several CSR policies which state exactly how we work with human rights, social responsibility, labour rights, climate and environment, animal welfare and anti-corruption.

Our CSR policies

1. Policy for customer satisfaction
2. Policy for climate and environment
3. Policy for biodiversity
4. Policy for animal welfare
5. Policy for ethical trade
6. Human rights policy
7. Policy for sponsorships and donations
8. Policy for employee relations

During 2017, we updated these policies to be in line with both the Danish CSR legislation and our work with the SDGs. In our policies we state our vision, actions and targets for the individual policy areas, as well as how we will report and follow up on our progress within the policy areas. You can find the updated policies as an appendix to this report (see appendix A).

The UN Sustainable Development Goals

The SDGs were formulated back in 2015 and seek to eradicate global poverty and secure a sustainable future for our planet by 2030. At REMA 1000, we decided to join this journey right from the beginning.

There is no doubt that the 2030 agenda is ambitious, and it will only succeed if each person, company, organisation and country contribute their share and work actively with the 17 goals. At REMA 1000, we have looked thoroughly into the 17 goals, their 169 targets and 232 indicators and estimated that we as a company can contribute the most to the 2030 agenda by working actively with five of the 17 SDGs. More precisely we are committed to work with SDG 3, 5, 9, 12 and 17. On the following page you can see exactly how we plan to work with these five SDGs.

The UN Sustainable Development Goals at REMA 1000

SUSTAINABLE DEVELOPMENT GOALS



Connecting the UN Sustainable Development Goals with REMA 1000's focus areas

At REMA 1000, we have five focus areas and ten targets which we evaluate annually. The five focus areas are an indicator of where we as a company have the largest impact on the surrounding society. The five focus areas have been defined through the application of a materiality assessment.













For the past years we have, with very few exceptions, managed to deliver on our ten annual targets within our five focus areas. We have therefore decided to raise the bar, and set a range of new long term goals, which we will report on going forward on an annual basis.

Consequently, we are translating our five focus areas into the SDGs, which enables us to actively monitor and communicate how we contribute to the fulfilment of the 2030 development agenda.

On the following page you will find an overview of how we connect our focus areas with the SDGs as well as the Danish CSR legislation which we are obliged to follow.



Connecting REMA 1000's focus areas with the SDGs and the Danish CSR legislation

REMA 1000's focus areas	Target	SDG	Danish CSR legislation	Read more
 The healthy family	1. Healthy products	 Ensure healthy lives and promote well-being for all at all ages	Not part of the Danish CSR law, but important to REMA 1000	p. 20
	2. Happy families	 Ensure healthy lives and promote well-being for all at all ages	Not part of the Danish CSR law, but important to REMA 1000	p. 20
 A happy environment	3. Sustainable use of resources	 Ensure sustainable consumption and production patterns	Climate and environment (§99a)	p. 28
	4. A better climate	 Promote sustainable industrialisation	Climate and environment (§99a)	p. 26
	5. Improved animal welfare	 Ensure sustainable consumption and production patterns	Not part of the Danish CSR law, but important to REMA 1000	p. 18
 The good supplier	6. Ethical suppliers	Not relevant	Human and labour rights, social relations, and anti-corruption (§99a)	p. 18
	7. Partnerships with local suppliers	 Revitalise the global partnership for sustainable development	Not part of the Danish CSR law, but important to REMA 1000	p. 18
 REMA 1000's donations to welfare	8. More welfare	 Revitalise the global partnership for sustainable development	Not part of the Danish CSR law, but important to REMA 1000	p. 30
 The motivating workplace	9. Higher job satisfaction	Not relevant	Labour rights and social relations (§99a)	p. 23
	10. Diversity at all levels	 Achieve gender equality	Diversity (§99b)	p. 23

Status on our 2017 targets

Before we outline our new 2030 targets, you can read about how we performed on the ten goals which we established for 2017. In total, we managed to fully comply with seven out of the ten goals, why we on three of the goals did not make it fully past the finish line.

One of the goals we failed to deliver on during 2017 was to expand the use of the official Animal Welfare Certificate to other meat categories than pork, since the certificate is not yet approved for such expansion. However, we do expect that we can deliver on this goal during 2018, when the certificate has been approved to other meat produces.

The second goal we missed in 2017, was our plan to conduct three audits among our high risk suppliers. Instead of delivering three audits, we spent 2017 updating our existing approach to supply chain management. Therefore, we have postponed the three audits to 2018.

The third and final goal we didn't achieve in 2017 was our plan to reach a 100 % conversion to LED lightning in our stores. However, we are still making great progress and by the end of 2017 we were only missing 55 stores, why we feel confident that we will reach the 100 % target by 2018.



REMA 1000's focus areas



The healthy family

Target

1. **Healthy products**
2. **Happy families**

Key indicator 2017

3 % more focus products.

Further develop the two initiatives from 2016 including the development of two new community initiatives, with special focus on the youth and the elderly.

Actions in 2017

Achieved
REMA 1000 has in 2017 expanded our assortment of focus products with 7.4 %. Focus products are products with certificates within health, ecology and sustainability.

Achieved
Development of new initiatives
+ We have expanded our Vigo service to new platforms.
+ We have expanded our work with camps, with our new Sport and Health Academy.

New community initiatives
+ REMA 1000 participated in the "Hello Neighbour" campaign during week 43.
+ REMA 1000 hosted community dinners at student residents.



A happy environment

3. **Sustainable use of resources**
4. **A better climate**
5. **Improved animal welfare**

Introduce three new initiatives to diminish our use of plastic.

Continue our conversion to LED lightning, so that all REMA 1000 stores only utilize LED by the end of 2017.

Expand the use of the official Animal Welfare Certificate to include eight new fresh meat products, and work to secure a broader coverage of the certificate to other product groups.

Achieved
+ The packaging on three of our own cleaning products is now made in recyclable plastic.
+ We have introduced new shopping bags made in polyester.
+ We have developed new sorting guides with regards to plastic, which have been introduced on two of our diaper products.

Not achieved
We are missing 55 stores.

Not achieved
By the end of 2017, nine of our pork products had been labelled with the Animal Welfare Certificate. However, we do expect that several of our other meat products will receive the certificate when it can be used for these products during 2018.



The good supplier

6. **Ethical suppliers**
7. **Partnerships with local suppliers**

Continue to monitor our suppliers and perform audits on at least three of the suppliers based in the risk zone.

Finalise three new supplier collaborations.

Not achieved
We have updated our responsible supply chain management process during 2017, including our Supplier Code of Conduct. Therefore, we have postponed the three audits to 2018, where we expect to have better data on our suppliers.

Achieved
REMA 1000 has finalised 10 new partnerships with local suppliers during 2017.



REMA 1000's donations to welfare

8. **More welfare**

Expand Project Christmas Surplus to 20 extra stores and introduce two new projects which focuses on the youth and the elderly.

Achieved
Project Christmas Surplus
More than 302 REMA 1000 stores participated in 2017, compared to 282 stores in 2016. Furthermore, we supported Dansk Folkehjælp's own Christmas donation program by selling donation vouchers in our stores, as well as by providing Dansk Folkehjælp with a discount on REMA 1000 gift certificates. In total, REMA 1000 supported Dansk Folkehjælp with more than 1 million DKK in 2017, while we also helped raising 8.3 million DKK together with other businesses.

New Projects
Our two new projects focusing on the youth and elderly included support for the organisation Natteravnene, which create safety in the night life, as well as attracting elderly volunteers to our Food Camps.



The motivating workplace

9. **Higher job satisfaction**
10. **Diversity at all levels**

Intensify our efforts to create a good work-life balance for employees through personal development courses.







Introduce two additional women in our team of store owners.

Achieved
We have hosted several workshops and courses for our employees during 2017. We furthermore offer that all managers can participate in a 'value journey' to our head office in Norway. In 2017, we also introduced a new communication tool named 'Workplace' where all employees can share experiences across regions and business areas.

Achieved
During 2017, we have signed contracts with three additional female store owners. We have furthermore spent the year on promoting opportunities for women in REMA 1000 through 13 communication activities. We also experienced a great interest from female candidates to join this year's talent team, where eight out of 22 candidates were female.

Our new 2030 targets and our expectations for 2018

We have listed our new 2030 targets below. We have also indicated the status of the five goals, as well as how we expect to deliver on the goals in 2018.

REMA 1000's focus areas	SDG	2030 target	Status 2017	2018 target
 The healthy family	 <p>Ensure healthy lives and promote well-being for all at all ages.</p>	REMA 1000 will significantly improve the health and well-being of the Danish population, offering healthy products and supporting activities across the country. We will achieve this goal by establishing at least ten strategic partnerships with other organisations promoting physical and mental well-being.	<p>We have so far formed six strategic partnerships to promote health and well-being:</p> <ol style="list-style-type: none"> 1. Danish Diabetes Association 2. The Wholegrain Partnership 3. Holbæk Swimming Club and Arla A/S 4. Danish Agriculture and Food Council 5. Danish Cancer Association 6. The Salt Partnership 	At REMA 1000 we have already established several strategic partnerships with the aim to increase health and well-being among our customers and in our products. During 2018, we will use these partnerships in order to formulate 2030 targets addressing public health issues, with specific focus on calories and salt.
 The motivating workplace	 <p>Achieve gender equality</p>	A minimum of 15 % of our store owners should be female.	8.3 %	8.5 %
 The happy nature	 <p>Promote sustainable industrialisation</p>  <p>Ensure sustainable consumption and production patterns</p>	<p>We only drive hybrid trucks in the larger Danish cities.</p> <p>We have considerably decreased the amount of food waste in our stores and among our customers. Furthermore, we will produce the packaging of our private label products in recyclable plastic, with consideration for food safety and international guidelines.</p>	<p>We have initiated the planning of a pilot project on using hybrid trucks.</p> <p>We have continued working with our initiatives to prevent food waste and have amongst other initiatives donated more than 30 tons surplus food to Project Christmas Surplus. We have furthermore initiated the development of a new plastic strategy.</p>	<p>We will test the use of hybrid trucks in Copenhagen.</p> <p>We will continue working on creating a system for measuring our total impact on reducing food waste. Furthermore, we will finalise and implement our plastic strategy.</p>
 The good supplier	 <p>Revitalise the global partnership for sustainable development</p>	We have cultivated at least 20 strategic partnerships with other businesses and organisations as part of our work with delivering on the other four SDGs.	During 2017 we have engaged in two new partnerships – The Salt Partnership and the Sport and Health Academy. Thus, we are now involved in 8 strategic partnerships, which promote health and well-being. Furthermore, our store owners engage in various local partnerships and sponsorships.	Two new partnerships.

Actions and results in 2017

On the following pages you can read more about the actions and results we have achieved in 2017 within our focus areas and the SDGs.



3. Actions and results in 2017

Focus: How do we make sustainable packaging?

In 2017, REMA 1000 had a particular focus on how we can become better at tackling the challenges associated with the use of plastic in the retail sector. Plastic pollution is a growing issue for the earth's well-being and a top priority among our customers.



Did you know...

- + 74 % of the Danes are worried about the accumulation of plastic in nature and lists this issue as the primary priority for a more sustainable food industry?¹
- + In 2050, it is expected that the oceans are filled with more plastic than fish, if we continue to consume and handle plastic as we do today?²
- + In Denmark we are good at handling plastic waste and it rarely ends up in nature? However, only 33 % of the plastic waste is recycled, while 65 % of the plastic waste ends at the incineration.³

It is far from a simple task to solve the plastic problem, as plastic is extremely efficient at extending the durability of our food and thus reducing food waste, which is one of REMA 1000's main focus areas.

Hence in 2017, we have worked together with a wide range of stakeholders. From public authorities to those companies producing packaging, to find out how we best ensure that REMA 1000 sells food with long durability, while using quality plastic as well as the right amount of plastic. The goal is to benefit the environment and support our fight against food waste. On these pages you can read about how we work with this issue, the dilemmas we encounter, and how we are planning to solve them going forward.

REMA 1000 – simple packaging and customer guidance

"In REMA 1000 we are focusing on making our packaging part of a circular system. Therefore, we need to make it easy for both our employees and our customers to return used packaging into a circular system where we make the most of the resources."

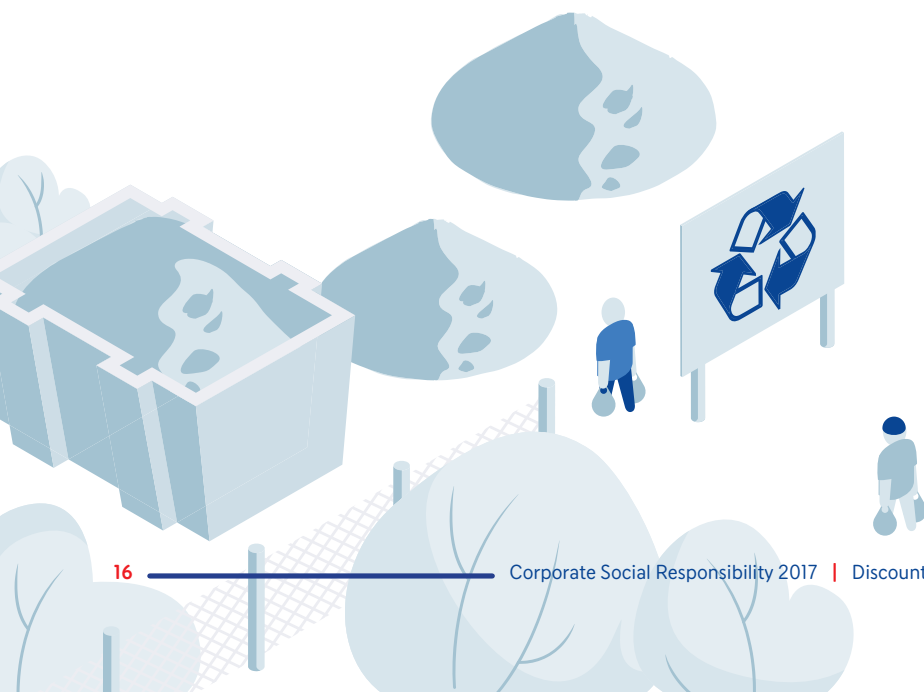
— Anders René Jensen,
Procurement and Marketing Director

In 2017, REMA 1000 initiated the drafting of a new plastic and packaging strategy, which incorporates three main components, that in the long run will secure that all plastic used and sold in our stores will be recycled. The three components are as follows:

- 1) We wish to participate in the development of alternative packaging solutions, which enables the recycling of packaging inked with Carbon Black dye.
- 2) We will design our packaging, so it is easier to recycle. This means we are going to use the same type of plastic for the entire product. This makes it easier to sort and recycle each item.
- 3) We will print sorting guides on our products to make it easier for our customers to sort the packaging properly at home in their kitchens.

We are already far in the process of developing our new strategy, and we expect to come a long way with the implementation during 2018.

1. Landbrug & Fødevarer (2017): "Forbrugerne går op i bæredygtighed"
2. Ellen MacArthur Foundation (2016): "The New Plastic Economy"
3. Plastindustrien (2017): "Fortællinger om plastgenanvendelse – i praksis"





DS Smith – advice and production of sustainable cardboard packaging

“We should not use too much packaging, neither should we use too little”

– Mette Herrefoss,
Marketing & Impact Centre Manager

DS Smith makes so-called secondary packaging – that is, packaging in which the goods are transported, and which, in the case of REMA 1000, often is used directly in-store as ready-made product displays on shelves. DS Smith makes packaging of cardboard where 90% of the raw materials come from recycled sources, and only 10% are virgin fibres, since it is possible to produce and utilise the fibres in the production of paper and corrugated paper. All packaging produced by DS Smith can be FSC-certified.

For the past year, DS Smith has helped REMA 1000 to initiate development of a new packaging guideline to REMA 1000's suppliers, which will ensure that REMA 1000 provides futureproof packaging solutions that minimises environmental impacts and secures an efficient storage solution. As Mette Herrefoss describes it: *“A good packaging solution is one that optimises the store, provides better food safety, is safe for employees to unpack and that reduces food waste. A good packaging today is more than just a shipping box. The packaging must ensure a faster and more secure pickup of goods from the storage facility, reduce breakage, reduce the time the staff uses to fill up shelves in the store and generally help minimise food waste in the logistic chain and in the stores.”* We expect the packaging guide to be complete in 2018.



Færch Plast – will produce REMA 1000's new recyclable meat tray

“At one point everybody wanted biodegradable materials – but this works against the concept of circular economy and the way in which we generally handle plastic in Denmark”

– Torben Nygaard Pedersen,
Key Account Manager

Færch Plast works according to the philosophy that all waste must be recycled. Therefore, most of the packaging they produce is made of recycled plastic, that is in turn suitable for further recycling and can be included in future production cycles. Færch Plast, in collaboration with REMA 1000, focuses on developing sustainable packaging that can be included in circular systems.

The development of new packaging solutions involves alternative uses of pigments and fillers, making the packaging far easier to recycle.

The collaboration with Færch Plast can further help advancing the development of new collection systems and technologies, for example ensuring that REMA 1000's meat trays will be recyclable after final use by the consumer, and thereby be included as input material in the production of new meat trays/packaging at for example Færch Plast. This way, Færch Plast can help REMA 1000 realise the first part of the plastic strategy.



Københavns Kommune – has contributed to REMA 1000's new plastic strategy

“Increased dialogue and cooperation across the value chain is necessary if we want to change the current practice with plastic as a raw material”

– Tina Winberg,
Resource Worker in City Development

The City of Copenhagen is helping REMA 1000 in developing our packaging strategy, which will set the standards for REMA 1000's future work with packaging. The City of Copenhagen has a clear objective for the corporation and wish to contribute to the design of plastic packaging that fit into a recycling-friendly production cycle. Additionally, the municipality has valuable insight into how waste is handled by the consumer, as well as the subsequent handling of plastic as a recyclable raw material. The City of Copenhagen aspires to be a leader in the transition to a circular economy, and therefore backs REMA 1000's choice to focus on recyclable plastic as opposed to alternative plastic products, such as biodegradable plastic types.

“The bioplastic definition contains a very complex composition of types and materials with very different properties and uses. There is a bunch of products with a larger or less content of biogenic material. Bioplastics are either bio-degradable or bio-compostable but may also have the same characteristics as conventional plastic, even though the products are produced from recyclable raw materials. In countries, where there is no system in place to secure that waste is collected and treated responsibly, it might make sense to use bio-degradable or bio-compostable plastic types. However, I do not see this as a solution in a Danish context. Therefore, recyclable packaging solutions are the most sustainable choice for REMA 1000 and Denmark.”

Plastic initiatives in REMA 1000

- + In 2016, we began collecting our plastic trays and buckets from our flower sales
- + In 2016, we introduced disposable cloths that do not contain microplastic
- + In 2017, we redesigned the packaging of three of our cleaning products, so these now come in recycled plastic packaging
- + In 2017, we initiated a new plastic strategy to increase the share of recycled plastic.

Additionally, REMA 1000 participates in several working groups related to food waste and circular economy, including the Danish government's initiative for food waste and circular economy.

Focus: In REMA 1000 we sell more than groceries – we sell trust

In REMA 1000 we receive goods from all over the world. Therefore, we have a hugely important task in ensuring that all our goods are produced under proper conditions, where people, animals and the environment are taken into consideration. At the same time, REMA 1000 would like to support smaller suppliers in Denmark, who can supply quality products to our customers. Therefore, we have used 2017 strengthening our efforts in this area, so our customers can trust that the goods they buy from us are always of high quality and support sustainable development regardless of their origin.

Responsible fish on the shelves



48 % of our fish products are MSC or ASC certified

By 2020, we want sustainable fish to represent 75% of our total fish sales. Read more about our fish policy here: rema1000.dk/social-ansvarlighed/baeredygtig-fisk/

Responsible supply chain management: Training and dialogue is the way forward

REMA 1000 has more than 700 suppliers across the world. We depend on these suppliers taking their responsibility seriously and that they will help us achieve our high ethical standards throughout the entire supply chain. In 2017, we initiated a process where we intend to train our strategic suppliers in our updated Supplier Code of Conduct (see appendix B) so that they can act as our “extended arm” at the factories and in the fields where our goods are produced. Our Supplier Code of Conduct is based on the 10 principals from the UN Global Compact, including international recognised UN and ILO conventions, which covers fundamental human and labour rights.

At REMA 1000, we are not only putting demands on our suppliers. We also make ourselves available to our business partners if they need help or guidance in improving the conditions in their supply chain. We believe that dialogue and collaboration is the way to move forward, and that it is the best way to develop sound partnerships, so that we can always deliver the best goods to our customer. Meanwhile, we contribute positively to those people who make a living out of producing goods to REMA 1000 every single day.

Animal welfare to our customers

At REMA 1000, we would like to make it easy and manageable for our customers to make sustainable choices. Therefore, we continuously expand our product portfolio with sustainability-certified goods such as Fairtrade, Rain Forest Alliance, MSC and UTZ brands. All of these indicate that the products are made with particular care for humans as well as the environment. Additionally, we also want to make it easier for our customers to make sustainable choices when it comes to animal welfare. Therefore, we have introduced the new official Animal Welfare Certificate in our stores, where nine of our pork products have been awarded with the certificate. We are experiencing a great interest in these products from our customers and expect that in 2018 we can expand the portfolio further.

Local suppliers ensure better animal welfare

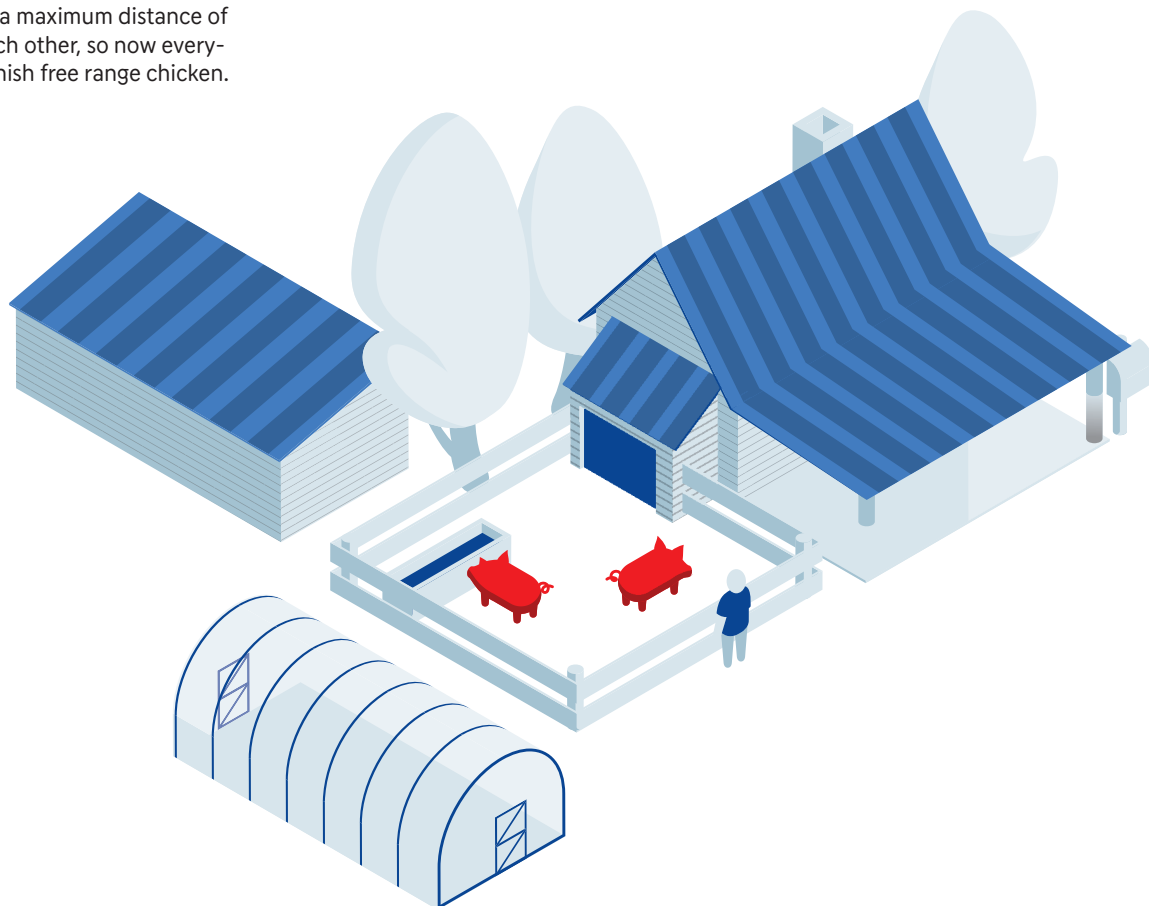
In addition to having sound supplier management systems in place, REMA 1000 also uses many resources on establishing partnerships with our local suppliers. In 2017 we entered into ten of these. Local supplier partnerships make it easier and safer for REMA 1000 to deliver quality products to our customers, giving us the opportunity to offer a range of specialty products as our customers demand.

In 2017, we have been able to provide products promoting better animal welfare to our customers through our partnerships with Pesca Nordica and Rokkedahl, who supplies salmon and chicken of the highest quality to our stores. The salmon from Pesca Nordica is ASC certified and farmed on land in Hirtshals, minimising its impact on the local aquatic environment. Rokkedahl's chickens come from a family-owned farm in North Jutland, which has bred chickens since 1963. Rokkedahl Agriculture cooperates with Dyrenes Beskyttelse (the Danish animal rights organisation) to raise the overall animal welfare in the Danish chicken farming sector. All chickens from Rokkedahl are hatched, bred and slaughtered in North Jutland, where the farm and slaughterhouse are within a maximum distance of 25 minutes of each other, so now everyone can have Danish free range chicken.

See the video about the new official certificate for improved animal welfare



bit.ly/2BKsngW



SDG 3:

We work with health and well-being

REMA 1000 has chosen to work with SDG 3, because we believe in our potential to positively impact the health and well-being of our customers. In our stores we focus on making it easy and simple for the customer to buy healthier products, and across the country we offer a wide range of activities with focus on health, well-being and community through our strategic partnerships. We are also aware that time constraints and stress are important issues affecting the well-being of the Danish population, which is why we in 2017 expanded our sharing economy shopping solution Vigo to new platforms, so even more customers can access an easy and simple shopping experience, while saving time, which instead can be spent on families and friends.

By 2030

... REMA 1000 will significantly improve the health and well-being of the Danish population through the offering of healthy products and by supporting activities across the country. We will achieve this goal by establishing at least ten strategic partnerships with other organisations that promote physical and mental well-being.

3 GOOD HEALTH AND WELL-BEING



More of the healthy stuff and less salty and sweet

A key area in which REMA 1000 can affect the public health in Denmark is reducing the amount of unhealthy ingredients in our products, while simultaneously making it simple and affordable for our customers to buy healthier alternatives. REMA 1000 is therefore part of The Salt Partnership, where the goal is to minimise the amount of salt intake among the Danish population. Therefore, we have spent 2017 mapping the salt content in our REMA 1000 products, and we will begin minimising the amount of salt in several products during 2018.

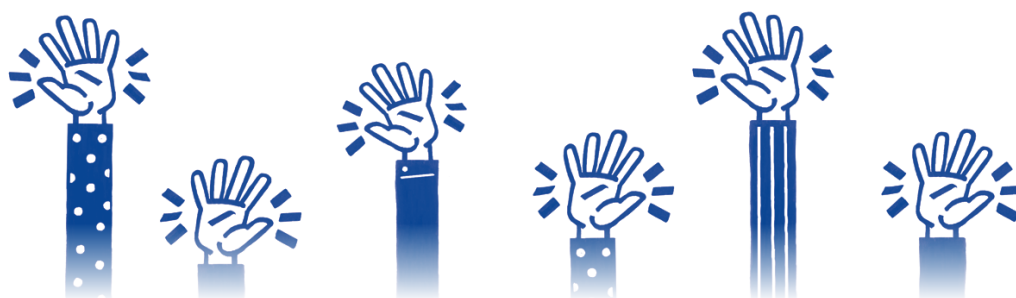
In 2017, we furthermore decided to discontinue 2 litre soda bottles, replacing them with 1.5 litre soda bottles. This decision was made to decrease the amount of sugar intake among our customers as well as reduce food waste, as it is a common issue that leftover soda in the refrigerator quickly loses its carbonation. Thereby it loses its appeal and is often discarded.

Healthy neighbourhoods

"It means a lot to my well-being that I have sound relationships with my neighbours, and it rarely takes more than a 'hello' or a small conversation to keep up"

— Maiken, participant in Hello Neighbour 2017

Health and well-being is not only a question about nutrition and exercise. It is also about being part of a safe and comforting community. Consequently, REMA 1000 chose to be part of the Hello Neighbour campaign, which launched in October 2017. The campaign urges its participants to engage with their neighbours, invite them over for dinner or simply remember to take up small talk over the hedge. More than 4,300 people signed up for the campaign, and 868 answered that they have participated in at least one Hello Neighbour activity.



When we asked the participants why they chose to participate in the campaign more than 33 % replied that they signed up to support the value of safe and comfortable neighbourhood. Furthermore 12 % of the participants indicated that the campaign had helped increase the feeling of safety in their everyday lives, and more than 43 % reported the campaign had helped increase the sense of community in their neighbourhoods. In REMA 1000, we will continue our support for increasing the well-being among Danes in line with our commitment to SDG 3 and our focus area The Healthy Family.

In 2017, our Vigo users carried groceries 30 times around the earth

REMA 1000 debuted a sharing economy solution back in October 2016, where we launched our shopping service Vigo. Through Vigo, people can help each other with the daily grocery shopping. In 2017, we have focused on increasing the accessibility of Vigo, by expanding the concept from an app to an online platform. Vigo is easy to use, and it is now possible to pay with a credit card instead of having to resort to the Mobilepay app. The new platform and payment method was initiated to make it easier and more accessible for the elderly and people without smartphones to benefit from the service.

More than 250,000 people downloaded Vigo during 2017. This clearly indicates that our customers are committed to help each other getting through everyday life in a less stressful manner. Actually, Vigo users delivered groceries to each other and carried home shopping bags equivalent to walking a combined distance of 30 times around earth. Furthermore, the delivery of groceries through Vigo has been quite efficient with an average delivery time of 116 minutes. This makes Vigo one of the most effective shopping and delivery services in the market. We are therefore convinced that Vigo has had a direct impact on making the everyday lives of our customers easier and more manageable.

But Vigo does not only have a positive impact on the individual user, it also supports local communities. Where most online shopping services distribute goods from a central storage facility, Vigo uses the local REMA 1000 store. Consequently, you still support your local store owner and community when you use Vigo. This is what makes Vigo unique, and REMA 1000 very proud.

More time with Vigo



bit.ly/2EI09Q9



Did you know...

- + That 9 out of 10 Danes are eating too much salt? The Danish Food Administration recommends a maximum intake of 5-6 grams per day, equal to half a teaspoon.⁴
- + However, most Danes eat between 8-10 grams of salt per day, which increases the chances of developing diseases such as high blood pressure and other lifestyle diseases.⁴

4. Fødevarestyrelsen (2017):
"En guide til gode saltvaner"



Sport is for everyone

"Our commitment to make sport camps for children with challenges had not materialised without REMA 1000. Together we can create something great, and something which is usually out of reach for the municipalities"

— Ricki Clausen, Forretningschef,
Holbæk Svømmeklub

At REMA 1000, our work with health and well-being goes above and beyond the physical boundaries of our stores, as we are also committed to make a difference in the community. Therefore, we have arranged Sport Camps during the summer school break since 2004. More than 10,000 children have participated throughout the years. In 2017, we expanded the concept to include a group of children, who find it difficult to engage in everyday sport clubs due to different diagnoses such as ADHD, autism, Asperger's, OCD and Tourette's Syndrome. We named the project the Sport and Health Academy, and we work closely together with Holbæk Swimming Club and Arla A/S.

In 2017, we hosted ten Sport and Health Camps across the country, where 160 children participated in games and sport activities, while they at the same time met several famous athletes and were tough about nutrition and healthy food habits.

An important lesson from our first year of the Sport and Health Academy is that we need to ensure we put together a manageable programme for the children. We cannot have an excessive amount of activities and plan very long days with activities for this particular group of children. In 2018, we have decided to stick to 10 camps instead of expanding the number of camps, as we wish to further ensure the quality of the camps – especially with this group of children.

In 2018, we are working on expanding the Sport and Health Academy to target adults, where we especially hope that we will attract adults who are in danger of developing type 2 diabetes and high blood pressure. The goal is to have this group of people participate in a fun active community. The project will kick off in Holbæk and Tårnby, and if the project proves a success we will expand it to the rest of the country. Our focus is on team sports and activities, and participants will be able to receive guidance on health and nutrition. We believe that the most important step is to get people involved in a community where activities and fun are the main priorities, instead of forcing people to engage in a diet program. We are looking forward to sharing our results next year.



SDG 5:

Diversity in REMA 1000

At REMA 1000, we have chosen to work strategically with SDG 5. Diversity is an area where we face a severe challenge, as we struggle to attract female store owners and female managers to our business. It is crucial that we solve this challenge at REMA 1000, as we believe we need a diverse workforce to succeed and create the culture and results which we are striving for. Furthermore, the attraction of female talent is important to the survival of our business, as we are growing and therefore need an increasing amount of talented and skilled employees.

During 2017, we have strengthened our work and ambitions when it comes to deliver on diversity. We have updated our key performance indicators and established a long term goal that by 2030, we aim to have 15 % female store owners. Furthermore, we have spent 2017 promoting the opportunities for female employees at REMA 1000.

This effort has consisted of 13 communication efforts aimed at increasing awareness about female opportunities at REMA 1000. It has been communicated internally but also in the broader retail sector, as well as on LinkedIn, YouTube and in local press. We will continue this effort in 2018.

Even though we still have a long way to go when it comes to deliver on our new 2030 target, we still see small improvements in our organisation when it comes to diversity.

This year, our new talent team had 30 % female students, which is a major increase, since the former talent team only had 4 % female students. This increase provides us with hope for the future, as we primarily recruit store owners from our talent team. Therefore, a diverse talent team increases the chances for REMA 1000 to be able to fulfil our 2030 target. However, when we look ahead one year, we do not expect a large increase in our diversity numbers, as our new talent team do not graduate until 2019.

Our board of directors currently consists of four members. During the course of 2017 we went from having one female board member (out of five) to having none, which means that our level of board diversity has fallen from 20 % to 0 %. This decrease is caused by the sole female member leaving the board. Our target is to have 25 % female board members by 2020.

By 2030

... 15 % of our store owners will be female.



Status on diversity at REMA 1000 :

Female share of positions (%):

Level	2016	2017	Expectation for 2018
Store owners	8.0	8.3	8.5
Talent team	4.0	30.0	30.0
Extended management	22.0	24.0	24.0
Regional directors	9.0	9.0	9.0
Executive management	14.2	14.2	14.2
Board of directors	20.0	0.0	0.0



Did you know...

- + That REMA 1000 in 2017 together with the workers association 3F ran a screening of our cooling storage workers in order to check their reading and mathematical skills. All employees have afterwards been offered to receive free education to upgrade their qualifications.
-

Excerpt from REMA 1000's policy for employee relations

REMA 1000 commits to;

- + Work towards a more diverse workplace and increase the share of the underrepresented gender, especially in our senior management and board of directors, until gender equality is achieved in REMA 1000, for example by focusing on our recruitment processes
 - + Set goals for the underrepresented gender in REMA 1000's executive management and board of directors, and report on the status of these targets in our annual report cf. the Annual Accounts Act §99b
-

At REMA 1000 we provide people with a second chance

To REMA 1000, diversity is not only about the gender distribution in our business. We have colleagues from a variety of backgrounds, nationalities and cultures, who work side by side every single day and contribute to making our business successful.

Furthermore, we have a large focus on integrating people standing outside of the job market in our business.

We do this in a variety of ways, where one of them is through our cooperation with Landsforeningen LEV, where we offer to take people in on K LAP programs, which are especially designed for people with cognitive disabilities. In 2017, we had 290 employees hired through the K LAP program. Nonetheless, our efforts are not only handled at a central level. In their local communities, our store owners make a huge effort in helping people standing outside of the job market. And on the following pages you can read more about their work and motivation.





"We are motivated by seeing the difference we make for these people"

— Sandra and Kristian Lucassen,
REMA 1000 Viborg

Sandra and Kristian Lucassen are not only married to each other, they are also involved with REMA 1000 on their 12th year. At the beginning of their REMA 1000 career, the couple worked together in the same store, but when the opportunity arose for the couple to open another store in their hometown of Viborg, it was too tempting to not take the chance. Even though they cannot stop discussing REMA 1000 over the dinner and constantly compete to be the best REMA 1000 store owner in town, they still share a common passion for working with social responsibility in both of their stores.

Sandra and Kristian are actually so deft at working with corporate social responsibility, that they won the 2017 prize for corporate social responsibility handed out by Viborg's business council. More specifically, the couple received the prize for their work with integrating people standing outside of the job market in their stores. This group of people make up a large portion of the couple's employees: "All people who show the willingness to work deserve a second chance. We don't guarantee these people a job, but it is a fact that all of our full-time employees started as interns in our stores".

When you ask the two store owners why they hire so many people with challenges in their stores they answer that: "It makes our work more interesting. We are very motivated by working with this group of people, and we meet so many different destinies and personalities. We truly enjoy following the journey that these people begin when they start working with us. At the same time, we feel that we too are developing as human beings and leaders, and our world view becomes more diverse. Our worlds are far from being as black and white as they used to be."



"You should always be yourself at work. Your personality is a natural part of who you are as a leader"

— Lise Leander, REMA 1000 Stavtrup

Lise has worked for REMA 1000 for more than 11 years, and she has always had people with challenges employed in her store: "I started out by hiring two employees on flex hours, and one of them is still here".

Currently Lise has 10 people employed, working in accordance to various agreements with the local municipality. Furthermore, Lise has one employee on a language internship and one is an intern through IGU (the basic integration program). In total Lise has 38 people employed in her store.

"There is no doubt that it is more time-consuming to work with this group of people. Therefore, you need personal energy to be able to provide these employees with sound and comfortable working conditions. However, if you have the time and energy to make it work, these people will give you so much in return. It is fantastic to witness the development they go through when they start working here. In the beginning they are often very vulnerable, but they grow with the responsibility and become very committed and loyal. Collectively, they really create a sense of community among all of us working here in the store. I have always tried to help wherever possible, and I truly believe that we should always give people a second chance to prove themselves."

However, Lise also emphasises that it is important for her to maintain a solid business model. Therefore, all of her employees are hired on the same terms and are expected to contribute to the business:

"We are only as strong as our weakest link. I therefore need every single one of my employees. And I tell them this from the day they set foot in the store."



"I have my family and then I have my REMA 1000 family"

— Jesper Pedersen, REMA 1000 Slagelse

Like the store owners from Viborg, Jesper Pedersen comes from a true REMA 1000 family. Both Jesper's wife and daughter are employed in his store, while Jesper's son has set up his own store across town in Slagelse.

To Jesper and his family, it is a lifestyle to work in REMA 1000, where they are responsible to their employees, the local community and society in general. Jesper sponsors local initiatives and organisations in Slagelse and the surrounding community, and he also participates in the annual Project Christmas Surplus, where he donates surplus food for economic disadvantage families.

Jesper has also chosen to employ disadvantaged people in his store: "I feel it is my duty to make a difference for society. And if I can help these people achieve some small successes, I have made a remarkable impact on their lives, and some of these, I've kept for myself".



SDG 9:

We promote a green REMA 1000

At REMA 1000, we use a lot of energy every single day, when we transport groceries from the warehouse to the stores, and when we keep the food fresh in our refrigerators. Our energy usage is thereby one of the areas, where we have a very direct negative impact on the climate and environment. It has therefore been a top priority for REMA 1000 for the past many years to make our business greener and more sustainable. This task becomes increasingly important as we are growing our number of stores across the country, while we are also expanding our opening hours. These developments together put our total energy use and impact on the climate under pressure.

By 2030

... we only drive hybrid trucks in the larger Danish cities

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



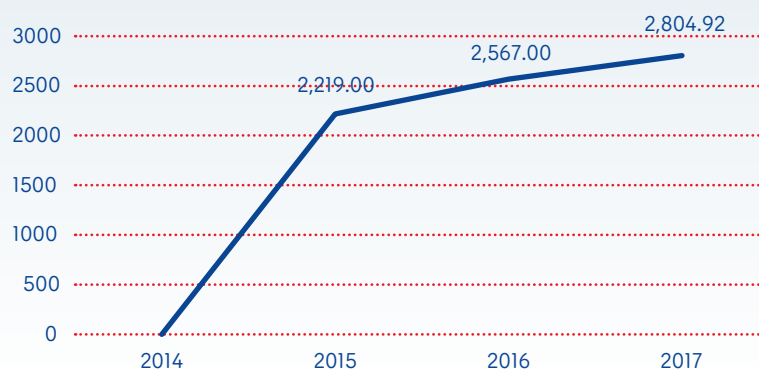
An energy efficient store

In 2015, we made a big investment in making our stores more energy efficient. The investment has had a positive impact on our energy use and thereby our CO₂ emissions. During 2017, we almost finished our work changing all conventional lights in our stores to the more energy efficient and climate friendly LED lights. However, our progress on this area does not mean that we will rest on our laurels. We have lots of innovative solutions and ideas in the pipeline, and we want to continue being a leader of our sector, when it comes to running a sustainable and energy efficient business.

We are getting rid of damaging refrigerants

Another climate sinner in our sector is the refrigerants, which are being used in the coolers in our stores and in the trucks that transport fresh produce. Therefore, we are in the process of replacing all of our cooling trailers with more climate friendly versions, utilising CryoTech technology. Additionally, we are replacing the refrigerants in our stores across the country. We believe that we will finish this task by 2020 and have so far managed to replace 82 % of the coolers in our stores.

Accumulated CO₂ savings since 2014



Green and efficient delivery

At REMA 1000, we constantly strive to become greener and more sustainable. Therefore, we are in the process of investigating the possibility of making our transportation of goods and products more sustainable. We have therefore initiated a project in which we explore the possibility of using hybrid trucks in all the larger Danish cities. Hybrid trucks are not only good for the environment, they also enable us to deliver our goods outside of the environment zones, which exist in most of the Danish cities. The environment zones prohibit the delivery of goods in residential areas during the night, as we are not allowed to make noise outside of regular working hours. However, since the hybrid trucks run on electric power, we will be able to deliver goods and products silently to our stores outside of regular rush hours.

In this manner, our delivery of goods becomes more efficient, since we avoid queuing during rush hour, which benefits the environment, our business model as well as people commuting home from work. Therefore, we hope that we in 2018 can initiate a pilot project with hybrid trucks in Copenhagen, in close cooperation with our logistics partners. Still, hybrid trucks are not the only way we want to make our delivery more efficient and sustainable.

For the past couple of years, we have also focused on reducing our amount of "empty kilometres". At REMA 1000 we drive more than 13 million kilometres on the Danish roads every single year. Therefore, it is not enough to invent more environmental friendly modes of transportation, we also need to drive as efficient as possible. Therefore, we have increased our focus on our empty kilometres, which is what happens when our transporters are driving empty trucks after delivering goods to our stores and our storage facilities. Our logistics department is constantly trying to avoid empty trucks on the roads, and instead schedule so that the trucks are always loaded when they hit the road. This is yet another example of how we try to be efficient and sustainable.

A new packaging reduced the transport with 25 %

In 2017, we changed the design of our REMA 1000 diapers. The goal of the redesign was to create a smarter solution with less packaging for same amount of diapers. A side effect of this design was that we also ended up saving a lot on the transporting the product, since we can now fit more packages into our trucks. Actually, we saved 25 % of the room needed to deliver the same amount of diapers.

We are building new sustainable stores

In 2017, we updated our building guidelines to modern and sustainable standards, which our two new stores in Esbønderup and Vildbjerg are excellent examples of. The two new stores are built from sustainable materials, they are energy efficient and use sustainable technologies to be as environmentally friendly as possible. The two stores have solar panels installed, which generates between 6-8 % of the stores' total energy consumption. These are good examples of how we at REMA 1000 wants to work with sustainability and shop acumen in the coming years, where we are already planning to place solar panels on an additional eight stores.

Did you know...

- + That from 2017 you have only been able to buy LED bulbs in our stores? This was introduced while we were in the process of changing all our own lights to LED.



SDG 12:

We work with sustainability and circular economy

Food waste is one of the greatest sinners of our time when it comes to adversely affecting the climate and environment. According to UN's Food and Agriculture Organisation, food waste is responsible for up to 1.3 billion tons of CO₂ emissions annually. Consequently, reducing food waste is a top priority for REMA 1000. We believe that we all have a responsibility to take care of our planet and use its resources responsibly. We will therefore continue to combat food waste – both in our stores and among our customers.

By 2030

... we have considerably decreased the amount of food waste in our stores and among our customers. Furthermore, we will produce the packaging on our private label products in recyclable plastic with consideration for food safety and international guidelines



In 2018, we celebrate our 10 year anniversary on fighting food waste in close cooperation with the organisation Stop Wasting Food. During those ten years we have revolutionised how to run a discount business. Early on, we decided to get rid of volume discounts, and instead we introduced a low fixed price. We also made it possible for our customers to buy a range of fruit and vegetables by the piece. We have introduced smaller packages of bread, so they are better suited for smaller families and singles. We have expanded the sale of soon-to-expire products, and we have given out surplus food for families in need during Christmas. All of these initiatives are introduced to minimise food waste – both at the stores and among our customers, and we are constantly evaluating how we can become even better.

We are designing our way out of food waste

In 2017, we designed new packaging for five of our most sold products, in order to minimise food waste in our stores, but especially in the homes of our customers. We introduced a new two-layer packaging on five REMA 1000 cold cuts to prolong the expiry date of the products. We found out that the extra amount of plastic needed to produce the second layer had far less of a negative impact on the environment compared to the associated food waste. Our customers have so far reacted very positively to the initiative, and we hope that we can extend the two-layer solutions to other products.

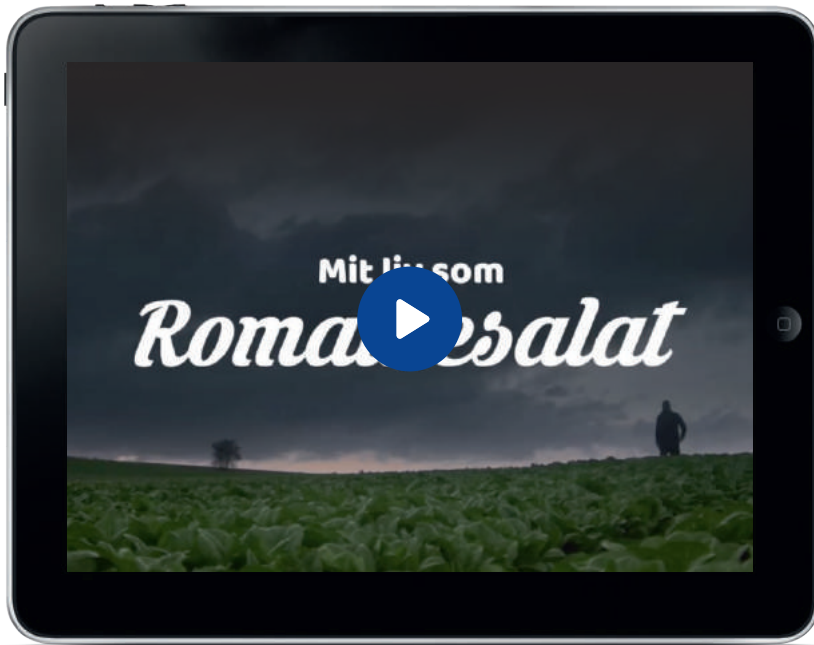
As we described in conjunction with our reporting on SDG 3, we have also reduced the size on sodas sold in REMA 1000. We have stopped selling 2 litre Harboe soda and instead introduced a new 1.5 litre bottle. With this initiative we reduce the amount of soda that gets discarded, which is often the case with larger bottles as the soda stops being fizzy if it sits too long in the refrigerator after being opened. Thus, the new soda bottles are healthy to the environment as well as our customers.

Did you know...

- + That on a global level, a third of all food goes to waste. This means, that every time you buy three grocery bags full of food, you might as well leave one of them on the parking lot.



All food deserves to be eaten



bit.ly/2GZPwLU

The imperfect gets a place on the shelf

When the farmers harvest their tomatoes, cucumbers and other vegetables and fruit, a large part of the products are discarded before it even reaches the shelf of the stores. The products are typically discarded if they do not fulfil requirements for size and looks. However, in REMA 1000 we would like to do something about these discarded fruit and vegetables. We therefore launched a new soup and tomato sauce in 2017, made from discarded tomatoes. The soup and sauce were made in close cooperation with Samsø Grønt A/S. We thereby turned 22.2 tons discarded tomatoes into edible and sellable products. In 2017, we also sold bell peppers that were initially discarded in our stores with great success. Furthermore, the concept of selling a large part of our fruit and vegetables by weight also decreases the issue of discarded fruit, since the individual size of the product become less important.

We are moving in a circular direction

In 2017, we changed the packaging on three of REMA 1000's cleaning products, so they are now produced in recyclable plastic instead of single-use plastic.

In total we produced 20,164 kg recyclable plastic in 2017, which can be reused over and over instead of being discarded after being used just once.

Furthermore, we extended our project, where we collect flower buckets and trays from our stores and send them to recycling. In 2017 alone, we collected 47,000 kg of plastic in that way.

Finally, we also sold our plastic bags which are made of 73 % recycled foil. In 2017, this meant that we spared the environment 721,604.59 kg of plastic, as this is the amount of recycled plastic used in the shopping bags.

These three initiatives are all good examples of how we work with circular economy in REMA 1000. We want to be part of an ecosystem, where we reuse the products possible and where we always focus on using resources smart and efficiently.

Scrumptious apples from Funen gardens

In 2017, we made sure that 305,800 kg of apples did not suffer the same faith as the lettuce in the movie. Instead we turned them into delicious apple juice through our Apple Scrumptious project, where surplus apples from Funen gardens are pressed into high quality apple juice sold in our stores.

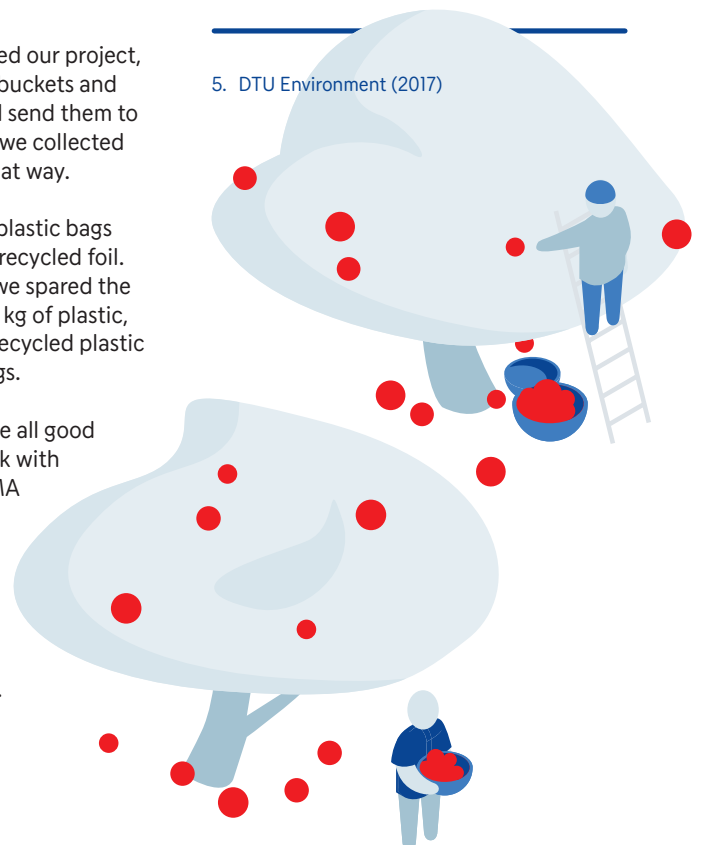


Food waste or plastic? The nemesis of modern customers

The dilemma is not that difficult though. From an environmental point of view food waste is undoubtedly the biggest sinner, since plastic packaging only contribute 1% towards the total CO₂ emissions⁵ of most food products.

This, however, does not mean that we should simply use plastic and packaging indiscriminately. We should use plastic where it makes sense, and we have to reuse as much of the plastic as possible.

5. DTU Environment (2017)



SDG 17:

We work with partnerships locally, nationally and globally

At REMA 1000, we work with a broad set of issues connected to corporate social responsibility. But there is one thing that is always the same when it comes to our work: We always work in partnerships. Regardless of the issue we try to solve, we need the help of others. This is true when whether want to make recyclable plastic, manage our supply chain, or scrump apples on Funen. We need other organisations and stakeholders to be able to create the right solutions.

By 2030

... we have at least 20 strategic partnerships with other businesses and organisations, as part of our work delivering on the other four SDGs

17 PARTNERSHIPS FOR THE GOALS



At REMA 1000 we always address an issue through partnerships. It is through partnerships that we have created some of our most impactful solutions at a local, national and global scale. On the following pages you can read about a small selection of the partnerships and sponsorships we have prioritised during 2017. A full overview of this year's sponsorships is listed in the appendices section of the report (appendix C).

A driving force in local communities

Our store owners play a key role in their local communities. They bring life and provide jobs to the small towns, and they often take on a supportive role when it comes to backing local sports and cultural activities. In 2017 alone, our store owners thereby supported more than 400 local initiatives. The sponsorships take on many forms and go to all types of events and organisations – from the local football team, to the bridge club at the community centre and to events at the kindergarten. It is the store owners themselves who analyse and decide how they best support their community, and therefore which projects they wish to support to benefit the people who use the store on a daily base.

Locally, our storeowners also cooperate closely with the municipality, job centres and schools, where they often step in and help get people back on track through internships and other job opportunities. Our 290 KLAP-employees are great examples of this.

We support Danish Cancer Society

At REMA 1000 we are supporting the fight against cancer, and every year we participate in the Break Cancer campaign, which runs in week 43. We support the campaign financially and through our employees, who volunteer to man the call centre during the grand TV show, where people donate to the Danish Cancer Society. In 2017 our store owners supported the campaign with more than 277,000 DKK, and 110 volunteers from our business went to Aarhus to collect donations during the TV show. In total we at REMA 1000 have supported the Danish Cancer Society with more than 4.7 million DKK (excl. VAT) in 2017.

We are proud of our many dedicated employees in REMA 1000, and we will continue to contribute to the battle against cancer in the coming years.

We cooperate with The Danish Diabetes Association

REMA 1000 has formed a partnership with the Danish Diabetes Association as we realise there is a close connection between the health and well-being of people and the prevention of diabetes. As part of our partnership, REMA 1000 has decided to donate 0.25 DKK every time our customers buy carrots and sugar-free peanut bars. Furthermore, we sell several of the association's cookbooks, where our customers can find inspiration to healthy meals, while the surplus is donated to the fight against diabetes. In total, we at REMA 1000 donated more than 1.8 million DKK (excl. VAT) to the Danish Diabetes Association during 2017 – this an increase of 8.5 % compared to 2016.

Christmas surplus to aid economically challenged families

This year, REMA 1000 once again spent the 23rd of December handing out surplus food together with Stop Wasting Food and the NGO Dansk Folkehjælp. 302 of REMA 1000's store owners participated in the project and our store owners, employees and 900 volunteers ensured that 3,000 families received more than 30 tons of surplus food across Denmark. The recipients are economically challenged families who applied for Dansk Folkehjælp's regular Christmas Donation, but who were not approved due to the exceedingly large amount of applications received by the organisation every year.

Project Christmas Surplus is not only a way for REMA 1000 to reduce the food waste in our stores over the Christmas holidays. It is also a way for us to make Christmas a lot better for many families who find it difficult to make ends meet in their everyday lives and especially during the holiday season. Therefore, Project Christmas Surplus is a project that REMA 1000, our store owners and partners are very proud to be part of.

Not only does REMA 1000 work with Dansk Folkehjælp when it comes to Project Christmas Surplus. In 2017 we also supported the regular Christmas Donation by selling vouchers in our stores, as well as by providing Dansk Folkehjælp with discounted gift certificates for REMA 1000. In total this support to Dansk Folkehjælp amounted to 1 million DKK, while we were also part of a business panel that fundraised more than 8.3 million DKK to the organisation.

Camps for everyone at all ages

REMA 1000 arranged various sports and activity camps as part of our work with SDG 3. Therefore, our camps have community and friendship, health and activities in common.

During 2017, we arranged the following camps:

- + 116 Aqua Camps
- + 10 Sport and Health Academies
- + 10 Sports Camps targeted at children and families with diabetes
- + 22 Tennis Camps for children and adults

In the video to the right you can watch and learn how our camps make a difference to the participants.



Meals on the school schedule

Since 2013, we at REMA 1000 have arranged Food Camps in a non-commercial partnership with the youth and children organisation 4H and Danish Agriculture and Food Council. The Food Camps are targeted at children aged 8-12 years and are held during the school break. At the Food Camps, the parents are expelled from the kitchen, and the children become the head chefs. The goal is to inspire and teach children about food, cooking and health, while they at the same time gain new experiences, have fun, and form new friendships.

The Food Camps are for a large part driven by volunteers. In 2017, we have had focus on getting elderly volunteers on board to secure a diverse group of volunteers, since the team traditionally has been comprised of young people.

Consequently, we contacted the Dane-Age Association, which has helped us getting in contact with 57 volunteers, who all participated in this year's camps. In total, we have had 393 volunteers involved in the camps this year, and additionally, 44 young students helped with the camps as part of their education to become pedagogues. With the help of all these people, we managed to host 110 Food Camps across the country with 1,833 food-interested children participating.

We do experience a large interest in our Food Camps, and we are expecting to increase the numbers of camps next year to 125, which means that we can invite 2,000 children to become new healthy head-chefs.

Sports, fun, friendship and self-esteem



bit.ly/2C3tCDG

Appendices



4. Appendices

Appendix A: REMA 1000's CSR policies

1. Policy for customer satisfaction

REMA 1000 wishes to actively contribute to our customers' well-being. We will make it easy, fast and affordable for our customers to take the healthy and responsible choices every day, while making the daily shopping experience easy and accessible to all.

REMA 1000 commits to

- + Constantly work for a healthier product range and make healthy products with low sugar, fat and salt content more visible in our stores
- + Work on innovative solutions that make it easier for our customers to shop and live healthy in their everyday lives – both in relation to our goods and products, but also in relation to the services that we offer to our customers

2. Policy for climate and environment

REMA 1000 wishes to reduce the negative impact of the production and consumption of groceries on the climate and the environment. Therefore, we wish to promote responsible and sustainable consumption among our customers while reducing our own climate and environmental impact in our stores and among our suppliers.

REMA 1000 commits to

- + Continuously seek to reduce our negative impact and heighten our positive impact on the environment and climate throughout our value chain
- + Work for responsible and sustainable resource consumption, including the fight for food waste reduction
- + Persistently work on new solutions that enable us to minimise our energy use, packaging, transportation and other parts of our work where we have a direct negative impact on the climate and the environment

3. Policy for biodiversity

REMA 1000 wishes to reduce the negative impacts our consumption and production of groceries has on the world's biodiversity. Here we particularly want to pursue a policy that protects biodiversity in the rainforest and in the ocean, where we know that biodiversity is particularly fragile and under great pressure these years.

REMA 1000 commits to

- Continuously seek to reduce our negative impact and heighten our positive impact on the biodiversity throughout our value chain
- + Work towards using only 100 % RSPO certified palm oil in our own branded products. This goal has already been achieved for our own REMA 1000 products
- + Ensure that we provide a sustainable fish assortment that is caught with respect and care for the nature or farmed sustainably, and to deal solely with serious suppliers that can document the fishing method and area as well as the Latin name of the fish
- + Seek sparring and input from relevant stakeholders and organisations, including WWF in relation to palm oil
- + Expand our product portfolio, which is labelled with recognised brands such as RSPO for palm oil, and MSC and ASC for our fish products. We have a specific target that our sales of MSC/ASC-branded fish at the end of 2020 should constitute 75 % of our total sales of fish products

4. Policy for animal welfare

REMA 1000 wishes to promote and ensure animal welfare to the highest degree possible. Therefore, we have introduced a fur-free policy in our stores, and we are actively working to promote animal welfare certificates to other product groups.

REMA 1000 commits to

- + Persistently work towards production and product portfolio, which enables better animal welfare
- + Comply with our 'agreement about fur-free trade' with ANIMA and FUR FREE alliance and solely sell imitation fur in our stores
- + Work to expand animal welfare certificates to even more product groups
- + Seek sparring and input from relevant stakeholders and organisations

5. Policy for ethical trade

REMA 1000 wishes to promote ethical trade and we expect our suppliers to 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 (see Appendix B).

REMA 1000 commits to

- + Work to ensure ethical suppliers throughout our value chain
- + Clearly communicate our Code of Conduct to all suppliers
- + Monitor that our suppliers work with and comply with our Code of Conduct through constructive dialogue
- + Work on promoting global and national ethical trade through our active membership of the Danish Initiative for Ethical Trade (DIEH)

6. Human rights policy

REMA 1000 wishes to promote and secure international human rights in accordance with the UN's Universal Declaration of Human Rights and the ILO Declaration of Fundamental Principles and Rights at Work. We want to ensure that we do not, neither directly through our own behaviour or indirectly through our procurement, violate or negatively impact human rights.

REMA 1000 commits to

- + Expand ours and our supplier's positive impact on human rights
- + Continuously identify and address any actual or potential unwanted impact, we may incur either directly or indirectly through our business relations
- + Only cooperate with suppliers who comply with our ethical standards and who respect human rights
- + Particularly focus on human rights for REMA 1000 as a workplace and in our expanded value chain through our suppliers
- + Have policies and management systems that ensure our employees' human rights are respected, including our employee relations policy
- + Have a due diligence procedure in place to ensure that our suppliers respect human rights. This process includes continuous analysis of our value chain and conducting verification visits, as well as engaging in a constructive dialogue with suppliers if they do not comply with our Supplier Code of Conduct and that we terminate agreements with those who do not improve.

7. Policy for sponsorship and donations

REMA 1000 wishes to support initiatives and organisations that work to promote knowledge of healthy food and a healthy lifestyle. We also want to support organisations and initiatives that, like us, work to promote sustainable consumption, production, animal welfare and biodiversity. We wish to provide support locally through our store owners, and nationally as well internationally, by supporting relief organisations.

REMA 1000 commits to

- + Provide donations based on a fair view of the application through our Donation Group. The group takes a decision on the relevance of the request for REMA 1000, our values, objectives and stakeholders. All donations are assessed based on this
- + Ensure that organisations and initiatives receiving donations and sponsorships comply with our ethical standards as specified in our Code of Conduct (see Appendix B)

8. Policy for employee relations

REMA 1000 wants to be a fun, profitable and responsible workplace that treats our employees fairly and ethically, as well as working for our employees' job satisfaction, well-being and health. At the same time, we wish to be a workplace that reflects the community we are part of – both locally and nationally – therefore we actively promote a diverse workplace for all regardless of their gender, age, religious affiliation, ethnicity, nationality, sexuality, race, disability, civil status, etc.

REMA 1000 commits to

- + Provide our employees with good working conditions that comply with national laws and international human rights, including the right to negotiate pay and employment by mutual agreement
- + Ensure that our employees have a healthy and good working environment free from discrimination and harassment, and that our employees' safety, health and well-being are at the forefront
- + Clearly communicate to our employees what we expect from them and what they can expect from us through our employee manual, which must be available to all employees and reviewed by appointment
- + Work towards a more diverse workplace and increase the share of the underrepresented gender, especially in our senior management and board of directors, until gender equality is achieved in REMA 1000, for example by focusing on our recruitment processes
- + Set goals for the underrepresented gender in REMA 1000's executive management and board of directors, and report on the status of these targets in our annual report cf. the Annual Accounts Act §99b

Appendix B: REMA 1000's Supplier Code of Conduct (SCoC)

Discount with attitude

At REMA 1000/Reitan Distribution, one of our primary objectives is to have a responsible and sustainable supply chain which considers people, environment and communities. This objective is part of our work with ethical trade, where we actively strive to ensure that all employees in our supply chain have decent working conditions, and that the environment and communities are taken into consideration during the production of all the goods we buy and then sell in our stores. A responsible and sustainable supply chain is part of our overall focus to promote economic, social and sustainable growth, as well as to work with the United Nations' Sustainable Development Goals (SDGs). Consequently, responsible supply chain management is a priority for our customers, as well as an important part of our pledge to deliver "discount with attitude".

In this Supplier Code of Conduct (SCoC), we have outlined several requirements targeted at our agents and suppliers, to help us achieve our objective of a responsible and sustainable supply chain. We expect and demand our suppliers to comply with these requirements, and furthermore that they enforce these in terms of their own suppliers. Hence, this SCoC applies to the entire supply chain.

REMA 1000/Reitan Distribution commits to maintaining a close relationship with suppliers to help comply fully with our established requirements for ethical trade. This SCoC therefore also sets out what our suppliers can expect from REMA 1000/Reitan Distribution. Responsible supply chain management is about a good and honest cooperation between parties, where potential challenges are solved through constructive dialogue.

General requirements of all suppliers

REMA 1000/Reitan Distribution's suppliers are only to supply goods and services produced in compliance with the SCoC.

To ensure that the suppliers are acting in compliance with these requirements, REMA 1000/Reitan Distribution may conduct audits at suppliers. Audits will be conducted in compliance with international standards. REMA 1000/Reitan Distribution expects suppliers and factories to act on audit findings and remediate according to agreed improvement plans.

If REMA 1000 accepts that a supplier may comply with another, comparable specific code of conduct in writing, all references to the "requirements" in this document should be read as a reference to such other approved code of conduct.

If non-compliance matters are identified during a supplier audit or review of documents and the like, REMA 1000/Reitan Distribution expects that the supplier subsequently documents improvements.

Specific requirements for suppliers of REMA private label products ("REMA Private Label - PL")

This section imposes additional requirements on suppliers producing and/or supply products to be sold under a REMA 1000 trade mark or otherwise pursuant to REMA 1000's specifications (REMA Private Label – REMA PL). Products may be determined to be REMA PL products at REMA 1000's discretion, in relation to this SCoC.

- 2.1 Prior to entering into a supply contract of REMA PL Products, suppliers shall complete a supplier portfolio form and a "PL production profile", for all factories or sites in which the supplier makes or buys REMA 1000 PL Products, including any sub-contractors. The form and profile should be returned to the relevant REMA 1000 entity within one (1) month after receipt of such forms from REMA 1000. Thereafter, annual updates to the "PL production profile" should be sent to the respective REMA 1000 procurement manager.
- 2.2 REMA 1000 or its appointed representatives will, to the extent permitted by law, be entitled to inspect and audit the REMA PL Product supplier's facilities on announced and unannounced visits and to inspect the supplier's production and supply chain, including sub-contractors. The supplier should proactively facilitate REMA 1000 in this respect by, inter alia, providing information and allocating sufficient resources to assist in the audit process, and by including such inspection rights in the supplier's agreements with its sub-contractors.
- 2.3 REMA 1000 or its appointed representative can, at the supplier's cost, conduct annual audits of each facility or production site in relation to REMA PL Products or components. The appointed representative is selected by REMA 1000.
- 2.4 REMA 1000 or its appointed representative can conduct a pre-qualification audit of the supplier's business related to production and/or supply of REMA 1000 PL Products prior to establishing a relationship with a supplier. Costs related to such a pre-qualification audit will be reimbursed to REMA 1000 by the supplier.
- 2.5 The costs to be borne by the supplier in relation to annual inspections/audits (section 2.3) and to pre-qualification audits (section 2.4) may vary depending e.g. on the size of the facility and geographical location, ranging from DKK 10,000 to DKK 15,000.
- 2.6 Costs incurred in relation to additional audits are to be borne by REMA 1000, except if REMA 1000 on the basis of an annual audit (section 2.3) or pre-qualification audit (section 2.4) or otherwise, finds that a supplier has not complied with the SCoC. Examples of such non-compliance could be;
- + discrepancies or incompleteness in the information provided to REMA 1000, e.g. in records of workers' wages and hours or declaration of full or partial sub-contracting or outsourcing
 - + REMA 1000's (or its appointed representative's) audits are hindered or restricted, e.g. by being denied access to production sites or documents, or not being able to conduct confidential interviews with workers
 - + non-compliance with the requirements concerning ethical trade defined in this SCoC (see the section "Requirements relating to the supply chain") is identified either during an audit or in documentation
 - + suppliers show insufficient efforts to improve on non-compliance matters.

Outsourcing and traceability

Suppliers shall obtain REMA 1000's consent prior to outsourcing the production of REMA 1000 PL Products, or parts of such production, to a sub-supplier/contractor, unless otherwise agreed in advance. Each product and its ingredients should be traceable through all manufacturing and supply chain elements. If requested, the supplier shall inform REMA 1000 of all relevant sub-suppliers and manufacturing locations and provide contact information.

Requirements relating to the supply chain

The requirements for ethical trade are set out below. These are the requirements we expect our suppliers to comply and actively work with in respect of the promotion of international human rights and decent working conditions. The requirements are a minimum standard and do not prevent suppliers from having more rigorous processes for ethical trade.

REMA 1000/Reitan Distribution is a member of The Danish Ethical Trading Initiative (DIEH) and the requirements are based on DIEH's own guidelines for ethical trade. DIEH's guidelines are based on the 10 principles set out in UN's Global Compact, and take international recognized UN and ILO conventions, which covers fundamental human and labour rights, into account. So, the following requirements are based on the most accepted and adopted standards within ethical trade, with the purpose of easing the administrative burden for those of our suppliers who work with several different customers.

Requirements for ethical trade

Compliance with national law	The suppliers must comply with all relevant local and national laws and regulations. If there is conflict between national law and any supplier requirements in this SCoC, suppliers must adhere to the standard that promotes the higher level of protection for workers, communities and other rights holders.
Human Resource (HR) policy	Suppliers must adopt and implement human resource policies and procedures appropriate to their size and workforce, consistent with national legislation and these requirements.
Information about employment & employee relationship	<p>Work must only be performed on the basis of a formalised employment contract, which comply with national legislation and practice, and international labour standards.</p> <p>Suppliers must ensure all employees are provided with written and understandable information about their employment conditions, including wages, hours and holidays, before they enter into employment.</p> <p>During the period of employment, all employees are entitled to receive their payroll and payroll details for the period they have worked.</p>
Temporary workers' rights	<p>Temporary labour arrangements must not be used to avoid obligations towards workers and regulations arising from the regular employment relationship. For example: excessive use of fixed-term contracts, labour-only contracting, sub-contracting, home-working or apprenticeship schemes.</p> <p>Internships/Traineeships must include clearly defined clauses regarding duration, content and employee relations.</p>
Arbejdstagerrettigheder	<p>Suppliers must develop processes for communicating and consulting with workers and their democratically elected representatives to share information on the business and to gather feedback from the employees.</p> <p>Where relevant the establishment of a committee should be considered to ensure the health, rights and voice of the employees.</p> <p>Workers have the right to join or form trade unions of their own choosing and to bargain collectively, without prior authorisation from suppliers' management, according to national law.</p> <p>Suppliers must not interfere with, obstruct or prevent such legitimate activities.</p> <p>Union representatives must not be discriminated against or hindered in conducting union work at the workplace.</p> <p>Where the right to freedom of association and collective bargaining is restricted or prohibited under law, suppliers must not hinder workers from developing alternative mechanisms to express their grievances and protect their rights regarding working conditions and terms of employment, rather they should seek to ease this process.</p>

Requirements for ethical trade (cont'd)

Forced labour and freedom of movement	All work must be conducted on a voluntary basis, and not under threat of any penalty or sanctions.
	Suppliers must respect the right of workers to leave the workplace after their shift.
	It is prohibited for supplier to demand a monetary deposit or to confiscate identity papers as a condition for employment. Suppliers must respect the right of workers to terminate their employment after reasonable notice and to receive all owed salary.
	There must be no forced, bonded or involuntary prison labour.
Child labour	A supplier must not employ a person under the age of 15 in any circumstances and in line with: <ul style="list-style-type: none"> (i) the legal minimum age for employment applicable to the supplier or (ii) minimum age, corresponding to compulsory schooling with the highest age as applicable.
	If the legal minimum age for employment is set at the age of 14, in line with the exemption in ILO Convention 138, this can be acceptable.
	Recruitment of child laborers in violation of the minimum age mentioned above must not take place. The supplier should always be able to prove with the use of official documentation the age of all employees.
	Young workers under 18 years of age must not be employed to work at night, or in conditions which compromise their health, their safety or their moral integrity, and/or which harm their physical, mental, spiritual, moral or social development.
	Action plans must be prepared for the early phasing out of all child labour, which is in violation of ILO Conventions 138 and 182. Action plans must be documented and communicated to relevant staff and other stakeholders. There must be established support schemes where children are allowed to train until they are no longer in the compulsory school age. All these cases must be documented and discussed with REMA 1000/Reitan Distribution.
Anti-discrimination	Suppliers must treat all workers with respect and dignity.
	The supplier must not discriminate when it comes to employment, remuneration, access to education, promotion, termination or retirement based on ethnicity, nationality, language, religion, caste, age, disability, gender, civil status, sexual orientation, trade union affiliation, social or political affiliation, or based on opinions.
	The suppliers must establish policies for equality and equal rights as well as processes that prevent sexually intrusive, threatening, abusive or exploitative behaviour, as well as against discrimination or termination of unfair reasons, such as marriage, pregnancy, parental status or HIV status.
Harassment and abuse	Suppliers must prohibit and not tolerate any forms of physical abuse or disciplinary actions, threat of physical abuse, sexual or other harassment or other forms of intimidation.
	Suppliers must have a clear policy that prohibits any form of harassment and abuse at the workplace, as well as offering training to employees regarding anti-discrimination and harassment.
Grievance mechanism	Suppliers must provide a transparent grievance mechanism for the employees, where they can report issues and highlight potential violations and concerns to management about breaches of work procedures and rights.

Requirements for ethical trade (cont'd)

Work environment	Suppliers must ensure a safe and healthy workplace for all employees. Hazardous chemicals and other substances must be handled properly, and necessary measures must be taken to prevent and minimize the number of accidents, fire and damage caused by, or in connection with workplace conditions. This includes having appropriate safety equipment, emergency exits, fire extinguishing equipment, etc.
	All employees must have access to proper sanitary conditions. Where relevant, the employer must ensure safe storage of food.
	If the employer offers accommodation to the employees, it must be clean, safe, ventilated and with access to proper toilet facilities and clean drinking water. In addition, the accommodation must not limit the employees' freedom of movement or association.
	Employees must receive regular and documented training in health and safety at work. Health and safety training must always be offered to new employees. Employees in particularly exposed positions must receive further training.
Wages and benefits	Wages and benefits paid for a standard working week shall, as a minimum, meet national legal standards or industry benchmark standards, whichever is higher.
	Employees have to be paid a salary that secures them a reasonable standard of living (living wage).
	All workers shall be provided with a written and comprehensible contract outlining their wage conditions and method of payments before entering employment. The agreement must be understandable to the employee.
	Suppliers must not make any deduction from wages in respect of disciplinary measures.
	Suppliers shall ensure equal pay for equal work to all employees regardless their ethnicity, nationality, language, religion, age, gender, civil status, sexual orientation, union work, social or political affiliation.
Working hours	Suppliers must ensure that working hours comply with national laws or benchmark industry standards or relevant international standards. Working hours, excluding overtime, must not exceed 48 hours per week.
	The use of overtime work must be limited. The maximum recommended allowable overtime is 12 hours per week, i.e. a total working time of max. 60 hours per week. Exceptions to this rule may be accepted if it is governed by a collective agreement or by national law.
	The employee must always have an overtime allowance when work is performed in addition to normal working hours. The allowance must at least be at a level that complies with applicable laws (see section on wages).
	All overtime must be done voluntarily and must not be requested by the supplier on a regular basis.
Agency/Indirectly employed workers	Suppliers should have due diligence processes in place to ensure that workers on their site do not pay any form of recruitment fees to any agents to gain employment.
	Suppliers are responsible for the rights of all workers on their site, whether they are directly employed or employed or engaged through a labour provider, agent or a contractor.
	Suppliers must have a process to ensure that they have a record of all workers working at their site including those engaged through an agency, labour provider or contractor within three days of beginning employment or being on site.
	Suppliers must meet any local laws relating to the use of agency/labour provider workers, and ensure that the welfare of workers is safeguarded (including their health and safety, payment and benefits terms, accommodation, non-discrimination).

Requirements for ethical trade (cont'd)

Miljø	<p>National and international environmental legislation and regulations shall be respected. In addition, the supplier should aim to implement processes and policies that aim to:</p> <ul style="list-style-type: none"> + reduce the amount of waste and discharges to air, soil and water + handle chemicals and hazardous waste in a proper manner that takes into account both the environment and employee health + contribute to the recycling of materials and products + implement environmentally friendly technologies. <p>All release permits must be documented and handed over to REMA 1000/Reitan Distribution on request.</p>
Marginalised populations and the right to resources	<p>Production and use of natural resources must not contribute to destroying or impairing the resources or revenue bases of marginalised populations and vulnerable communities, such as by seizing large land areas or by the irresponsible use of water or other natural resources on which these populations depend.</p>
Bribery and anti-corruption	<p>Suppliers must comply with applicable laws and regulations regarding bribery, corruption, fraud or other prohibited business practices. Suppliers must not offer, promise or provide any form of bribery and/or incentive for existing or potential business or collaborative relationships.</p> <p>Suppliers must not, either directly or indirectly, offer gifts to REMA 1000/Reitan Distribution employees, persons representing REMA 1000/Reitan Distribution, or any of their relationships, unless the gift is of negligible value.</p> <p>Representation and catering such as social events, meals and entertainment can be offered if there is a legitimate business purpose and the cost is kept within reasonable limits.</p> <p>Travel expenses for persons representing REMA 1000/Reitan Distribution must be paid by REMA 1000/Reitan Distribution.</p> <p>Representation, coverage of expenses or gifts shall not be offered or received during contract negotiations or awards.</p> <p>Under no circumstances can suppliers cause or participate in any violation of general or separate competition law, such as illegal pricing or market sharing, and shall always comply with the highest business ethical standards.</p> <p>REMA 1000/Reitan Distribution and our suppliers must avoid trading partners who have activities in countries that are subject to a trade boycott by the UN and/or Danish authorities.</p>
Animal welfare	<p>For products based on animals, due consideration for the animals' welfare shall be ensured through the whole value chain. As a minimum, the supplier shall comply with national legislation.</p>
Supply chain management	<p>It is the supplier's responsibility to implement these ethical trade requirements in their own supply chain. In this process, the supplier must pay particular attention to the presence of vulnerable groups (e.g. women, migrant workers, indigenous peoples and small farms) and ensure that the subcontractor has the right resources and processes to ensure that the rights of these groups are respected.</p>

Requirements for ethical trade (cont'd)

Documentation of the work with the requirements	<p>The implementation of these ethical trade requirements should have managerial focus at the supplier.</p> <p>The supplier should therefore appoint a responsible employee/manager located centrally in the organization responsible for implementing the ethical requirements in the company and associated supply chain.</p> <p>The supplier must at all times be able to provide documentation of the work done for the implementation of these requirements.</p> <p>The supplier must be able to provide reasonable and relevant information and documentation when REMA 1000/Reitan Distribution requests this, including during inspection visits/audits.</p>
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This Supplier Code of Conduct, (SCoC), is part of the trade agreement between the supplier and REMA 1000/Reitan Distribution. If the supplier does not comply with the requirements, there will be a breach of the agreement and REMA 1000 / Reitan Distribution will therefore take the necessary measures to ensure compliance with the requirements in close cooperation with the supplier. If these measures are ineffective, it can ultimately lead to cancelling contracts and ceasing to trade.

What the supplier can expect from REMA 1000

REMA 1000/Reitan Distribution has a management system for registering and managing our ethical requirements in our supply chain. By setting up a new supplier, we will provide information about the REMA1000/Reitan Distribution policy regarding human rights, as well as social and environmental standards as part of the overall information to the supplier. In addition, the supplier can always expect the following from REMA 1000/Reitan Distribution:

Setting expectations	We work with suppliers to set standards and expectations appropriate to their industry, country and business.
Due diligence	We undertake due diligence assessments of human rights and sustainability impacts of our business and set ambitious targets to mitigate our negative impacts, taking into account people, environment and communities.
Guidance and cooperation	We will provide guidance to suppliers to help them understand our requirements and to implement policies and procedures to enable them to comply with our standards.
Loyalty	As long as the supplier cooperates and shows willingness to improve ethical business conditions, REMA 1000/Reitan Distribution will not bypass the supplier by placing direct orders with subcontractors.
Examination of cases	We will investigate all possible cases of breaches of our requirements seriously and in an open dialogue with all parties involved.

Schedule/appendices

CSR mapping table	(Appendices must be submitted by the supplier to the REMA 1000 procurement manager) Available on RDI supplier portal xxxxxx@reitandistribution.dk
PL production profile	(Appendices must be submitted by the supplier to the REMA 1000 procurement manager) Available on RDI supplier portal xxxxxx@reitandistribution.dk

Appendix C: Overview of sponsorships donated by REMA 1000 in 2017

Sports

- + Almindingsløbet
- + Alt for damerne løbet
- + Alt for damerne – Dans dig glad
- + Beringstafetten
- + Bornholm rundt
- + Broløbet Storebælt
- + Dagnæs HK
- + Den store svømmeday
- + Fodboldskole HFS
- + Fredensborgløbet
- + Horsens Svømmeklub
- + Håndboldskolerne
- + Lillebælt Halvmaraton
- + Loop Horsens
- + REMA 1000's Aqua Camps
- + REMA 1000's Sports Camps
- + REMA 1000's Sport and Health Academy
- + Soft Ice løbet
- + Strandvejsløbet
- + Team Fit & Sund
- + Tennis Camps

Health

- + Break Cancer
- + Børnehjertefonden
- + Hjerneskadeforeningen
- + Kids Aid
- + Knus Kræft (Viborg)
- + Scleroseforeningen
- + Smil fonden
- + Team Giv Håb
- + The Danish Cancer Society
- + The Danish Diabetes Association

Kids and youth

- + Børns Voksenvenner
- + Food Camps
- + Natteravnene
- + Save the Children
- + Talentspejderne
- + Tour de Taxa (julemærkefonden)

Relief

- + Danmarksindsamlingen

Christmas Aid

- + Dansk Folkehjælp

Other

- + DaneAge Association
- + Climate Planet

+ more than 400 local sponsorships



"We look forward to continue working with employees, suppliers, customers and partners to realise our five ambitious 2030 targets, so that we jointly can create a whole new business model where price and sustainability go together."

REMA 1000

Discount with attitude!
