



Aktivitetsvurderinger for bærekraftig
forretningspraksis

Redegjørelse rapporteringsåret 2022

for Europris ASA

Etisk handel Norge har vurdert at rapporten til Europris ASA oppfyller våre krav til basisnivå. Les mer om basisnivå [her](#).





FNs BÆREKRAFTSMÅL



Til lesere av rapporten

Næringslivet og offentlig sektor har stor påvirkning på mennesker, samfunn, miljø og dyr og kan både bidra positivt til utvikling, men også medvirke negativt og forårsake skade. Virksomheter har derfor en nøkkelrolle i å oppnå FNs bærekraftsmål.

Denne rapporten kan brukes som redegjørelse etter åpenhetsloven, men rapporten favner bredere med klima og miljø, sirkulærøkonomi og antikorruption. Våre medlemmer er forpliktet til å jobbe med aktionshetsvurderinger og årlig rapportere på arbeidet. Medlemmer på basisnivå oppfyller også åpenhetslovens aktionshetsvurderingsplikt, og delvis informasjonsplikten.

OECDs begrep ansvarlig næringsliv er det vi i Etisk handel Norge kaller for bærekraftig forretningspraksis. Det er den systematiske innsatsen virksomheter gjør for å kartlegge, forebygge, begrense og gjøre rede for hvordan de håndterer risiko for negativ påvirkning, samt rette opp skade for mennesker, samfunn og miljø – såkalte aktionshetsvurderinger (due diligence). Alle virksomheter, uavhengig av størrelse, er av norske myndigheter forventet å gjøre aktionshetsvurderinger og etterleve FNs veilede prinsipper for næringsliv og menneskerettigheter (UNGPs) og OECDs retningslinjer for flernasjonale selskaper. Dette gjelder både næringsliv, offentlig sektor og organisasjoner.

Etisk handel Norges prinsipper for bærekraftig forretningspraksis (vår code of conduct) dekker områdene anstendig arbeid, menneskerettigheter, miljø/klima, antikorruption og dyrevelferd. Rapporten viser åpenhet om hvordan virksomheten arbeider med aktionshetsvurderinger i tråd med UNGP og OECDs retningslinjer. Alle medlemsrapportene gjøres offentlig tilgjengelig på Etisk handel Norges hjemmesider.



Heidi Furustøl

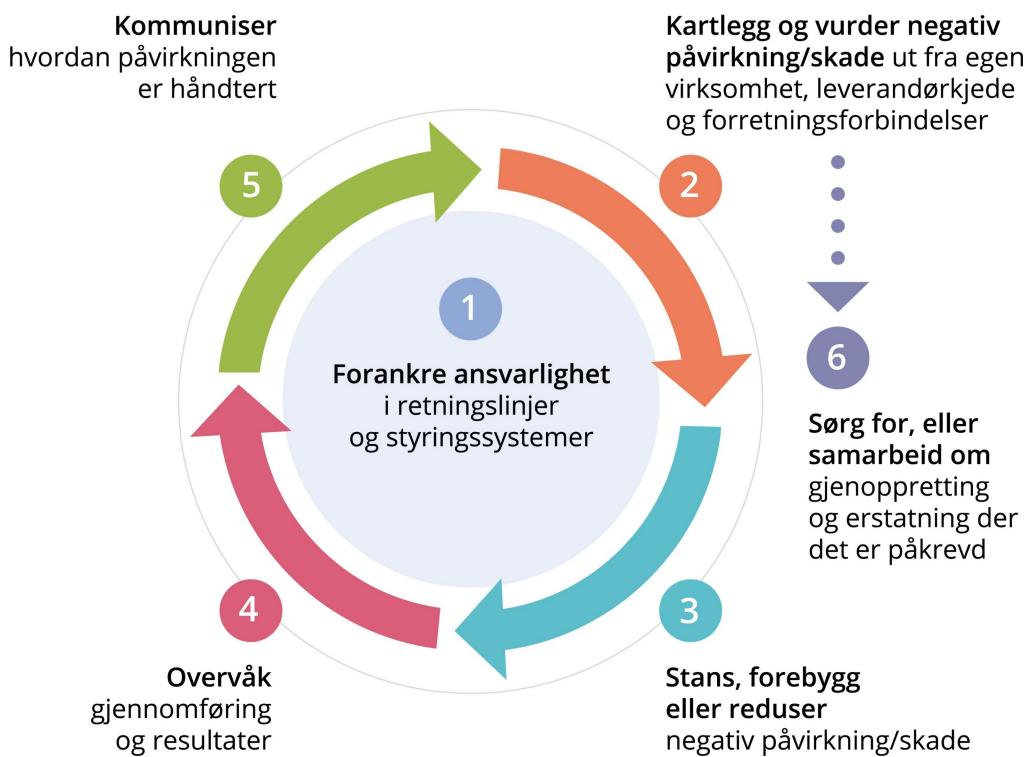
Daglig leder

Etisk handel Norge

Aktsomhetsvurderinger

Denne rapporten er bygget rundt FNs veilegende prinsipper for næringsliv og menneskerettigheter og OECDs modell for aktsomhetsvurderinger for ansvarlig næringsliv.

Modellen har seks trinn som beskriver hvordan virksomheter kan jobbe for mer ansvarlig og bærekraftig forretningspraksis. Å være god på aktsomhetsvurderinger betyr ikke at en virksomhet ikke har negativ påvirkning på mennesker, samfunn og miljø, men heller at virksomheten er åpen og ærlig om utfordringer og håndterer dette på best mulig måte i samråd med sine interessenter. Denne rapporten er delt inn i kapitler basert på denne modellen.



Forord av daglig leder

The sustainability strategy of Europris is based on the UN sustainable development goals (SDGs) and a comprehensive materiality analysis covering our actual and potential impact on environmental, social and governance (ESG) aspects. The strategy covers four main areas: our products, our climate profile, our people and our social responsibility. Sustainability is an integrated part of our value chain, and thereby a natural part of our decision processes. We want to give all our customers the opportunity to make sustainable choices at affordable prices, and we work to reduce our emissions in line with the Paris agreement. We have therefore committed to the Science-Based Targets initiative (SBTi), with the goal of reaching net zero by 2050.

Admittedly, sustainability is not only about emissions. Our people is what make us great, and therefore a large part of our strategy relates to our people. We have been a member of Ethical Trade Norway (ETN) since 2014 and thereby seek to increase the attention we pay to working conditions in the supplier chain while also aiming to make ethical and sustainable products more easily available to our customers. The collaboration with ETN is firmly rooted in management and incorporated in our procurement guidelines. As a considerable retailer, we influence many suppliers and their employees. We create jobs and economic growth by purchasing goods from a number of countries, which imposes a great responsibility. We are conscious of this responsibility, and have a good collaboration with our suppliers over improvement processes and trade based on the ETN's ethical procurement guidelines. Work with the supplier chain has been a key concern for us over many years, and is being continued by giving the greatest emphasis in this year's materiality analysis to human rights due diligence.

Our ambitious strategy for continued growth means that we are constantly on the lookout for new products and suppliers. By complying with the OECD's guidelines for responsible business conduct, we will help to:

- protect the environment
- respect human rights
- safeguard labour rights
- avoid corruption.

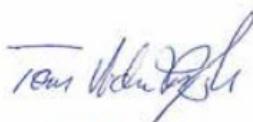
With our large volumes and efficient operation, we can ensure that ethical and sustainable products become more readily available to customers at affordable prices. Our job is not only to procure responsibly. We also have a responsibility to make it easier for customers to make sustainable choices in store. The collaboration between our employees, our customers in the store and our suppliers is also crucial for our collective ability to reach the UN SDGs. We look forward to continuing this important job in coming years.

" Our job is not only to procure responsibly. We also have a responsibility to make it easier for customers to make sustainable in-store choices. "



Espen Eldal
CEO, Europris ASA

Styrets signatur



Tom Vidar Rygh
Chair



Claus Juel-Jensen



Hege Børmark



Bente Sollid Storehaug



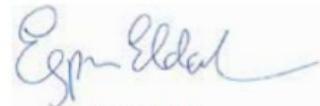
Karl Svensson



Tone Fintland



Pål Wibe



Espen Eldal
CEO

Fredrikstad

23.03.2023

Nøkkelinformasjon om bedriften og leverandørkjeden

Nøkkelinformasjon om bedriften

Navn på bedriften

Europis ASA

Adresse hovedkontor

Dikeveien 57, 1661 Rolvsøy

Viktigste merker, produkter og tjenester

Europis offers a broad range of products in most categories, such as groceries, laundry and cleaning, textiles, sports and leisure, and interiors, but is also a big player with seasonal goods. The group sells many of the best-known branded products as well as its own brands.

Beskrivelse av bedriftens struktur

Europis is Norway's largest retailer of a broad selection of goods measured by sales, and offers a range of quality products covering private brands and branded goods in 15 product categories:

- Personal care
- Groceries
- Laundry and cleaning
- Clothes and footwear
- Hobby and office
- Handyman
- Travel, sports and leisure
- House and garden
- Electronics
- Confectionary and snacks
- Petfood and accessories
- Carpets and home textiles
- Kitchen
- Storage
- Candles and interior

The group's goods are sold through the chain, which comprises a network of both directly owned and franchise stores across the whole of Norway. It is organised with Europis AS as the wholesaler and chain centre. Work on due diligence assessments is allocated to the Quality and Product Safety Department of Europis AS, which reports directly to the management team and the CEO. The Strategy and Sustainability Department has an advisory role and is responsible for the annual reporting and statement required by the Norwegian Transparency Act.

Omsetning i rapporteringsåret (NOK)

9 016 000 000

Antall ansatte

3 444

Er virksomheten omfattet av åpenhetsloven?

Ja

Vesentlige organisatoriske endringer siden forrige rapportering

Europis acquired 67 per cent of Strikkemekka Holding AS in 2022.

Navn, tittel for kontaktperson for rapporten

Rino Lithander, Sustainability Adviser

E-post adresse for kontaktperson for rapporten

rino.lithander@europis.no

Informasjon om leverandørkjeden

Generell beskrivelse av bedriftens innkjøpsmodell og leverandørkjede

Europis has a procurement model which concentrates on efficiency along the whole value chain from supplier to customer. Its goal is to keep costs low through optimised and efficient procurement, logistics and distribution processes. The group's experienced procurement team purchases large quantities of goods, which are mainly acquired directly from suppliers in European and Asian countries.

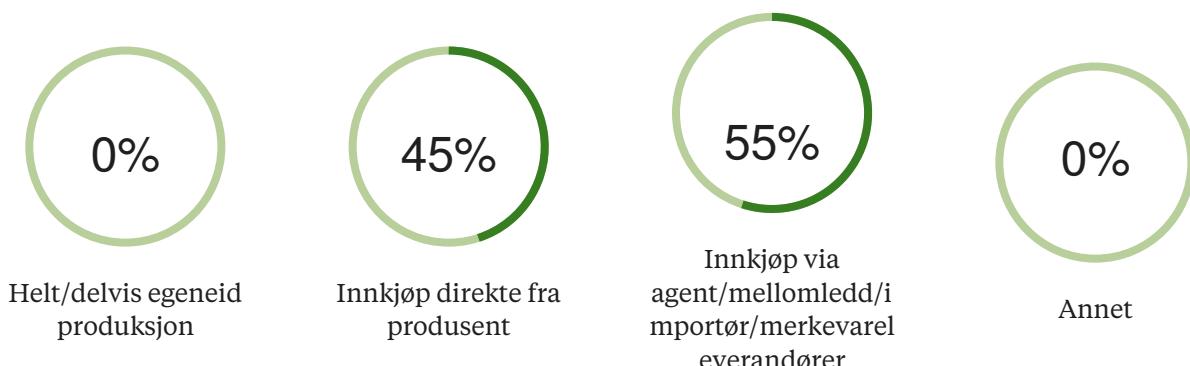
Antall leverandører som bedriften har hatt kommersielle relasjoner med i rapporteringsåret

1 427

Kommentar til antall leverandører

Europis procures products from suppliers worldwide. The large number of these imposes an even greater responsibility for ensuring that fundamental human and labour rights are observed.

Type innkjøp/ leverandørforhold



Liste over førsteleddsprodusenter per land

Globalt : 654

Oppgi antall arbeidere hos førsteleddsprodusenter som bedriften har oversikt over, og hvor mange produsenter dette er basert på.

Antall arbeidere

13 722

Antall produsenter dette er basert på

10

Antall arbeidere per produsent (kalkulert snitt)

1373

Kommentar til antall arbeidere

The number of workers is derived from 10 prioritized suppliers.

Viktigste innsatsfaktorer/råvarer for produkter eller tjenester og geografi

Vinyl	Kina
Steel	Kina
Zinc	Kina
Potassium	Kina
Aluminium	Kina
Polyurethane	Kina
Wood fibre	Kina

Key inputs are derived from 10 priority product groups.

Er virksomheten leverandør til offentlig sektor?

Ja

Mål og fremdrift

Prosessmål og fremdrift i rapporteringsåret

1

Mål : Update the internal guidelines to accord with the Transparency Act

Status : Achieved

2

Mål : Produce a plan for internal communication in Europris.

Status : Achieved

3

Mål : Update supplier contracts.

Status : The contract template has been updated. Eighty-five per cent of supplier contracts have been updated. Old contracts are being updated continuously (75 per cent of all contracts are one-year)

4

Mål : Assess the division of responsibility, and include more relevant departments and people with procurement responsibility.

Status : Achieved

5

Mål : Provide training and adequate resources for employees with procurement responsibility

Status : Achieved

6

Mål : Continue to develop reporting systems.

Status : Achieved

MÅL FOR KOMMENDE ÅR

1

Yearly increase in group products sourced from risk areas that come from socially audited suppliers.
(92.4 per cent audited to the Business Social Compliance Initiative (BSCI) standard in 2022)

2

Update all supplier contracts by the end of 2023.

3

Provide training and adequate resources for new people given procurement responsibility.

4

Start work with environmentally audited suppliers and factories in order to be able to report in 2024
(collaboration with the Business Environmental Performance Initiative – Amfori BEPI)

A close-up photograph of a woman wearing a traditional Vietnamese conical hat with a pink ribbon. She is smiling and appears to be working in a rice field, with green rice plants visible in the background. The image is partially cut off on the right side.
1

Forankring av bærekraft i virksomheten

Forankring av ansvarlighet knyttet til bærekraftig forretningspraksis i virksomheten handler om å ha strategier, planer, relevante policyer* og retningslinjer for aktksamhetsvurderinger som er vedtatt av ledelsen. Disse bør omfatte hele virksomheten, samt virksomhetens leverandørkjede og forretningsforbindelser. Effektive styringssystemer for implementering er en forutsetning for å lykkes, og arbeidet med aktksamhetsvurderinger bør være en integrert del av virksomhetens forretningsdrift. Tydelige forventninger fra toppledelsen, samt tydelig plassering av ansvar innad i virksomheten for implementering av de ulike delene av aktksamhetsvurderinger er viktig. Alle involverte må vite hva de skal gjøre. Åpenhet om forpliktelser virksomheten har til seg selv, utfordringer de står overfor og hvordan dette håndteres, er vesentlig.

1.A Policy* for egen virksomhet

1.A.1 Lenke til offentlig tilgjengelig policy for egen virksomhet

<https://investor.europris.no/about-us/corporate-governance/policies/default.aspx>

1.A.2 Hva sier bedriften offentlig om sine forpliktelser til å respektere mennesker, samfunn, miljø og klima?

In order to make Europris' position clear to employees, suppliers and other stakeholders, a dedicated policy and supplier code of conduct has been developed which describes the group's requirements for human and labour rights, anti-corruption, animal welfare and the environment. This policy and code of conduct are based on the UN and ILO conventions.

To ensure compliance with these principles, Europris will conduct annual due diligence assessments in line with the OECD guidelines for responsible business conduct.

Europris expects openness throughout the value chain. If deviations occur, corrective measures will be instituted in collaboration with the supplier. If the supplier is not willing to institute measures, the collaboration may be terminated.

1.A.3 Hvordan er policy for egen virksomhet blitt utviklet og forankret?

The board and management have established clear goals and strategies, and conduct risk analyses to ensure value creation to all stakeholders. Effective utilisation of the organisation's resources, with sustainability as the starting point, is essential. Europris have developed policies related to the following sustainability topics: ethical trade and guidelines for suppliers, anti-corruption, data security, trade sanctions and whistleblowing. These policies provide guidance on responsible business conduct, both externally and internally, with goals on trust, loyalty and avoiding negative impacts in the value chain.

These policies are revised and approved annually by the board.

A project on giving life to policies was initiated in 2022 in order to strengthen their entrenchment across the organisation. This project has identified which policies are relevant for what roles, and will ensure the necessary reviews and training where required.

1.B Organisering og internkommunikasjon

1.B.1 Hvordan er arbeidet med aktsomhetsvurderinger organisert i bedriften, og hvorfor?

Overall responsibility for due diligence assessments rests with the International Sourcing Director. The Sustainability Manager has a responsibility to follow up the sustainability strategy, while the Quality Manager is responsible for following up due diligence assessments in collaboration with the other departments and the group's own procurement office in Shanghai (SHO). The SHO comprises 35 employees who are specialists within their product categories and play an important part in Europris' efforts to secure responsible suppliers in Asia. Procurement of goods is followed up in Asia by the SHO and reported to the Quality and Product Safety Department and the International Sourcing Director. Follow-up in Europe, the Middle East and Norway rests with the Quality and Product Safety Department. Goods not for resale (GNFR) and services in general are followed up by the operations manager of the relevant department.

Overall responsibility for practical implementation and follow-up rests with the Quality Manager. Parameters are determined by the compliance function.

1.B.2 Hvordan blir betydningen av virksomhetens aktsomhetsvurderinger konkretisert og tydeliggjort for de ansatte gjennom stillingsbeskrivelse, arbeidsoppgaver og incentivordninger?

A set of documents has been produced and approved, and is reviewed annually by the board to ensure that the group's activities, routines and organisation accord with applicable regulations. Its contents include an ethical guideline which is reflected in an electronic manual available to all employees. Dialogue and meetings are also used to ensure and clarify the practical significance of these policies and requirements.

1.B.3 Hvordan sikres det at relevante ansatte har tilstrekkelig kompetanse til å gjennomføre arbeidet med aktsomhetsvurderinger?

Adequate competence for work on due diligence by relevant employees is assured through:

- courses provided by Ethical Trade Norway (ETN)
- establishing dialogue and meetings with key personnel
- assessing the necessity of and opportunities for offering more employees relevant courses rooted in experience from due diligence work.

So far, the Quality Manager and Sustainability Adviser at the head office in Fredrikstad have taken ETN courses, and work is under way to give life to internal guidelines in relevant departments.

In-house courses and training have been conducted, and are a natural part of the training plan at the SHO in order to ensure the necessary expertise is also present in Asia. Particular attention is paid to due diligence and compliance.

1.C. Planer og ressurser

1.C.1 Hvordan er virksomhetens forpliktelser til å respektere mennesker, samfunn og miljø forankret i virksomhetens strategier og handlingsplaner?

Sustainability is an important and integrated part of Europris' business strategy. The group's commitment to respecting people, society and the environment is enshrined in a dedicated sustainability strategy which is well embedded in the board and monitored by the sustainability management team in the group. Europris has a separate sustainability department which works to operationalise the strategy with clear key performance indicators (KPIs) as the basis for action plans and measures. The sustainability strategy, plans and measures are presented in the annual sustainability report, which is publicly available on the Europris website at <https://investor.europris.no/financials/annual-reports/default.aspx>.

1.C.2 Hvordan følges virksomhetens strategier og planer for å være ansvarlig og bærekraftig opp av ledelse og styre?

Working systematically on improvement measures is a key topic for the management and board. In order to help employees to achieve results by working more efficiently, the management has appointed a dedicated Lean manager and offers Lean courses for managers and key people in the organisation. The Lean methodology offers an approach to managerial development where personnel are involved and can help create a culture of continuous improvement.

A sustainability department has also been established to ensure progress with and continued development of Europris' strategies and plans for responsibility and sustainability across the organisation. The group's goals and plans are being continuously developed, and new ambitious targets are expected to be set in coming years. Europris' strategies and plans are followed up by the management and board through:

- the Sustainability Manager reporting weekly to the Strategy and Sustainability Director
- management reporting quarterly to the board and annually on the strategy plan.

Important topics for management and the board are to:

- Increase annually the proportion of third party certified products
- Reduce annually the quantity of packaging in the own-sourced products
- Ensure all own-sourced products use recycled and/or recyclable packaging
- Reduce complaints annually for key product groups
- All group products sourced from risk areas will come from audited (social and environmental) suppliers by 31 December 2030
- Reduce the group's GHG emissions in line with the Paris agreement and reach net zero by 2050 (SBTi)
- Increase energy efficiency in the stores by 20 per cent from 2022 to 2030
- Reach an overall(stores, warehouse and head office) recycling rate of 85 per cent by 2025
- Be an attractive workplace which develops and cares about employees
- Provide more opportunities for inclusion in working life
- Be perceived by employees as a responsible societal player which contributes to the local community.

Europris sets the following supplier criteria where ethical trade is concerned:

- 1) All suppliers and factories with a BSCI audit must have a score of C or better. Europris works continuously to identify deviations and correct these.
 - 2) All suppliers must approve and sign Europris' code of conduct
 - 3) Suppliers must have an overview of and share information about where the various components of their goods are produced and where their raw materials come from.
 - 4) Suppliers must give Europris access to their production site, associated buildings and rest facilities.
-
-

1.D Partnerskap og samarbeid med forretningsforbindelser, spesielt leverandører

1.D.1 Hvordan tydeliggjør virksomheten viktigheten av ansvarlighet og bærekraft i møte med forretningsforbindelser, spesielt i leverandørkjeden?

Europis emphasises the importance of responsible and sustainable business conduct in meetings with business partners by reviewing its code of conduct and incorporating it in signed collaboration agreements, and by holding supplier gatherings where this subject is an important part of the agenda. Where suppliers in Asia are concerned, such meetings have been conducted digitally for the past two years (physical meetings are preferred) together with other top executives from Europe and managers from the largest suppliers. Historically, these gatherings have taken place in Guangzhou with participants from the whole of south-east Asia.

Link to publicly available guidelines: <https://investor.europris.no/about-us/corporate-governance/policies/default.aspx>

Indikator

Andel av bedriftens leverandører som har akseptert retningslinjer for leverandører



2022

1.E Erfaringer og endringer

1.E.1 Hvilke erfaringer har virksomheten gjort seg om arbeidet med bærekraftig forretningspraksis i rapporteringsåret, og hva har endret seg som et resultat av dette?

During 2022, clear KPIs based on the sustainability strategy were embedded in the group. These are aligned and fundamented in the whole organisation and will ensure better overall goal attainment at every level.

Europris is extending the number of headcounts related to sustainability and will be appointing a Sustainability Controller. An extensive materiality analysis conducted in accordance with the Global Reporting Initiative (GRI) framework of 2021 shows that human rights due diligence is ranked as the most important of the group's significant materiality topics.

The group has identified suppliers in Asia as its highest risk for not following ethical standards and expectations. Experiences in 2022 shows that this assessment is correct and must be sustained.

This will be achieved through continued development of work which has already been initiated with the SHO, membership of the Amfori BSCI, and guidance/courses from ETN. Europris will also work to enhance knowledge of ethical and social guidelines throughout its organisation and strengthen the attention devoted to parts of the supplier chain outside Asia.



2

Fastsette fokus for rapporten

Kartlegging av virksomhetens påvirkning på mennesker, samfunn og miljø

Kartlegging handler om å identifisere virksomhetens risiko for, og faktiske negative påvirkning eller skade på mennesker, samfunn og miljø, inkludert i leverandørkjeden og gjennom forretningsforbindelser. Det handler om å først danne seg et overordnet risikobilde, for så å prioritere mest vesentlige risikoområder for grundigere kartlegging og håndtering av funn. Hvordan virksomheten er involvert i eventuell negativ påvirkning på mennesker, samfunn og miljø, er sentralt for å avgjøre riktig respons og tiltak. Involvering av interesser, spesielt påvirkede parter, er sentralt i kartleggingsarbeidet, så vel som i tiltak for å håndtere utfordringene på en god måte.

2.A Kartlegging og prioritering

PRIORITERT NEGATIV PÅVIRKNING/SKADE FOR MENNESKER, SAMFUNN OG MILJØ

Å prioritere en eller flere risikoområder på bakgrunn av alvorlighetsgrad, betyr ikke at noen risiko er viktigere enn andre, eller at virksomheter ikke gjør noen med annen risiko, men at det som har størst negativ påvirkning prioriteres først. Kartlegging og prioritering er en kontinuerlig prosess.

2.A.1 List opp virksomhetens prioriterte risiko for negativ påvirkning/skade på mennesker, samfunn og miljø. Merk at de prioriterte risikoene dere lister opp i tabellen under vil bli overført til trinn 3 av denne rapporten, hvor dere vil bli bedt om å besvare hvordan dere arbeider med å stanse, forebygge eller redusere den negative påvirkningen.

Prioritert negativ påvirkning / skade	Relatert tema	Geografi
Forced labour	Tvangsarbeid	Kina
Poor health and safety	Helse, miljø og sikkerhet	Kina
Lack of union rights	Fagorganisering og kollektive forhandlinger	Kina
Pay below official minimum wages	Lønn	Kina

Europis covers the whole of Asia and has through the Shanghai procurement office (SHO) delegated responsibility for following up suppliers throughout south-east Asia. The significant share of procurement for Europis come from China, and thus this area has a high priority in our due diligence work.

BEGRUNNELSE FOR HVORFOR DISSE UTFORDRINGENE ER PRIORITERT SOM MEST VESENTLIGE FOR MENNESKER, SAMFUNN OG MILJØ

2.A.2 Beskriv: a) virksomhetens rutiner for kartlegging og identifisering av risiko og hvordan den negative påvirkningen/skaden ble identifisert og prioritert i denne perioden. b) eventuelle deler av virksomheten som ikke er dekket i denne rapporteringen (produktgrupper, egne produkter, avdelinger eller lignende) og hvorfor dere har valgt å ikke prioritere disse i det videre arbeidet; c) hvordan informasjon ble hentet inn, hvilke kilder som er benyttet og hvilke interesser som er involvert/dere har snakket med; d) om det er identifisert områder eller tema hvor det er manglende informasjon for å danne seg et helhetlig bilde, og hvordan dere planlegger å gå frem for å få mer informasjon/håndtere dette.

Europis routines for mapping and identifying risk build on a collaboration between personnel responsible for procurement, the Quality and Product Safety Department, the SHO, and the Department for Strategy and Sustainability. The criteria which form the basis for mapping and identifying potential risk are:

- production country/risk area
- risk product
- volume/turnover

Sources used include the Global Rights Index from the International Trade Union Confederation (ITUC) and the high-risk list from the Norwegian Agency for Administration and Financial Management (DFØ).

Information on the priority suppliers were acquired from factory audits, both third-party (Amfori BSCI) and conducted for the group by the SHO's quality department and external partners.

ANNEN NEGATIV PÅVIRKNING/SKADE

2.A.3 Beskriv annen negativ påvirkning/skade på mennesker, samfunn og miljø som ble identifisert i kartleggingen i egen virksomhet, leverandørkjeden eller hos forretningsforbindelser i rapporteringsåret og hvordan disse er håndtert

Challenges identified other than those assessed as the most serious include:

- living wage: pay above the official minimum rate but below the level considered necessary to support everyday life
- unreasonable amounts of overtime.

Low pay and unreasonable overtime represent related challenges, and are a subject the organisation wants to do more work on in the future. These problems are also addressed through the Amfori BSCI audit.

A photograph showing a woman in profile, wearing a blue protective suit and a matching blue hairnet. She is looking down at something on a table, possibly working on a circuit board. In the background, other people in similar protective gear are visible, suggesting a cleanroom or laboratory environment.

3

Håndtering av prioritert påvirkning

Stanse, forebygge eller redusere negativ påvirkning

Stanse, forebygge eller redusere handler om å håndtere funn fra kartleggingen på en god måte. Virksomhetens mest vesentlige negative påvirkning på mennesker, samfunn og miljø prioriteres først. Dette betyr ikke at annen risiko er uvesentlig eller at det ikke håndteres. Hvordan virksomheten er involvert, er sentralt for å treffen riktige tiltak. Faktisk negativ påvirkning/skade som virksomheten forårsaker eller bidrar til må stanses, forebygges og reduseres. Virksomheter som er direkte forbundet med negativ påvirkning må bruke sin innflytelse til å få forretningsforbindelser (f.eks. leverandører) til å stanse, forebygge og redusere dette. Dette innebærer å utvikle og iverksettes planer og rutiner for å håndtere risiko, og kan kreve endringer i egne policyer og styringssystemer. Virksomheters vellykkede håndtering av negativ påvirkning på mennesker, samfunn og miljø er et avgjørende bidrag til FNs bærekraftsmål.

3.A Stanse, forebygge eller redusere

3.A.1 Legg til mål, status på fremdrift, og beskriv tiltak dere har iverksatt for å håndtere virksomhetens prioriterte negative påvirkning/skade på mennesker, samfunn og miljø

Prioritert negativ påvirkning/skade	Forced labour
Overordnet mål :	No forced labour will occur.
Status :	No forced labour has been identified.
Mål i rapporteringsåret :	- Annual increase in the proportion of certified products - All products from risk areas will be provided by audited (social and environmental) suppliers and factories no later than 31 December 2030.

Utførte tiltak og begrunnelse :

- 1) Reviewed and signed the code of conduct for suppliers, which sets clear requirements and expectations.
- 2) Factory audits to ensure compliance with ethical requirements and expectations.

Mål og aktiviteter for kommende rapporteringsår :

- Annual increase in the proportion of certified products
- All group products sourced from risk areas will come from audited (social and environmental) suppliers by 31 December 2030

Prioritert negativ påvirkning/skade	Poor health and safety
Overordnet mål :	Protect worker health and safety.
Status :	No serious deviations identified.
Mål i rapporteringsåret :	<ul style="list-style-type: none"> - Annual increase in the proportion of certified products - All group products sourced from risk areas will come from audited (social and environmental) suppliers by 31 December 2030

Utførte tiltak og begrunnelse :

- 1) Reviewed and signed the code of conduct for suppliers, which sets clear requirements and expectations.
- 2) Factory audits to ensure compliance with ethical requirements and expectations.

When the group visits suppliers, it often asks to view dormitories for shift workers to ensure that requirements are also met there. Some deviation from the expected standard has been in connection with such facilities, and Europris is therefore devoting extra attention to this issue and pursuing dialogue on it.

Mål og aktiviteter for kommende rapporteringsår :

- Annual increase in the proportion of certified products
- All group products sourced from risk areas will come from audited (social and environmental) suppliers by 31 December 2030

Prioritert negativ påvirkning/skade	Lack of union rights
Overordnet mål :	Protect worker rights.
Status :	No deviations identified, but the legal framework in China makes meeting the goal difficult.
Mål i rapporteringsåret :	<ul style="list-style-type: none"> - Increase internal knowledge of union rights - All the group's products from risk areas will be provided by audited (social and environmental) suppliers and factories no later than 31 December 2030.

Utførte tiltak og begrunnelse :

- 1) Reviewed and signed Code of Conduct for Suppliers, which sets clear requirements and expectations.
- 2) Factory audits to ensure compliance with ethical requirements and expectations.

Mål og aktiviteter for kommende rapporteringsår :

- Annual increase in the proportion of certified products
- All group products sourced from risk areas will come from audited (social and environmental) suppliers by 31 December 2030

Prioritert negativ påvirkning/skade	Pay below official minimum wages
Overordnet mål :	Nobody will be paid less than the official minimum.
Status :	No deviations identified.
Mål i rapporteringsåret :	<ul style="list-style-type: none"> - Annual increase in the proportion of certified products - All group products sourced from risk areas will come from audited (social and environmental) suppliers by 31 December 2030

Utførte tiltak og begrunnelse :

- 1) Reviewed and signed Code of Conduct for Suppliers, which sets clear requirements and expectations.
- 2) Factory audits to ensure compliance with ethical requirements and expectations.

Mål og aktiviteter for kommende rapporteringsår :

- Annual increase in the proportion of certified products
- All group products sourced from risk areas will come from audited (social and environmental) suppliers by 31 December 2030

Andre tiltak for å håndtere negativ påvirkning/skade:

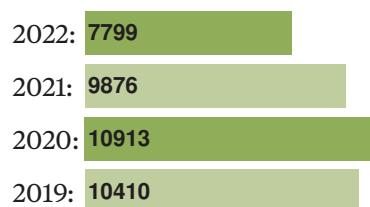
Beskriv virksomhetens tverrgående tiltak for å stanse, forebygge eller redusere negativ påvirkning/ skade på mennesker, samfunn og miljø i leverandørkjeden

3.B.1 Reduksjon av natur- og miljøpåvirkning

- Europris has set the goal of reaching net zero by 2050. As part of this commitment, work is being done to map GHG emissions throughout the value chain and to set associated targets in line with the SBTi.
- The group has defined which third-party sustainability certifications it wants to concentrate on, continuous efforts are being made to increase the share of products with these certifications, and improvements are being made to its own brands in line with specified KPIs.
- Europris has a goal of increasing the proportion of its procurement costs which derive from Amfori BSCI-audited suppliers and factories. The group intends to include Amfori BEPI audits, and will report on this from 2024.
- Despite establishing six new stores in 2022, Europris has cut location-based GHG emissions by 21 per cent in accordance with the GHG protocol. This reduction reflects energy efficiency measures, lower energy consumption, increased recycling rates and improvements in logistics between the group's warehouse and its stores. The organisation is also working on other energy-saving and renewable solutions, which include reducing waste and facilitating increased waste sorting across the organisation. The aim is to raise the sorted fraction to 85 per cent by 2025.
- Europris has made the Green Dot Norway plastics pledge, committing to work actively to reduce the plastics content in packaging, increase the use of recycled materials and design for recycling. The group has also phased out single-use plastic products such as cutlery, crockery, cotton buds and the like.

Indikator

Location-based GHG emissions (tonnes of CO₂ equivalent)



3.B.2 Reduksjon av klimagasutslipp

Despite establishing six new stores in 2022, Europris has cut location-based GHG emissions by 21 per cent in accordance with the GHG protocol. This reduction reflects greater energy efficiency, lower energy consumption, increased recycling rate and improved logistics between the group's warehouse and its stores.

3.B.3 Tilpasning av egen innkjøpspraksis (sourcing)

Europis is aware of the issues associated with conventional procurement practices, including aggressive price negotiations, inaccurate forecasts, late orders, short lead times and last-minute changes. These methods can place the supplier under intense pressure and lead directly to poorer working conditions and low pay for workers. The group regards responsible procurement as one of the most important instruments in work on ethical business practice. Europis will not undermine the supplier's opportunities to deliver on the requirements it sets to ensure good conditions for people, society and the environment. It will strive to achieve stable, long-term relations with suppliers who show particular willingness and ability to work for progress in the supply chain.

3.B.4 Valg av produkter og sertifiseringer

Choices made by Europis in connection with purchased products affect people, society and the environment. Raw materials, design for recycling, recyclable packaging, labour and human rights, and environmental certification are important elements in the process of developing sustainable products. Europis has therefore defined which third-party sustainability certifications it will concentrate on, mapped sustainable products in its own range, and developed its own brands with an emphasis on renewable raw materials and recyclable packaging. Vie Eco candles and serviettes, Effekt spray cleaners and Energy+ batteries, all with the Nordic Swan Ecolabel, are good examples of the group's own brands with a focus precisely on these aspects. Eliminating products can also be a choice in a sustainable direction. For exactly that reason, Europis has ceased to sell items such as single-use barbecues and herbicide sprays containing the controversial chemical glyphosate.

The group wants it to be as simple as possible for customers to make good choices, and is working actively to highlight the certified product options in its stores.

Indikator

Andel innkjøpte produkter med assosiert risiko som har bærekraftssertifisering



3.B.5 Støtte aktivt opp om fri fagorganisering og kollektive forhandlinger, eller der lovverket ikke tillater dette, støtte aktivt opp om andre former for demokratisk valgt arbeiderrepresentasjon

Free trade unions and the right to organise, empower workers to raise common challenges and concerns with their employer and to discuss these.

Europis supports the freedom to unionise and collective bargaining. In China and other countries where this is illegal, the group actively supports other forms of labour representation.

3.B.6 Bidrag til utvikling, kompetanseheving og opplæring internt og av leverandører og arbeidere i leverandørkjeden

Development, competence-building and training of group employees, suppliers and the workers in the supply chain are needed in order to meet standards set for due diligence.

Europis contributes to this through courses, internal meetings, dialogue, supplier meetings and audits. At the same time, however, it sees the need to maintain such work on the basis of its own experience and issues.

3.B.7 Bekjempelse av korrasjon og bestikkelse i egen virksomhet og leverandørkjeden

Annual meetings and courses to combat corruption and bribery are held for suppliers, the Shanghai procurement office (SHO) and internal personnel responsible for procurement.

3.B.8 Annen relevant informasjon for hvordan dere arbeider med å redusere, forhindre og håndtere negativ innvirkning på mennesker, samfunn og miljø

A specific example of efforts to reduce the risk of negative effects on people, society and the environment is that Europis has secured the certification of its battery supplier in China and can now offer Energy+ batteries with the Nordic Swan Ecolabel.

This certification checks and sets requirements in areas such as:

- Threshold values for the use of heavy metals
- A ban on using PVC in batteries and packaging
- A policy on corporate social responsibility (CSR) to ensure responsible use of raw materials which are in short supply as well as ensuring procurement of conflict-free minerals
- Testing of battery durability, shelf life, safety and quality.

Generally speaking, Europis finds that suppliers are positive to making improvements in order to reduce negative impacts on people, society and the environment.

4

Overvåking av gjennomføring og resultater

Overvåkning av gjennomføring og resultater handler om å måle effekten av systematikken og eget arbeid i hvert trinn i aktsomhetsvurderingene, og viser hvorvidt virksomheten gjør gode aktsomhetsvurderinger. Virksomheten må ha systematikk og rutiner på plass for å kunne fange opp og kritisk vurdere egne konklusjoner, prioriteringer og tiltak som er gjort som en del av aktsomhetsvurderinger. Eksempelvis: Er kartlegging og prioritering av mest negativ påvirkning gjort på en faglig god og troverdig måte, og som reflekterer de faktiske forholdene? Virker tiltakene for å stanse, forebygge og/eller redusere virksomhetens negative påvirkning/skade etter hensikten? Er skade gjenopprettet der det er relevant? Dette kan gjelde tiltak virksomheten gjør selv og som utføres av eller i samarbeid med andre. Erfaringene virksomheten gjør seg med arbeidet med aktsomhetsvurderinger brukes for å forbedre prosesser og resultater i fremtiden.



4.A Overvåkning og evaluering

4.A.1 Beskriv hvem som har ansvar for å overvåke effekten av tiltak iverksatt for å håndtere virksomhetens vesentlige risiko for skade/negativ påvirkning på mennesker, samfunn og miljø, og hvordan overvåkingen gjennomføres i praksis

The Strategy and Sustainability Department is responsible for tracking the effect of measures implemented. Executive responsibility rests with the Quality Manager and the Shanghai procurement office (SHO). A quarterly report to management is intended to ensure compliance and leads to an annual statement on ethical trade for publication on a dedicated website.

4.A.2 Beskriv hvordan dere sannsynliggjør at virksomhetens tiltak for å identifisere, forebygge og redusere negativ påvirkning faktisk fungerer

Europis determines the likelihood that measures are functioning through system audits, factory visits and investigations locally as well as via its membership of Amfori BSCI with the commitments that this involves. Established by the Foreign Trade Initiative (FTI), the BSCI brings together more than 1 500 dealers, importers, brands and national associations to improve the political and legal framework for trading in a sustainable manner. Membership gives access to a common work platform, where members collaborate on measures to identify, prevent and reduce negative impacts.

5

Kommunikasjon av hvordan negativ påvirkning/skade er håndtert

Forutsetningen for god ekstern kommunikasjon om arbeidet knyttet til virksomheters akt somhetsvurderinger for bærekraftig forretningspraksis er at den bygger på konkrete aktiviteter og resultater. Virksomheter skal kommunisere offentlig om relevante styringsdokumentet knyttet til akt somhetsvurderinger, eksempelvis policyer, retningslinjer, prosesser og aktiviteter knyttet til å identifisere og håndtere bedriftens faktiske og potensielle negative påvirkning på mennesker, samfunn og miljø.

Kommunikasjonen bør inkludere hvordan risikoen er avdekket og håndtert, samt hvilke effekter man oppnådde av tiltakene/aktivitetene. Etter åpenhetslovens §4 skal virksomheter som er omfattet årlig offentliggjøre en redegjørelse for akt somhetsvurderinger.



5.A. Kommunisere eksternt

5.A.1 Beskriv hvordan virksomheten kommuniserer med berørte interesser om håndteringen av negativ påvirkning/skade

Europris communicates with affected stakeholders about managing negative impacts or harm either directly with relevant employees at the undertaking concerned or via the Shanghai procurement office (SHO) when linguistic or cultural barriers are present. The SHO is well placed in relation to the suppliers and is in a position to communicate Europris' guidelines and requirements directly to manufacturers in meetings and through a presence in the factories. This helps to ensure good understanding and compliance.

Possible deviations are followed up with factory audits to ensure that the negative impact does not recur.

5.A.2 Beskriv hvordan virksomheten kommuniserer offentlig rundt eget arbeid med kartlegging og håndtering av negativ påvirkning/skade

Europris communicates its own work on identifying negative impacts/harm through an annual sustainability report on a dedicated website and this report.

5.A.3 Beskriv virksomhetens rutine for å ivareta og besvare eksterne henvendelser relatert til informasjonskravet pålagt virksomheter under åpenhetsloven.

Anyone can contact Europris and request information about how actual and possible negative impacts related to its goods and services are handled.

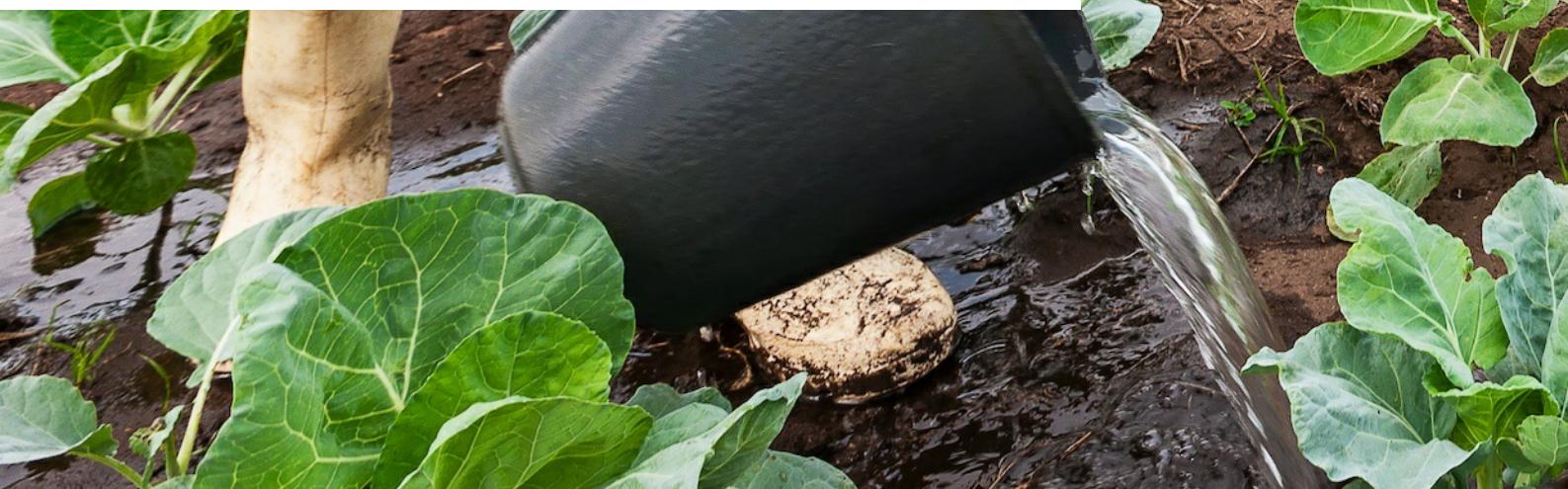
A request for information can be submitted to a store or directly to head office. All such requests are forwarded via the group's customer service function to the Quality and Product Safety Department. They are responded to as quickly as possible, and within no more than three weeks.



6

Gjenoppretting der dette er påkrevd

Når en virksomhet har identifisert at den har forårsaket eller bidratt til skade på mennesker eller samfunn, håndteres skaden gjennom å sørge for gjenoppretting, eller samarbeide om gjenoppretting. Gjenoppretting kan innebære økonomisk erstatning eller kompensasjon, en offentlig beklagelse, eller at skaden på annet vis rettes opp. Det handler også om å sørge for tilgang til klageordninger for arbeidere og/eller lokalsamfunn slik at de kan få sin sak hørt og håndtert.



6.A Gjenoppretting

6.A.1 Beskriv virksomhetens policy for gjenoppretting ved negative konsekvenser for mennesker, samfunn og miljø

Europris expects its suppliers to work purposefully and systematically on complying with the group's code of conduct, which covers fundamental requirements on human and labour rights, anti-corruption, animal welfare and the environment. Suppliers must do the following:

- Comply with Europris' Code of Conduct.
- Work actively on due diligence and carry out their own risk identification in order to avoid negative impacts on people, society and the environment. Where the supplier is responsible for the negative impact, it is also responsible for remediation.
- Show the willingness and ability to pursue continuous improvement for people, society and the environment through collaboration.
- At Europris' request, be able to document how it and possible sub-suppliers work to comply with the code.

Contracts may be cancelled if the supplier fails to display the willingness and ability to comply with the Europris' Code of Conduct.

Beskriv eventuelle tilfeller av gjenoppretting i rapporteringsperioden

No remediation cases occurred during the reporting year.

This conclusion builds on a good screening process, where risk and audit results are assessed in connection with choosing suppliers. Several options are often available when making such choices. Experience shows that devoting attention to making the right choice of partner, who satisfies Europris' requirements, greatly reduces the risk of negative consequences and the need for remediation at a later stage in the collaboration.

6.B Sikre tilgang til klagemekanismer

6.B.1 Beskriv hva selskapet gjør for å sikre at påvirkede arbeidere og lokalsamfunn har tilgang til effektive mekanismer for gjenoppretting, når det er aktuelt

Europis ensures that affected workers and communities have access to effective mechanisms for expressing grievances and for securing remediation through:

- entering into written collaboration agreements which include ethical guidelines
- requiring that the supplier has a valid Amfori BSCI certification, which is intended to ensure that worker rights and safety are taken care of
- surveillance through regular factory audits by both third parties and the group's own Shanghai procurement office (SHO).

Kontaktinformasjon:

Europris ASA
Rino Lithander, Sustainability Adviser
rino.lithander@europris.no