

## Responsible Sourcing Policy

Purchase of materials to Royal Greenland must be produced under responsible conditions. This means that suppliers live up to international ethical norms, such as no child labour, that oppression and discrimination do not occur, and that production takes place while safeguarding the environment.

Royal Greenland support the UN Declaration of Human Rights from 1948, the Fundamental Principles and Rights at Work Bill set forth by the International Labour Organisation (ILO) and the International Maritime Organisation (IMO) with responsibility for shipping safety and prevention of pollution.

Most of the supply chain is integrated from fishing to sales, but raw materials, products and services are also purchased from external suppliers in large parts of the world.

This policy lays out the ethical supplier management program that Royal Greenland fulfils in order to ensure that suppliers minimise their negative and enhance their positive influence on employees and the environment, whilst meeting anticorruption measures.

### Supplier risk analysis

All suppliers to Royal Greenland are risk evaluated based on size of investment, industry and origin. All countries of origin are evaluated in an overall index according to the Environmental Performance Index, the Human Development Index and the Corruption Perception Index. Depending on the risk evaluation, suppliers are divided into three-categories: low, medium and high-risk.

### Mandatory requirements

All suppliers must sign the Royal Greenland Supplier Code of Conduct, which sets out the requirements that every supplier must comply with in order to supply to Royal Greenland<sup>1</sup>.

### Medium and high-risk supplier demands

To mitigate risks medium and high-risk suppliers must carry out an additional self-assessment and high-risk suppliers may, depending on the result, undergo second party audits.

In Royal Greenland, we also support supplier standards such as SMETA(ETI) and other third-party audits, as we believe that they can improve transparency and promote a positive development in the supplying company towards employees and the environment. In the future and depending on a risk assessment, we will therefore require suppliers and manufacturers from high-risk countries to undergo a third-party audit of an accredited company at least bi-annually.

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<sup>1</sup> The Royal Greenland Supplier Code of Conduct can be read in full length in our website [www.royalgreenland.com](http://www.royalgreenland.com)

### Responsibility

Everyone purchasing in Royal Greenland has a responsibility to know the ethical supplier requirements as stated in the Supplier Code of Conduct and that any given purchase is made in accordance to the procedure for ethical supplier management.

The Responsible Sourcing Policy is applicable to the entire Royal Greenland Group.

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