



Åpenhetsloven – hva betyr den for oss?

Vi vil respektere menneskerettighetene – men hvorfor?


- En del av samfunnsansvaret
- Skape sterke selskaper og verdikjeder
- Gjøre en forskjell i folks liv

... Samtidig ønsker vi å etterleve de nye kravene som innføres gjennom den norske Åpenhetsloven fra 1. juli 2022

Ability to speak up	Healthy workplaces	No harassment	Fair working terms
Tolerance	Living wage	Equal opportunity	Rest and leisure
Consultation and employee involvement	Child protection	Freedom of thought	No discrimination

Aktsomhetsvurderinger - hva gjør Orkla?

Menneskerettighetspolicy



Orkla Human and Labour Rights Policy

1.0 Introduction
At Orkla, we have a fundamental respect for the value of human life and dignity and want to foster a culture of respect and inclusion. We want to be a good place to work for our employees and strive to develop talent, teamwork, and diversity.

We will pay due attention to the rights and interests of employees, consumers, workers within our supply chain, local communities and other stakeholders affected by our business. We see respect for the rights and interests of others as necessary to be a trusted company and for achieving Orkla's long-term aspirations.


We respect universal human rights and will carry out our business with due diligence to avoid becoming involved in violations of human rights and address negative impacts. Orkla defines human rights as the human rights enshrined in the Universal Declaration of Human Rights¹ (1948), the two international covenants on civil and political rights (1966) and economic, social and cultural rights (1966) and the core conventions of the International Labour Organization (ILO)².

Human rights due diligence³ involves conducting risk assessments to identify and assess potential adverse (negative) human rights impacts associated with our operations, our supply chains and other business relationships, and to cease, prevent or mitigate such impact. The activities shall be monitored, and their effect evaluated. If we identify that we have caused or contributed to negative impacts, we will implement relevant actions to provide remediation, i.e., stop or reverse the adverse impacts. We commit to having effective channels for complaints (grievance mechanisms), that are accessible to all employees, and ask of our suppliers to do the same.


If we identify adverse impacts which are directly linked to our operations, products, or services through our suppliers or other business partners, we will actively influence the entity causing the adverse impact, to cease, prevent or mitigate the impact. We expect our suppliers and business partners to respect human and workers' rights and establish human rights policies which address the corporate responsibilities outlined in the UN Guiding Principles for Business and Human Rights. If we discover that suppliers or business partners are involved in violations of human rights, we will communicate our concerns and demand that the supplier or business partner take appropriate action, e.g., through a remediation process. If corrective actions are not taken and the violations endure, an assessment shall be made of whether to end the business relationship.

Through Orkla's Annual Report we will report on the activities conducted to identify and address actual or potential adverse impacts, including the findings and outcomes of those activities, and make information about our due diligence policies and processes easily available for external stakeholders.


Etiske leverandørkrav




Supplier Code of Conduct




Employment is freely chosen




Freedom of association and the right to collective bargaining are respected




Working conditions are safe and hygienic




Child labour shall not be used




Living wages are paid




Working hours are not excessive



No discrimination is practised



Regular employment is provided



No harsh or inhumane treatment is allowed

Please see the full Orkla Supplier Code of Conduct for more information

Risikokartlegging av leverandører



Strategier for risikoråvarer

Cocoa: Farmer poverty is the underlying reason for human rights violations and deforestation in West Africa

Situation analysis

- Revenue gap between farmer income \$0.78 and living income \$2.07 in the most common for human rights violations and deforestation in the supply chain.
- 2,020,000 children work in cocoa in West Africa due to farmer poverty, absence of schools and inadequate food infrastructure.
- 20% of all deforestation in Côte d'Ivoire and Ghana is linked to cocoa farming.
- 1,000 tonnes submitted to Sustainable Cocoa supply chain.

Sustainability strategy

Current practice
Orkla companies have been contributing to sustainable sourcing of cocoa via Supply L12 certified cocoa since 2019.

Strategic approach
Our 2025 cocoa strategy is built on 3 pillars:
• Certification: we continue to buy certified cocoa but move from L12 certification to new and improved Standard Assurance Certification (level of L12 and 10x target).
• Traceability: supply chain to the able to keep track of improvement in farmer income, child labour, deforestation, and deforestation, we move from mass balance to segregated supply chain for majority of cocoa ingredients.


Applicable certifications
Fairtrade Assurance is our preferred certification; other elements should be certified against, such as other to verify the other with requirements in addition to COC and CIP cocoa standards. (Global Sourcing team and plants) we will move to integrated supply chain by 2025.

2025 targets and progress

	2022 target	2025 target	Status end 2021
Certification	Ingressible 80% Cherished 40%	100%	Cocoa Ingredients: 70% Cherished: 32%
Traceability	4%	100%	32%

Traceability development

- Orkla is among the first movers within traceability within our region with a third full factory for physical supply chain and more than 100,000t.
- The Clear Assurance traceability solution, we have selected opportunities to meeting the new regulatory, we will be required to increasingly consumer expectations about traceability.



11 See person per day, 1 minute study 2019

<https://www.orkla.no/wp-content/uploads/sites/2/2022/03/Orkla-Human-and-Labour-Rights-Policy.pdf>

<https://www.orkla.no/wp-content/uploads/sites/2/2022/03/Orkla-Supplier-Code-of-Conduct-1.pdf>

Rapportering – hva gjør Orkla?

Orklas års- og bærekraftsrapport omfatter hele konsernet:

- Orklas menneskerettighetspolicy
- Orklas rutiner for aktsomhetsvurderinger
- Risiko i leverandørkjeden og fremdriften i arbeidet
- Risiko i egen organisasjon og fremdriften i arbeidet
- Rapportering gjennom Etisk Handel (de selskaper som er medlem)



Rett til informasjon – hva gjør Orkla?

- Kontaktinformasjon og kort informasjon om åpenhetsloven på Orklas nettsider
- Orklas års- og bærekraftsrapport gir informasjon om arbeidet med ansvarlige innkjøp og tiltak i viktige råvarekjeder
- Forbrukerservice er forberedt på å håndtere henvendelser fra forbrukere
- Vi forbereder oss på hvordan henvendelser skal besvares:
 - Tydelig kontaktinfo på alle merkevare- og selskapsnettsider
 - Utarbeider interne rutiner for hvem som skal vurdere hvilken informasjon det er ok å dele og hvem som bør svare
 - Støtte Forbrukerservice

