IDENTIFIED SALIENT HUMAN RIGHTS IMPACTS AND ASSESSMENT OF RELATED RISKS

human right	impact	target group	actions	indicators
right to health	product safety	customers;	assurance of product safety	number of samples tested and analysed, number of product safety audits
		2 million customer visits per day		self-control records; Oiva reports (in Finnish and Swedish)
				Annual Report: GRI 416 customer health and safety
right to health	shopping safety	customers;	personnel induction and training	training records
		2 million customer	design and maintenance of store	
		visits per day	design and maintenance of store properties and store furnishings	
			emergency plans	
			safety audits	number and results of audits
			guarding actions	monitoring cases of disruptive behaviour
right to health;	products and marketing to	families with	ICC Advertising and Marketing	Statements of the Council of Ethics in Advertising (zero tolerance for
children's right to special	children (health, safety	children;	Communications Code	<u>complaints; in Finnish only)</u>
protection	and control of age- restricted products)	hundreds of thousands	control of age restricted products	Annual Report: self-control records (K-food stores)
Unicef Children's Rights	restricted products)	tilousalius	control of age-restricted products	
And Business Principles			proficiency tests (in Finnish)	number of completed proficiency tests
			safety and sustainability of toys, children's clothes and children's	proactive product analyses, selection decisions, number of samples
			accessories	
prohibition of discrimination	non-discrimination at the stores and other customer	customers	respect for non-discrimination legislation	number of substantiated discrimination cases (zero tolerance)
	service contexts		personnel induction and training	training records
			diversity policy	
			grievance mechanisms	customer service channels
			statements by the TASY gender equality working group	
			anti-bullying zone	Public Health Award 2022 by Finnish Institute for Health and Welfare (THL), communications
prohibition of discrimination	accessibility and safety of shopping for people with disabilities	customers with disabilities; tens of thousands	respect for non-discrimination legislation	number of substantiated discrimination cases (zero tolerance)
			design and maintenance of store properties and store furnishings	
			diversity policy	
right to enjoy equitable	general working	Kesko personnel;	HR policy and guidelines	personnel surveys
and favourable working conditions	 conditions and tools accessibility and safety of work 	approx. 17,000 people	labour protection activities	labour protection plans, deviations
	 occupational health and wellbeing at work 		work safety assessment	results of assessments
			occupational health care and rehabilitation;	occupational health care costs / employee coverage monitoring



			Let's Talk about Work model	
			induction and training	induction programmes, training records
			<u>K Code of Conduct</u>	annual approvals, training
			<u>Kesko's Sustainability Strategy:</u> Our people	Annual Report: monitoring indicators
			diversity policy	diversity trainings
prohibition of discrimination	equal treatment of personnel; diversity	personnel	respect for non-discrimination legislation, labour protection	
			HR policy and guidelines	personnel surveys
			equality, HR, training and non- discrimination plan	indicators according to plan, personnel surveys
			manager training	number of manager trainings
			Kesko's Sustainability Strategy: Our people	Annual Report: GRI 406 non-discrimination
l			diversity policy	diversity trainings
right to freedom of association	freedom of association	personnel	HR policy	Personnel representation in companies and at Group level Annual report: GRI 407-1: unionisation rate
right to freedom of	diversity	personnel	HR policy	personnel surveys
thought, conscience and religion	freedom of religion		statements and policy definitions	
			diversity policy	diversity trainings
right to adequate standard of living;	right to a living wage	personnel	collective labour agreements	wages/salary in accordance with law and/or collective labour agreement
right to social security	uicht to the pueto stice		Kesko Group Living wage statement	rights in compliance with law
right to the protection against arbitrary	right to the protection against arbitrary	personnel	respect for the Employment Contracts Act	rights in compliance with law
interference with family	interference with family (e.g. parental leaves)		collective labour agreements	rights in compliance with law and/or collective labour agreement
			guidelines to personnel	
right to private life	privacy protection; data protection	customers, personnel	data protection policy	
			information security policy	
			customer data protection	data protection and data security trainings, Annual Report: GRI 418 customer privacy
			ethical principles for utilising artificial intelligence	
right to adequate	fair purchasing practices;	suppliers and service	good trading practices	Annual Report: number of incidents reported via the SpeakUp channel
standard of living	commitment to the principles of good trading practices	providers; approx. 20,000; hundreds of	Kesko's purchasing principles	
l	practices		purchasing agreements	
		thousands of people		
		thousands of people	amfori BSCI Terms of Implementation	



right to adequate strained of lives good leaves in the second level is a sensement, port of the second level is approx. So direct supports countries and relevants water is supported to approx. So direct supports countries the second level is high risk counteries in high					1
And Substrate Products And Substrate Products And Substrate Products And Substrate Products right to freedom of association Freedom of association And Substrate Products				Sustainability policy definitions	Annual Report: targets achieved
association reedom of association right to advance and of binking right to advance informable working conditions; right to septeal protection; right to septeal protection; right to septeal protection of young and transmission; vice and summable working conditions; right to septeal protection; right to se			risk countries: first		Annual Report: number of trainings in responsible purchasing
right to dequal the standard of Wing: (right to call security right to scale working and focusal be working and focusal be working and focusal be working the scale distribution of working that the scale distribution of working that based is the scale distribution of working that the scale distribution of working that based is the scale distribution of working that based is that and the scale distribution of working that based is the scale distribution of working that basedi	•	freedom of association			Annual Report: number of social responsibility trainings for suppliers
standard living: ight to social securityal wing wagethe second level; approx. So direct approx. So direct standard working conductions: fight to sopedal protection; right social; right social;			and based on risk		Number and results of amfori BSCI audits and other social responsibility aud Annual Report: GRI 414 Supplier Social Assessment
right to enjoy equitable and favorable working conditions; right to seecal protection; right to enjoy equitable and favorable working conditions; right to health under Childere's fagits and favorable working conditions; right to health under Childere's fagits and favorable working conditions; right to health under Childere's fagits and favorable working conditions; right to enjoy equitable and favorable working conditions; right to saped prohibition of thild labour right to saped sontimes principal conditions; right to saped sontimes principal conditions; right to saped sontimes principal conditions; right to saped sontimes principal right to saped sontimes principal conditions; right to safe divide sontimes fright to sa	standard of living;	a living wage	the second level;		
protection; right to enjoy equitable and favourable working ordifions; right forced labour and human trafficking prohibition of stavery and forced labour and human trafficking prohibition of stavery and fight to enjoy equitable and favourable working conditions; right to special prohibition of child labour protection trafficking trafficking rodiced abour and human trafficking prohibition of child labour protection trafficking to adequate standard rivers right to special to adequate standard rivers right to water right to seed driving water protection to special security right to water right t	and favourable working	-	suppliers in high-risk countries; tens of		Annual Report: monitoring indicators
forced labourlabour and human traffickinglabour and human traffickinglabour and human traffickingprohibition of discrimination, violenceor drarassmentlabour or harassmentlabour labourright to enjoy equitable conditionsreasonable working hours and favourable working conditionsprohibition of child labour labourlabour labourchildren's right to special uncef children's hights And Business Principlesprohibition of child labour labourlabour labourThe Centre for Child Rights and Business labour (CRIB)right to enjoy equitable and favourable working norditionsprohibition of unstable specially operators is especially operators cathement areassustainability policy. Climate and environmental responsibility amfori BEPI Kesko's Sustainability Strategy; Climate and NatureAnnual Report: environmental indicators	protection; right to enjoy equitable and favourable working conditions; right to health <u>Unicef Children's Rights</u>			International Accord	factory progress in the Accord process
discriminationor harassmentI constructionright to orjoy equitable conditionsreasonable working hoursI constructionhildren's right to special protection uncef Children's Rights And Business Principlesprohibition of child labourI constructionright to enjoy equitable and favourable working conditions; right to safed arinking waterprohibition of unstable employment relationshipsI constructionright to waterright to safe drinking water especially operators in significant cathment areasBustanability policy: Climate and environmental responsibility and NatureAnnual Report: number of suppliers in amfori BEPI Annual Report: environmental indicators		labour and human			
and favourable working conditions highers fright to special protection Unicef Children's Rights And Business Principles right to enjoy equitable and favourable working conditions; right to adequate standard of living; right to social security right to social security right to safe drinking wate protection significant catchment areas higher for the content of suppliers in amfori BEP1 Kesko's Sustainability Strategy; Climate and Nature higher for the content of suppliers in amfori BEP1 Annual Report: environmental indicators					
protection Image Children's Rights And Business Principles prohibition of unstable and favourable working prohibition of unstable and favourable working prohibition of unstable employment relationships purchasing chains; right to adequate right to safe drinking water right to water right to safe drinking water right to safe drinking water purchasing chains; especially operators amfori BEPI Kesko's Sustainability Strategy; Climate Annual Report: environmental indicators	and favourable working	reasonable working hours			
and favourable working conditions; right to adequate standard of living; right to social securityemployment relationshipsleftleftleftright to social securityright to safe drinking waterpurchasing chains; especially operators in significant catchment areasSustainability policy: Climate and environmental responsibility amfori BEP!Annual Report: number of suppliers in amfori BEP!Kesko's Sustainability Strategy: Climate and NatureAnnual Report: environmental indicators	protection <u>Unicef Children's Rights</u>	prohibition of child labour			
especially operators in significant catchment areas	and favourable working conditions; right to adequate standard of living;	-			
catchment areas amfori BEPI Annual Report: number of suppliers in amfori BEPI Kesko's Sustainability Strategy: Climate and Nature Annual Report: environmental indicators		right to safe drinking water	especially operators		
and Nature				amfori BEPI	Annual Report: number of suppliers in amfori BEPI
water risk assessments					Annual Report: environmental indicators
				water risk assessments	avocado water risk assessment

udits

indirect impact on human	environmental	indirect	Sustainability policy: Climate and	
rights	responsibility, mitigating		environmental responsibility	
	climate change		Science Based Targets for emissions	SBT reporting
			CDP Supply Chain Program	Annual Report: monitoring indicators
			amfori BEPI	Annual Report: number of suppliers in amfori BEPI
			commitment to purchasing 100% renewable energy	Renewable Energy Guarantees of Origin
			Kesko's Sustainability Strategy: Climate and Nature	Annual Report: environmental indicators
			Sustainability policy definitions	Annual Report: targets achieved
indirect impact on human	prevention of corruption	indirect	Kesko's purchasing principles	Annual Report: GRI 205 anti-corruption
rights			K Code of Conduct	annual approvals, training
			internal audit operations	
			grievance mechanisms	Annual Report: number of incidents reported via the SpeakUp channel
			anti-corruption and bribery principles	training

