



THE NORDIC ALCOHOL  
RETAIL MONOPOLIES

# HUMAN RIGHTS DUE DILIGENCE ROADMAP

## MISSION

- Be forerunners for responsible and sustainable development in the beverage industry.
- Collaborate with our business partners on respecting human rights in the beverage and agricultural supply chains.
- Leverage on the Nordic collaboration to create positive change for workers in supply chains.

## TARGETS

- **Drive traceability** to grower level in the supply chain by 2030.
- Work actively for more **transparent supply chains** by 2030.
- To **minimize the adverse impacts** of our industry by 2025, importers providing at least 80% of sales volumes for each monopoly, will need to implement measures according to OECD Guidelines on Human Rights Due Diligence.
- Deliver **progressive capacity building** on each identified salient risk and measure the impact annually.
- To **increase understanding** of identified salient risks in our supply chains, the monopolies will be sharing annual report with stakeholders.

## ACTIONS

*The Nordic collaboration will:*

- Act on identified salient human rights risks in our supply chains. See APPENDIX 1 for salient risks.
- Engage with affected stakeholders (such as vulnerable groups) on risk identification, so to provide mitigating and preventative actions and ensuring access to relevant remedy.
- Set and drive improved industry standards on respecting human rights in the supply chains (building on OECD guidance on human rights due diligence,) with common requirements and audit standards (amfori BSCI Code of Conduct).
- Provide progressive Capacity Building for our industry to address salient risks (Including trainings for suppliers, producers and purchasing organisations).
- Ensure structured monitoring and evaluation of effectiveness of joint actions.
- Align on processes to increase traceability and transparency in supply chains.
- Communicate transparently to all stakeholders on risks and actions taken through the annual reports.
- Drive sustainable social change through advocacy and industry specific dialogue.

---

Ann Carlsson Meyer  
CEO, Systembolaget

---

Leena Laitinen  
CEO, Alko

---

Elisabeth Hunter  
CEO, Vinmonopolet

---

Ívar J. Arndal  
CEO, Vinbúðin

---

Rógvi Andrias Fossádal  
CEO, Rúsdrekkasøla Landsins



1/2 VINMONOPOLET



VINBUÐIN



## APPENDIX 1

The Nordic Monopolies are committed to respect *all* internationally recognised human rights throughout our value chain, in the communities we live in and those affected by our operations. In line with the UN Guiding Principles on Business and Human Rights, we base our work with human rights on the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

The Nordic Alcohol Monopolies have committed to collectively identify and address salient risks that are relevant to our industry and supply chains.

Salient human rights risks, (defined by the UN Guiding Principles on Business and Human Rights) are rights that are at risk of the most severe negative impacts, through a company's actions and business relationships.

Assessing and acknowledging what our shared salient risks are, is critical to prioritize our individual and collective actions, so to create positive change in our supply chains.

### **Our potential salient risks in the alcohol and agricultural supply chains include (but are not limited to):**

- Occupational health and safety
- Freedom of association and collective bargaining
- Discrimination, violence and harassment
- Forced labour and human trafficking
- Decent wages and working hours (allowing for a Living wage) and
- Access to remedy.

### **Method and process:**

The Nordic Alcohol monopolies have committed to annually assess the identified risks, based on new data received from all relevant parties. Through joint discussions, the companies will collectively decide on prioritization of actions that will identify, prevent and mitigate risks in the next 12 month period or longer..



1/5 VINMONOPOLET



• VINBUDIN

