

**IDENTIFIED SALIENT HUMAN RIGHTS IMPACTS AND ASSESSMENT OF RELATED RISKS**

human right	impact	target group	actions	indicators
right to health	product safety	customers; 2 million customer visits per day	assurance of product safety	number of samples tested and analysed, number of product safety audits  self-control records; <a href="#">Oiva reports</a> (in Finnish and Swedish)  <a href="#">Annual Report</a> : GRI 416 customer health and safety
right to health	shopping safety	customers; 2 million customer visits per day	personnel induction and training  design and maintenance of store properties and store furnishings  emergency plans  safety audits  guarding actions	training records     number and results of audits  monitoring cases of disruptive behaviour
right to health; children's right to special protection  <a href="#">Unicef Children's Rights And Business Principles</a>	products and marketing to children (health, safety and control of age-restricted products)	families with children; hundreds of thousands	<a href="#">ICC Advertising and Marketing Communications Code</a>  control of age-restricted products  <a href="#">proficiency tests (in Finnish)</a>  safety and sustainability of toys, children's clothes and children's accessories	<a href="#">Statements of the Council of Ethics in Advertising (zero tolerance for complaints; in Finnish only)</a>  <a href="#">Annual Report</a> : self-control records (K-food stores)  number of completed proficiency tests  proactive product analyses, selection decisions, number of samples
prohibition of discrimination	non-discrimination at the stores and other customer service contexts	customers	respect for non-discrimination legislation  personnel induction and training  <a href="#">diversity policy</a>  grievance mechanisms  statements by the TASY gender equality working group  anti-bullying zone	number of substantiated discrimination cases (zero tolerance)  training records    <a href="#">customer service channels</a>  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  design and maintenance of store properties and store furnishings  <a href="#">diversity policy</a>	number of substantiated discrimination cases (zero tolerance)
right to enjoy equitable and favourable working conditions	<ul style="list-style-type: none"> <li>general working conditions and tools</li> <li>accessibility and safety of work</li> <li>occupational health and wellbeing at work</li> </ul>	Kesko personnel; approx. 17,000 people	<a href="#">HR policy</a> and guidelines  labour protection activities  work safety assessment  occupational health care and rehabilitation;	personnel surveys  labour protection plans, deviations  results of assessments  occupational health care costs / employee coverage monitoring

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

			<a href="#">Sustainability policy definitions</a>	<a href="#">Annual Report</a> : targets achieved
right to freedom of association	<a href="#">amfori BSCI Code of Conduct</a> : freedom of association	sourcing from high-risk countries: first level of the purchasing chain and based on risk assessment, part of the second level;	<a href="#">Kesko's purchasing principles</a>	<a href="#">Annual Report</a> : number of trainings in responsible purchasing
right to adequate standard of living; right to social security	a living wage	approx. 500 direct suppliers in high-risk countries; tens of thousands of people	social responsibility assessments of suppliers in high-risk countries	<a href="#">Annual Report</a> : number of social responsibility trainings for suppliers
right to enjoy equitable and favourable working conditions; right to health	occupational health and safety		<a href="#">Kesko's Sustainability Strategy</a> : Value chain	Number and results of amfori BSCI audits and other social responsibility audits <a href="#">Annual Report</a> : GRI 414 Supplier Social Assessment <a href="#">Living wages in supply chains</a>
children's right to special protection; right to enjoy equitable and favourable working conditions; right to health	protection of young employees		International Accord	<a href="#">Annual Report</a> : monitoring indicators  factory progress in the Accord process
<a href="#">Unicef Children's Rights And Business Principles</a>				
prohibition of slavery and forced labour	prohibition of forced labour and human trafficking			
prohibition of discrimination	no discrimination, violence or harassment			
right to enjoy equitable and favourable working conditions	reasonable working hours			
children's right to special protection	prohibition of child labour		<a href="#">The Centre for Child Rights and Business (CRIB)</a>	
<a href="#">Unicef Children's Rights And Business Principles</a>				
right to enjoy equitable and favourable working conditions; right to adequate standard of living; right to social security	prohibition of unstable employment relationships			
right to water	right to safe drinking water	purchasing chains; especially operators in significant catchment areas	<a href="#">Sustainability policy: Climate and environmental responsibility</a>  <a href="#">amfori BEPI</a>  <a href="#">Kesko's Sustainability Strategy</a> : Climate and Nature  water risk assessments	<a href="#">Annual Report</a> : number of suppliers in amfori BEPI  <a href="#">Annual Report</a> : environmental indicators  avocado water risk assessment

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