

## Soy Policy

Soy is an important source of protein and a vital raw material in the production of meat and dairy products, as an essential ingredient in animal feed. However, the conventional production of soy has been connected to several adverse effects on climate, environment, as well as the workers and local communities involved. Conventional soy cultivation often contributes to deforestation of significant areas, which releases large amounts of CO<sub>2</sub> and threatens the habitats of countless species that are a crucial part of the ecosystems. At the same time, conventional soy cultivation can violate the rights of indigenous people by destroying their land.

As the largest retailer in Denmark, with a wide selection of meat and dairy products in our product range, we play an important role in the demand for more responsibly produced soy. Salling Group has, as one of the founding members for the Danish Soy Alliance, an ambition of achieving responsibly produced soy in all our supply chains for private label products.

### Scope

Our scope is own-brand products with following content:

- Products containing 40% or more animal protein (indirect soy)
- Products containing 5% or more soy (direct soy)

Our policy covers Salling Group, Denmark, and in 2024/2025 we are expanding our requirements across countries to include Netto Germany and Netto Poland.

### Our Commitments

Salling Group is aiming for supply chains with responsibly produced soy, which does not contribute to deforestation or conversion of natural vegetation.

More specifically, Salling Group sets the following requirements:

- 100% of our own-brand products within the specified scope are covered by a relevant soy sustainability certification scheme, by 2025, or no-deforestation verified.
- Increase our level of transparency to determine country of origin for soy used directly in our products, and soy embedded in the products through animal feed. We are aiming for full traceability by 2026.

Responsibly produced soy can be achieved by following schemes such as RTRS, ProTerra, Donau Soy, Europe soy or equivalent.

Salling Group is committed to ensuring that our products are produced with respect for the environment and people. With offset in our Code of Conduct, which is an integrated part of our trade agreement, we approach the challenges within the soy production industry and specifically emphasize labor conditions, workers' rights and livelihoods, as well as rights of indigenous people, local communities, and other groups that may be affected by our activities.

Salling Group is committed to engaging our own-brand suppliers, to share our ambition of achieving a supply chain with responsibly produced soy.

### Supplier Expectations

Salling Group is working with its own-brand suppliers to map out the soy supply chain, directly or indirectly through the animal feed, in the products we buy. We are aiming on full traceability back to soy plantation.

Requirements to Salling Group own-brand suppliers:

- The supplier of products in scope must be committed to, and implement, policies to only purchase soy or products embedded with soy through animal feed, which is verifiably deforestation- and conversion-free, and respect human rights of affected people and local communities
- The supplier must commit to achieve traceability back to the soy plantations
- The supplier must implement processes to monitor and manage environmental and social risks in their related soy supply chains