

Statement of due diligence assessment for basic human rights and decent working conditions

Anda-Olsen AS has carried out an overall due diligence assessment to identify possible negative consequences that the business itself, the supply chain or other business relations may have caused, contributed to or contributed to in terms of human rights and decent working conditions.

The report has been prepared in accordance with the Transparency Act § 5. The main purpose of the Transparency Act is to "promote companies' respect for basic human rights and decent working conditions in connection with the production of goods and the provision of services". Anda-Olsen AS uses this as a starting point for the due diligence assessments, together with the principles in the law on proportionality, risk assessment and prioritization.

About Anda-Olsen AS

Anda-Olsen AS is a trading and technology company with an office in Ålesund. The company supplies uninterruptible power supplies and monitoring solutions that secure critical installations to customers both inland and abroad. We develop and produce our own solutions in addition to the resale of imported goods. The segments we sell to are maritime and offshore, aquaculture, tunnels and roads, power and grid companies and public bodies. We also sell various components to electrical installers.

Due diligence assessments

In 2024, a procedure has been drawn up for how Anda-Olsen will work with due diligence assessment. A simplified version of this has been carried out this year ahead of this year's reporting. In the coming year, work will be carried out systematically with a due diligence assessment according to the OECD's and the UN's guidelines and the Consumer Protection Authority's guide.

The basis for this year's due diligence assessment is knowledge from our supplier evaluation program for suppliers. In the past year, the Head of Supply Chain has carried out audits at all our suppliers in China and at our primary supplier in Italy.

Information on actually uncovered negative consequences

No negative consequences for human rights or corruption have been uncovered in our own business, business relations or with suppliers.

No negative consequences have been discovered in relation to the working environment in your own company or with business partners, but there have been with suppliers.

In relation to the working environment, it was discovered at suppliers in China

- lack of opportunity for employees to organize themselves.
- potential risk of pay discrimination, in that employees are not allowed to discuss their own or others' pay at the workplace or with colleagues.
- insufficient protective equipment. Spot welding was carried out without UV glasses.

Negative consequences for the environment and climate have been uncovered in our own business as we negatively affect the environment through our climate footprint when traveling to and from work, business trips, shipping goods and when consuming natural resources through our sales activities.

No negative consequences for the environment and climate were discovered during the supplier evaluations, but it is natural to assume that they and their business connections, like us, have a climate footprint when producing products and services.

Information on significant risk of negative consequences

The business mainly operates in line with basic human rights and decent working conditions. There are structural challenges in the existing premises and the documentation that we comply with basic human rights and decent working conditions is somewhat lacking.

Our business relationships are Norwegian and are thus subject to Norwegian legislation. This means that it is natural to assume that basic human rights and decent working conditions are safeguarded here as well.

With suppliers, some points were discovered that could pose a significant risk of negative consequences for the working environment

It was discovered

- a case of inadequate age control of employees, and this may pose a significant risk of violation of human rights/the working environment. However, it has not been proven that children were put to work that they are not supposed to do in relation to the guidelines from the OECD and the UN.
- employees were deducted from their wages if they were late for work. It was not revealed whether this monetary penalty was proportionate or disproportionate.
- Partially inadequate ventilation/comfort cooling in the south-facing office and large production premises. The employer closes the business when it is considered unsafe due to high temperature, but no threshold value was set for when it became unsafe to keep operations going.

Description of measures to stop and remedy negative consequences

Measures to stop or remedy uncovered negative consequences are to follow up the suppliers in relation to the deviations and exert influence. In relation to the specific case of defective protective equipment, this was arranged immediately during the audit.

Substantial risks of negative consequences for basic human rights and decent working conditions in one's own business will be stopped when moving to new premises in the summer of 2024, and upon certification in ISO standards 9001, 14001 and 45001 at the turn of the year 2024/2025.



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