



MARITIME SOLUTIONS

Scandec Systemer AS, juni 2025

ABOUT SCANDEC

Scandec is a distributor of audio, lighting, and video in Norway, and currently represents around 40 suppliers from Europe, the US, Japan, and China. Currently we are 45 employees.

By acting as an intermediary between international suppliers and Norwegian dealers, we are also committed to doing our best to convey important and accurate information both ways along the value chain.



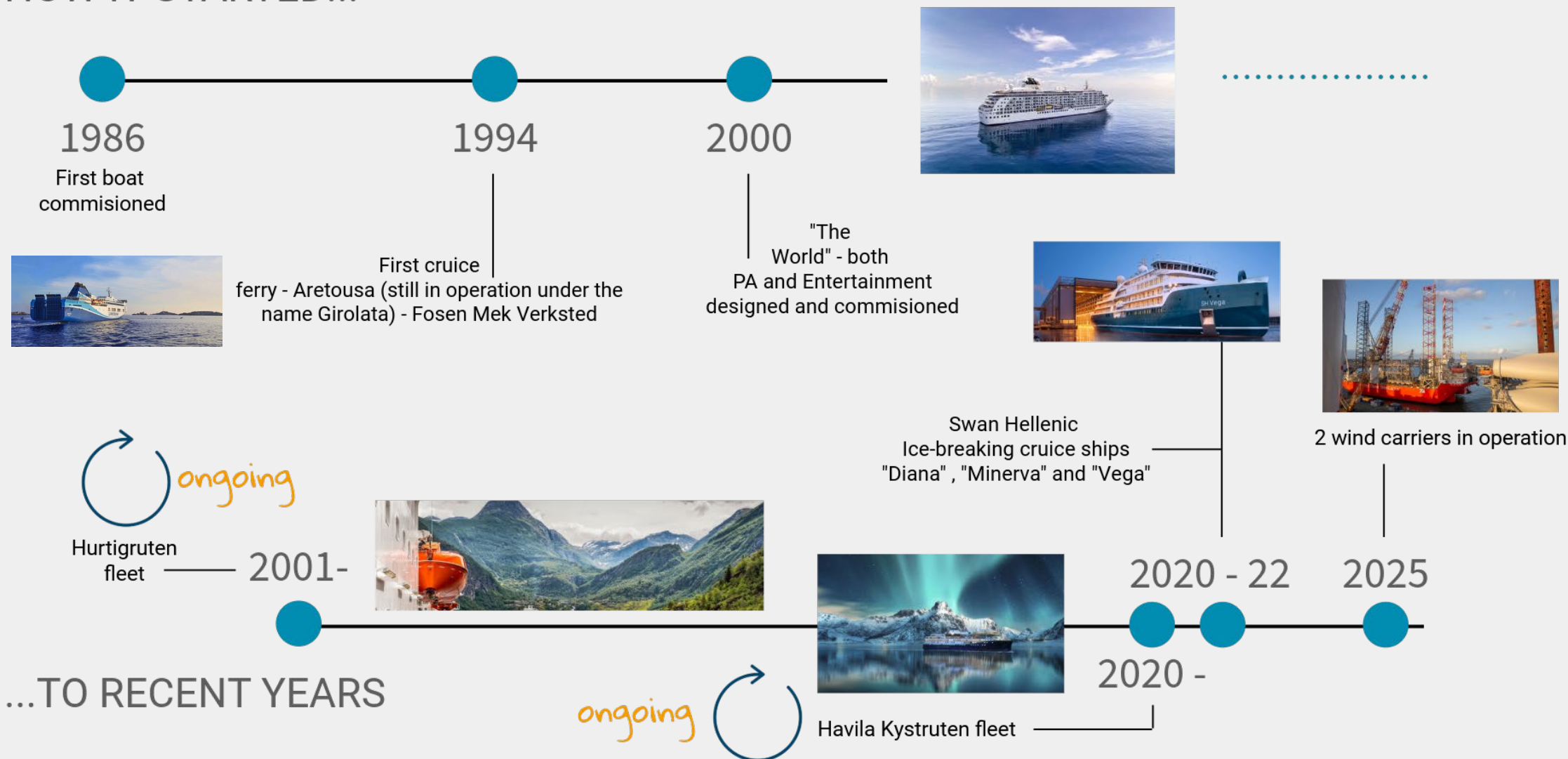
Scandec takes the environment, ethical trade, human dignity, and diversity seriously and does our utmost to ensure that the goods and services we provide are produced under good and safe conditions, and that production, transport, and use do not burden the environment more than absolutely necessary.

We build our business on the following core values:

A small version of the Scandec logo, consisting of an orange circle with a white stylized 'S' inside.

40 years
AT SEA

HOW IT STARTED...



...TO RECENT YEARS

PREVIOUS SYSTEM



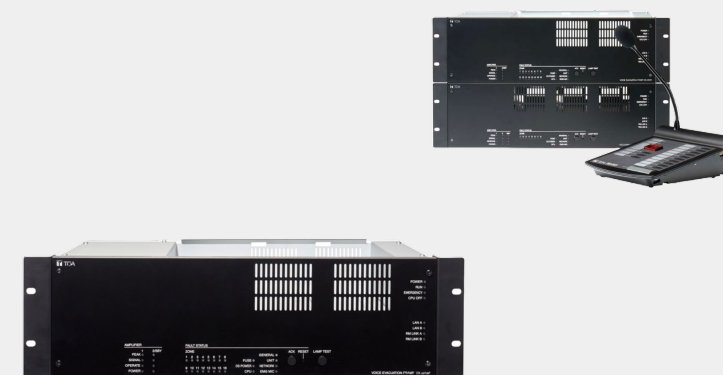
1000-series



CURRENT SYSTEMS



VM-3000



VM-3000



CERTIFICATIONS



TYPE APPROVAL CERTIFICATE

This is to certify:

that the **Public Address and General Alarm System**

with type designation(s)
VM-3000

issued to

Scandec Systemer AS
Trollåsen, Norway

is found to comply with

DNV rules for classification – Ships, offshore units, and high speed and light craft
IMO Res. A.694(17) General requirements for shipborne radio equipment forming part of the global maritime distress and safety system (GMDSS) and for electronic navigational aids
IMO A.1021(26) Code on alerts and indicators (2009)
LSA Code VII 7.2
IMO MSC Circ 808



TYPE APPROVAL CERTIFICATE

This is to certify:

That the Public Address and General Alarm System

with type designation(s)
VX-3000

Issued to

TOA Electronics Europe GmbH
Hamburg, Germany

is found to comply with

DNV rules for classification – Ships, offshore units, and high speed and light craft
LSA Code VII 7.2
IMO MSC Circ 808

PA / GEA



New vessels

Upgrade of existing systems



SCANDEC
@WORK



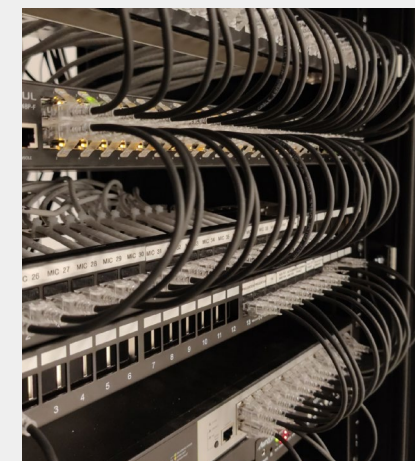
SYSTEM
DESIGN



RACK
ASSEMBLY



ONSITE
COMMISIONING



PA Rack A1

- OUTDOOR PUBLIC
- MARINA
- PASSENGER CABINS
- PASSENGER CABIN CORRIDORS
- OUTDOOR BALCONY (PAX. CABINS)
- MAIN STAIRCASE deck 3 to 8
- GYM
- SPA
- OBSERVATION LOUNGE
- CLUB deck 7 aft.
- DINING and FINE DINING deck 4 aft.
- ADVENTURE AREA
- HOSPITAL
- OUTDOOR CREW (MOORING)
- CREW CABIN
- CREW CORRIDOR and WORKING AREA
- GALLEY and STORES
- CREW MESS., GYM and DAYROOM
- ENGINE



MICROPHONES



PRIORITY 1a
MIC. no 230

WHEELHOUSE



PRIORITY 1b
MIC. no 220



PRIORITY 3

SRP bridge



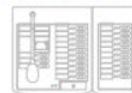
PRIORITY 1c
MIC. no 231

ECR



PRIORITY 1d
MIC. no 232

RECEPTION BACKOFFICE



PRIORITY 2
MIC. no 221

RECEPTION FRONT DESK PRE WIRED



PRIORITY 2
MIC. no 223

PA Rack B1



- OUTDOOR PUBLIC
- MARINA
- PASSENGER CABINS
- PASSENGER CABIN CORRIDORS
- OUTDOOR BALCONY (PAX. CABINS)
- MAIN STAIRCASE deck 3 to 8
- GYM
- SPA
- OBSERVATION LOUNGE
- CLUB deck 7 aft.
- DINING and FINE DINING deck 4 aft.
- ADVENTURE AREA
- HOSPITAL
- OUTDOOR CREW (MOORING)
- CREW CABIN
- CREW CORRIDOR and WORKING AREA
- GALLEY and STORES
- CREW MESS., GYM and DAYROOM
- ENGINE

CORE VALUES

Respect: We treat each other and all our customers, partners, and competitors with respect. We reject all forms of discrimination!

Quality: Our products and solutions must be of high quality, and the customer's needs always come first.

Competence: We are a knowledge-driven distributor and system supplier with our employees as our most important resource. We facilitate broad skills development for all our employees and partners.

Team Spirit: We help each other and focus on unity and a good working environment, so we can achieve our goals.

Social Responsibility: Together with our partners, we deliver the highest possible standards in terms of ethics and the environment. We document our efforts by being Eco-Lighthouse certified, are a proud apprenticeship company, and collaborate with authorities to develop safe standards within our fields of expertise.

Innovation: We work continuously, together with our partners, on innovation and improvement in all our processes, products, and solutions.

PRINCIPLES

Our Code of Conduct

The UN's Sustainable Development Goals, with a focus on goals:

3 – Good Health and Well-being: Ensure healthy lives and promote well-being for all at all ages.

4 – Quality Education: Ensure inclusive, equitable, and quality education and promote lifelong learning opportunities for all.

12 – Responsible Consumption and Production: Ensure sustainable consumption and production patterns.

Act relating to enterprises' transparency and work on fundamental human rights and decent working conditions (The Transparency Act)



CODE OF CONDUCT



Scandec's Code of Conduct guides the company through a set of commitments and values:

- **Commitment to our customers:** We comply with legislation that supports respect for human rights and decent working conditions. Our transparency and openness in the company are in accordance with the Transparency Act.
- **Expectations for partners and suppliers:** We expect our partners and suppliers to uphold high standards of business integrity, workplace health and safety, human rights, fair treatment, environmental sustainability, and anti-corruption.
- **Commitment for suppliers:** We require our suppliers to provide information about company details, product information, transparency in the supply chain, and ethical and environmental practices. Suppliers are expected to comply with international standards and declarations on human rights and labor conditions.
- **Actions in case of non-compliance:** We take breaches of commitments seriously and will initiate a dialogue with the supplier to resolve the issues.
- **Environmental commitments:** We are proud of our certification as an Eco-Lighthouse company. We actively work for environmentally friendly and sustainable choices throughout the value chain.
- **Commitment to employees:** We focus on good health, quality of life, and education for our employees. We offer insurance schemes, flexible workdays, skills development, and a good working environment. We are also committed to responsible consumption and production, HSE (health, safety, and environment), and reducing environmental impact.

Our Code of Conduct is reviewed annually.



ECO LIGHTHOUSE



We were first certified as an Eco-Lighthouse in 2016. The current certificate is valid from June 2025 to June 2028.

Eco-Lighthouse is a national environmental certification scheme operated by the Eco-Lighthouse Foundation. The foundation was established in 2003 by key organizations in business and public administration.

Eco-Lighthouse, as the first national scheme in Europe, was recognized by the EU in 2017.

This proves that the scheme maintains a high environmental standard and quality on par with international labeling schemes such as EMAS and ISO 14001.

HES (Health, Safety & Environment)



Scandec shall be a safe and secure workplace.

Safety inspections are conducted annually, or more frequently if needs are reported.

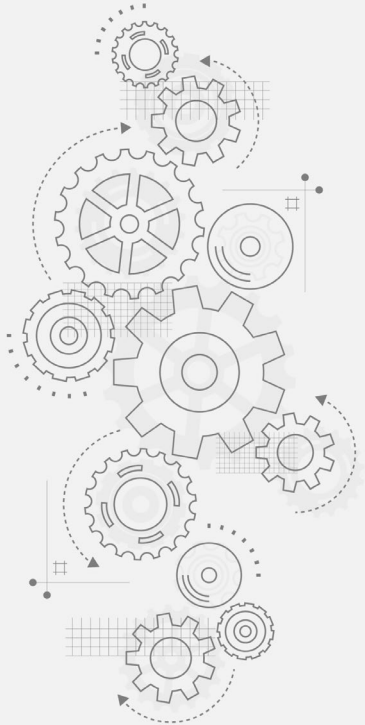
Our HSE manual governs:

- Participation
- Training
- Employee interviews
- Sick leave
- Conflict management
- Vacation
- Whistleblowing
- Fire safety, electrical safety, and emergency preparedness
- Safety work and safety rounds

A **first aid course** is conducted annually in collaboration with **Blodstrupmoen**.

Scandec has **zero tolerance for bullying and harassment**, both internally and towards our suppliers and customers.

MARITIME SALES



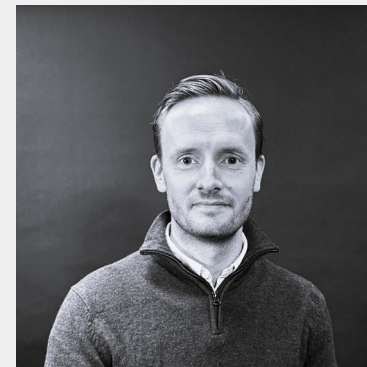
**Kjell
Haukelidsæter**

Sales Director



**Håkon
Bjartveit**

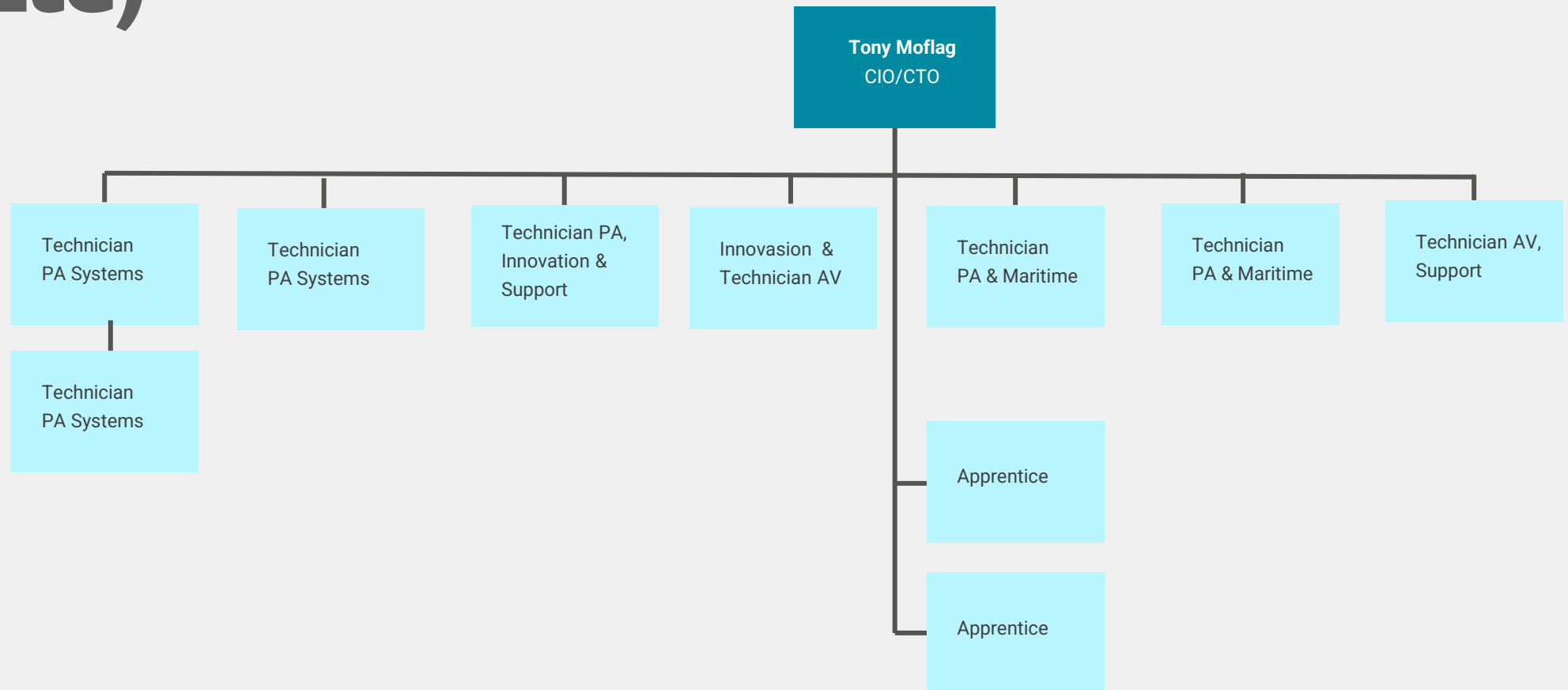
Project Manager
Maritime Solutions



**Andreas
Bergum**

Head of Security
Department

TECHNICAL CREW (Onsite)



SUPPLIERS



AMPETRONIC

