



THE TRANSPARENCY ACT

TRIPLE-S AS, ORG. NO. 958 971 184

This report contains an account of our due diligence within labour and human rights as is according to The Transparency Act that entered into force on 1st of July 2023.

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Triple-S AS

About us

Triple-S delivers technology and services within Automation, IIoT, Cyber Security and Digitalization. Together with our partners, we help our customers on their Industry 4.0 journey to achieve a sustainable future. Triple-S has more than 30 years of experience, 20 employees and office in Oslo. We are part of the Addtech group, which consists of more than 150 independent companies.

Basis for human and labor rights work

Our group wide Code of Conduct and Supplier Code of Conduct are the basis of our work within labor and human rights. Our Code of Conduct summarizes how we all should act in order to run our business in an ethically, socially and environmentally good way. The codes cover all employees as well as how we expect our suppliers and other business partners to act. We do not accept any actions that breach the Code of Conduct. The code is based on the UN's Global Compact, the ILO's core conventions, UN's Universal Declaration of Human Rights and the OECD's guidelines for multinational companies, competition legislation and anti-corruption regulations. The codes are reviewed regularly by our group board. The codes are available on our website.

Process for risk assessment

To identify all relevant risks for our business we do a risk analysis. Identified risks are reviewed regularly in the management review process according to ISO 9001. We assess internal, external, suppliers, customers, industries, and markets. Other stakeholder's risks that may vary in time or geographical area are also assessed. Triple-S do as well use the Kodiak supplier self-assessment program for our supplier code of conduct, and we regularly have employee satisfaction surveys. In addition, we regularly have sustainability assessments with clear goals for 2030 according the Addtech Group. If our supplier has its own Code of Conduct that is comparable to ours this is seen as aligned. These assessments, surveys and codes covers all relevant and necessary topics relevant for our business and legislated by Norway, The EU and relevant international law. Assessments, surveys, and codes are carried out, reviewed and actioned according to relevant and prohibited points and ways.

Our identified material negative impact and risks

On a general level our analysis shows a low risk and impact on human and labor rights. We have no major suppliers or customers in high-risk countries. Our two major suppliers have EcoVadis Gold rating. The risk analysis is done by analyzing the five largest suppliers covering 98% of the total purchase volume.

Our reporting

As a part of our business development plans and our groups annual report, we yearly measure and report KPIs regarding labor and human rights and following up on actions. To follow up internally we measure sick leave, accidents, gender and age equality, employee survey and whistle blower cases. For the supply chain we have KPIs within whistle blower cases, share of purchasing volume that is a) signed supplier code of conducts. b) assessed done in Kodiak. c) audited based on sustainability and localization. These KPIs are audited by a third party following the framework of auditors limited assurance.

Oslo, July 2023

A handwritten signature in blue ink, appearing to be 'Eiliv Elvebakk', written in a cursive style.

Triple-S AS

Eiliv Elvebakk, CEO