

Oslofjord Varme has written policies in "Overordnet styringshåndbok" that covers the demands in the Transparency Act, also regarding child labour and employees' rights. A screening of our suppliers is annually performed as a part of our ISO9001:2015 assessment which revised by a third party, currently by KIWA Norge AS. This includes an annual procedure to check compliance with the due diligence demands in the act. For the 2022 ISO 9001 assessment 36 of 82 suppliers used the last years was evaluated for potential risk to be in conflict with the transparency act. The suppliers which use small sub-supplier companies (welder/plumber companies) should be followed up frequently.

It is our assessment of our policies, procedures and actions that we are compliant with the requirements of the "Lov om virksomheters åpenhet og arbeid med grunnleggende menneskerettigheter og anstendige arbeidsforhold (åpenhetsloven)" for 2022.

Oslofjord Varme has a policy, "Code of Conduct", which outlines the standards set for our employees.

The Board approved the implementation of the Transparency Act in Oslofjord Varme in the Board Meeting 15. November 2022.