



# The Transparency Act

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*This report contains an account of our due diligence within labor and human rights and is according to The Transparency Act that entered into force on 1<sup>st</sup> of July 2022.*

April 2023, Lierstranda

## **About ASI Automatikk AS, org no.: 979 308 736**

ASI Automatikk AS are a company specializing in the supply of Electro-Mechanical Solutions for Automation and Robotics. Our products are systems and components. We are a trading company with our headquarters and warehouse at Lierstranda in Norway. ASI are fully owned by Addtech Nordic AB.

Our main area of business is Europe. ASI's structure consists of a sale and project department, a logistics department, and an administrative department.

ASI are certified ISO-9001:2015 and ISO-14001-2015. Our certificate no. 10077 can be found on [www.asiflex.no](http://www.asiflex.no).

## **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 sound 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 [www.asiflex.no](http://www.asiflex.no)

As a business in Norway, we follow Norwegian laws and regulations that are the pillars of our work within health, environment and safety.

We encourage employees, suppliers and other business partners to report relationships or incidents that may conflict with the Group's Code of Conduct to their immediate company contact person or to higher management. If for any reason the person is unable to approach these individuals, the Group's anonymous whistle-blower procedures are to be followed. There is more information and possibility to report at [www.asiflex.no](http://www.asiflex.no)

There will be no penalty or other negative consequences for people who provide information in good faith and in line with the aims of the Code of Conduct.

## **Process for risk assessment**

To identify all relevant risks for our business we do a risk analysis. These points are reviewed regularly in the management go-through according ISO9001 and ISO14001.

We assess internal, external, suppliers, customers, industries and markets.

Other stakeholder's risks that may vary in time or geographical area are as also assessed.

ASI do as well use the Kodiak supplier self-assessment program, our supplier code of conduct, and we regularly have employee satisfaction surveys. In addition to that we regularly have sustainability assessments with clear goals to 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 relevant and prohibited points and ways.

### **Our identified material negative impact and risks**

Based on our risk analysis we found no area to be a risk. This is based on the background of us being a trading company, with no suppliers or customers in high-risk countries. All production and purchase of components and machining of our products are in EU of US. This is considered a low risk.

### **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 in Kodiak and c) audited based on sustainability.

These KPIs are audited by a third party following the framework of auditors limited assurance.

Lierstranda, April 27<sup>th</sup> 2023

ASI Automatikk AS



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