

Due Diligence Report

Introduction

The core values in the Transparency Act are a natural part of our business, both internally and externally. The legislation requires us to document how we, as a company, promote these values with the associated value chain and obliges us to carry out due diligence assessments in accordance with the OECS guidelines.

The Norwegian Transparency Act came into force on 1 July 2022, and we at Hatteland Technology are undividedly positive about legislation that promotes respect for fundamental human rights and decent working conditions.

Who are we?

Hatteland Technology is a global technology partner for system integrators in a wide range of industries. We provide tailored solutions comprising monitors, panel computers, industrial automation, network hardware, CCTV, and software. Hatteland Technology AS' history dates back over 35 years, and is today 100% owned by Embron Group AS.

Our main markets are Marine & Offshore, Transportation, Industrial Automation, Naval & Defense and High Security and retail.

We have more than 218 employees (as of 2024) in 8 countries and partners in many other countries worldwide. Hatteland Technology's main office is located in Akksdal, Norway. We also have production facilities in Lysaker (Oslo area, Norway) and Täby (Stockholm area, Sweden). Additionally, we have sales and R&D/Purchasing offices in Finland, Germany, France, the US, and Taiwan.

The company's management team is based in Norway and Sweden and consists of nine people: four women and five men of different ages and areas of responsibility. Diversity, respect, and inclusion are integrated into our work ethics and anchored in our business guidelines and leadership principles.

Read more here. <https://www.hattelandtechnology.com/about>

How we work to ensure commitment

Hatteland Technology works purposefully to balance economic, environmental, and social considerations. Our well-founded ethical values shape how we behave and work together, laying the foundation for our internal operations and what external business partners can expect from us. Our responsibilities in security, environment, ethics, and anti-corruption are well established throughout the company, including management and the board.

Human rights

Partners and suppliers are expected to share Hatteland Technology's commitment to Human Rights and particularly to treat people with respect and dignity, encourage diversity, remain receptive to diverse opinions, promote equal opportunity for all, and foster an inclusive and ethical culture, in accordance with the relevant International Labor Organization (ILO) Conventions.

Environment, Health and Safety

Partners and suppliers shall establish an appropriate management system for Environment, Health, and Safety (i.e. ISO 14001) and promote the awareness of those policies among workers and suppliers.

Employment practices

Partners and suppliers are expected to ensure that their employees are provided with a workplace environment free from physical, psychological, and verbal harassment or other abusive conduct. Furthermore, partners and suppliers must provide employees with a safe and healthy working environment.

Anti-corruption

Partners and suppliers are required to implement governance rules within their organizations to comply with applicable laws and regulations. They are also expected to regularly provide adequate training to their employees and executives, particularly those in the most exposed positions.

Due Diligence Process

Hatteland Technology's Management system consists of several internal and external risk assessment processes. We perform stakeholder reviews, which include risk identification incorporating requirements for our stakeholders. We have risk assessments at different levels in our company to identify risks related to Environmental, Social, Health and Safety issues. In addition, a critical evaluation is performed of our main and most critical suppliers, at least annually, with new suppliers added to the evaluation as needed.

In addition, we evaluate and monitor our supply chain based on statistics, trending, and internal KPIs. Continuous improvement processes and supplier collaboration are well integrated into our Supply Chain Management processes. We evaluate our suppliers through a due diligence process that collects information through a Supplier Assessment Questionnaire and commitment through a signed CSR Statement from our suppliers.

If there are any negative consequences or potential risks associated with not following the OECD Guideline, we will identify them through our internal processes. Depending on their severity, we will determine and execute specific actions. Such as conducting audits, collecting information, etc.

The Norwegian Transparency Act

The Norwegian Transparency Act entered into force on 1 July 2022. The purpose is to promote companies' respect for basic human rights and decent working conditions with business partners and in the supply chain.

At Hatteland Technology, we recognize the importance of a responsible and sustainable supply chain. We are committed to upholding the principles of the Transparency Act and have established mechanisms to conduct due diligence assessments and monitor our suppliers' adherence to ethical and environmental standards.

Our supply chain management practices prioritize transparency, traceability, and accountability at every stage, from supplier selection to final product delivery. As we navigate the complexities of a global supply chain, Hatteland Technology remains steadfast in its dedication to meeting the requirements of the Transparency Act.

Transparency is not only a legal obligation but also an integral part of our corporate values and commitment to sustainability. The Transparency Act requires companies to ensure transparency and disclose relevant information about their supply chain activities. This includes providing insight into supplier relationships, procurement practices, and measures to prevent unethical practices such as human rights violations, environmental harm, or corruption.

Our suppliers are distributed within the following geographical areas.



Map visualizing Hatteland Technology's TOP20+ suppliers geographically by 2023

Negative Consequences and Significant Risk

Hatteland Technology has conducted a risk assessment of its top 20 suppliers to identify potential human rights violations within its supply chain. This review includes evaluating factors such as geographical location, industry sector, supplier type, and known risks associated with specific countries or regions. Identified risks are categorized based on severity, likelihood, and potential impact on human rights, enabling prioritization of mitigation efforts. Given our average business relationship with these suppliers of 12 years and their compliance with the requirements outlined in Hatteland Technology's Sustainability and Corporate Social Responsibility guidelines, the risk level identified is low.

Action Plan

Processes and procedures have been implemented in our organization to align with the intentions of the Transparency Act. Hatteland Technology schedules periodic audits and assessments to verify suppliers' compliance with responsible business practices, including human rights. To prevent or mitigate any negative consequences, we will closely monitor developments in countries associated with higher risk and take appropriate actions as necessary.

Conclusion and Declaration

Through our due diligence assessment, we have concluded that our implemented processes and procedures are sufficient. According to our investigation and review of relevant documents and practices, we have not found any indications or documented cases of violations of the Transparency Act. We recognize that continuous and structured efforts from several departments are required to achieve the desired outcomes.