



Issued by:
NTEX AS

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Thomas Ström/Kåre Tuesen

Page no:
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Document title:
Report Due Diligence 2023

Replaces Document

Created date:
26.06.2023

Last Reviewed:

Report on compliance with the Transparency Act and assessment of suppliers' due diligence

Background:

According to the Act on Business Transparency and Work on Fundamental Human Rights and Decent Working Conditions (Transparency Act), all companies covered by the Act must publish an account of their conducted due diligence and risk analysis.

Description of the business:

Ntex AS provides freight transport and freight forwarding services with associated terminal operations. The company performs its assignments both with its own material and through purchased services. The company's suppliers are both Norwegian and foreign. The company is a wholly owned subsidiary of Ntex AB with headquarters in Gothenburg, Sweden. Stena AB is majority owner of NTEX AB

Accountability:

It is the management team in the company that handles guidelines and routines locally, pursuant to § 5. a.

At NTEX AS, we prioritise transparency and comply with the principles set out in the Transparency Act. We recognise the importance of conducting thorough due diligence on ourselves and our suppliers, particularly when it comes to human rights and working conditions. We take this work seriously and are constantly working on it.

To ensure that guidelines and routines are handled effectively, ethical guidelines have been drawn up (Code of Conduct), as well as policies around human rights, equality and discrimination, as well as business and working environment policy. These policies are implemented into our daily operations and provide guidance to maintain a high level of accountability and ethical practices.

We emphasize being transparent about our policies, and they can be obtained upon request. If you would like to become familiar with the content of these policies, you are welcome to contact us to access them. We are committed to sharing the information and ensuring that interested parties have the opportunity to become familiar with our approach to ethical guidelines, human rights, equality and discrimination, as well as business and working environment policy.

If we discover conditions that may have actual or potential consequences for fundamental human rights and decent working conditions, our purchasing manager will immediately contact the supplier to initiate a dialogue.



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The NTEX Group's whistleblower policy encourages employees to report suspected inappropriate activity to their manager, supervisor or HR, depending on the situation. At NTEX Group level, there is an anonymous, encrypted external whistleblowing channel through the WhistleB system.

By integrating guidelines and procedures in accordance with § 5. a, as well as by being open about our efforts and making our policies available, NTEX AS takes responsibility for safeguarding human rights and ensuring good working conditions both internally and through our supply chains. We are committed to conducting our business in an ethical and sustainable manner, and this is reflected in our continuous work on due diligence, supplier dialogue and making policies available upon request.

Supplier due diligence:

We have an ongoing due diligence process for our suppliers. This means assessing their operations and practices to ensure they are consistent with our commitment to human rights and ethical conduct. By evaluating their policies and conducting visits to their facilities, we identify potential risks or weaknesses and work with our suppliers to address them.

Focus on human rights and working conditions:

An important aspect of our supplier due diligence is the human rights and working conditions assessment. We understand the importance of promoting fair working practices and ensuring a safe and inclusive work environment throughout our supply chain. We have an ongoing process to assess our suppliers' compliance with internationally recognised human rights standards. Preliminary findings from supplier assessments show that all of our suppliers have answered in the affirmative that all services delivered are in accordance with employment contracts, laws, regulations and minimum age.

Environmental considerations:

In addition to human rights, we recognise the importance of environmental sustainability in our supply chain. Through our ongoing supplier assessments, also related to our ISO work, we have gained valuable insight into the environmental practices of selected suppliers.

Areas for improvement:

While we can look back on progress, we acknowledge that there is still work to be done. We are committed to continuing our efforts to strengthen our supplier due diligence processes, increase transparency and promote sustainable and responsible business practices throughout our supply chain.

Conclusion:

In NTEX AS we are committed to complying with the principles of the Transparency Act. We understand the importance of thorough due diligence of our suppliers, with a particular focus on



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human rights, working conditions and environmental considerations. Although our work in these areas has not yet been completed in all areas, we are actively engaged in the assessment and improvement process. Through our current supplier assessments, we have gained valuable insight into certain aspects of our supply chain's environmental performance. We remain committed to continuing our transparency and promoting ethical and sustainable business practices to ensure a responsible and ethical supply chain

Sign.

Thomas Ström
Chairman of the Board Ntex AS

A handwritten signature in blue ink, appearing to read 'Kåre Thuesen'.

Kåre Thuesen
General Manager Ntex AS