



Issued by:
NTEX AS

Created by:
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Kåre Tuesen

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Document title:
Report Due Diligence 2023

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Statement on Due Diligence Assessment 2024

Background:

In accordance with the Transparency Act concerning enterprises' work on fundamental human rights and decent working conditions (Åpenhetsloven), all companies covered by this law must publish a statement on their conducted due diligence assessments and risk analysis.

Description of the Business:

Ntex AS provides freight transport and forwarding services with associated terminal operations. The company performs its tasks both with its own equipment and through purchased services. The company's suppliers are both Norwegian and foreign. The company is a wholly owned subsidiary of Ntex AB, headquartered in Gothenburg, Sweden. Stena AB is the majority owner of NTEX AB. This statement is based on the Norwegian part of the business, NTEX AS.

Accountability:

The management team handles local guidelines and procedures in accordance with § 5. a. At NTEX AS, we prioritize transparency and adhere to the principles set out in the Transparency Act. We recognize the importance of conducting thorough due diligence assessments of ourselves and our suppliers, particularly concerning human rights and working conditions. We take this work seriously and continuously work on it.

To ensure that guidelines and procedures are handled effectively, ethical guidelines (Code of Conduct) and policies on human rights, equality, and discrimination, as well as business and work environment policies, have been developed. These policies are integrated into our daily operations and provide guidance to maintain a high level of accountability and ethical practice. We emphasize being transparent about our policies, which are available upon request. If you wish to become familiar with the content of these policies, you are welcome to contact us for access to them. We are committed to sharing this information and ensuring that interested parties have the opportunity to understand our approach to ethical guidelines, human rights, equality, and discrimination, as well as business and work environment policies.



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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. NTEX Group's whistleblowing guidelines encourage employees to report any suspicions of inappropriate activity to their manager, senior manager, or HR, depending on the situation. At the 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 being transparent 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, which is reflected in our ongoing work with due diligence assessments, supplier dialogue, and making our policies available upon request.

New Developments in 2024:

At the beginning of 2024, we acquired an electronic survey system linked to the Transparency Act (House of Control) for more systematic follow-up of our suppliers.

We recognize that we operate in the transport industry, where historically there may have been enterprises that do not comply with the law. Therefore, it is essential that we follow up systematically.

In 2024, NTEX Group also hired a sustainability, quality, and environment manager at NTEX, contributing to strengthening our oversight and control over our own operations and our supply chain.

Due Diligence Assessments of Suppliers in 2024:

Supplier assessments were carried out in 2024. We have conducted systematic assessments of our suppliers using the electronic survey system Complete Control. It is challenging to obtain feedback from suppliers, and we have had to closely follow up to gather the necessary information. Most of our suppliers are Norwegian companies that comply with Norwegian legislation, and no findings indicate



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violations of the Transparency Act. Where we find that we have not received satisfactory responses or lack of responses, we will follow up with more contact and visits to ensure that our subcontractors meet our requirements.

Focus on Human Rights and Working Conditions:

An important aspect of our due diligence assessments of suppliers is the evaluation of human rights and working conditions. We understand the significance of promoting fair labor 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 recognized human rights standards. Preliminary findings through supplier assessments show that all our suppliers have confirmed that all services delivered are in accordance with employment contracts, laws, regulations, and minimum age requirements.

Environmental Considerations:

In addition to human rights, we recognize the importance of environmental sustainability in our supply chain. Through our ongoing supplier assessments, also related to our ISO work, we have gained valuable insights into the environmental practices of selected suppliers. We have discovered that most larger suppliers now have a strong focus on the environment and sustainability and through this have good environmental practices. Some smaller companies do not have such systematic follow-up and documentation but still comply with Norwegian legislation.

Areas for Improvement:

We will further strengthen our processes for due diligence assessments of suppliers. This involves necessary measures such as more regular follow-ups, more frequent communication, and conducting visits to suppliers. The visits will allow us to verify that suppliers comply with our requirements and standards. We will also focus on improving the documentation of these processes to ensure better traceability and accountability in our supply chain. Our goal is to ensure that all suppliers, regardless of size, meet our standards for human rights, working conditions, and environmental considerations.



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Conclusion:

At NTEX, we continue to work to adhere to the principles of the Transparency Act. We understand the importance of thorough due diligence assessments of our suppliers with a particular focus on human rights, working conditions, and environmental considerations. We view this as a continuous and ongoing process, and we are actively engaged in the assessment and improvement process as an integral part of our daily work.

Through our current supplier assessments, we have gained valuable insights into certain aspects of our supply chain's environmental work and ethical practices. We remain committed to continuing this work 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