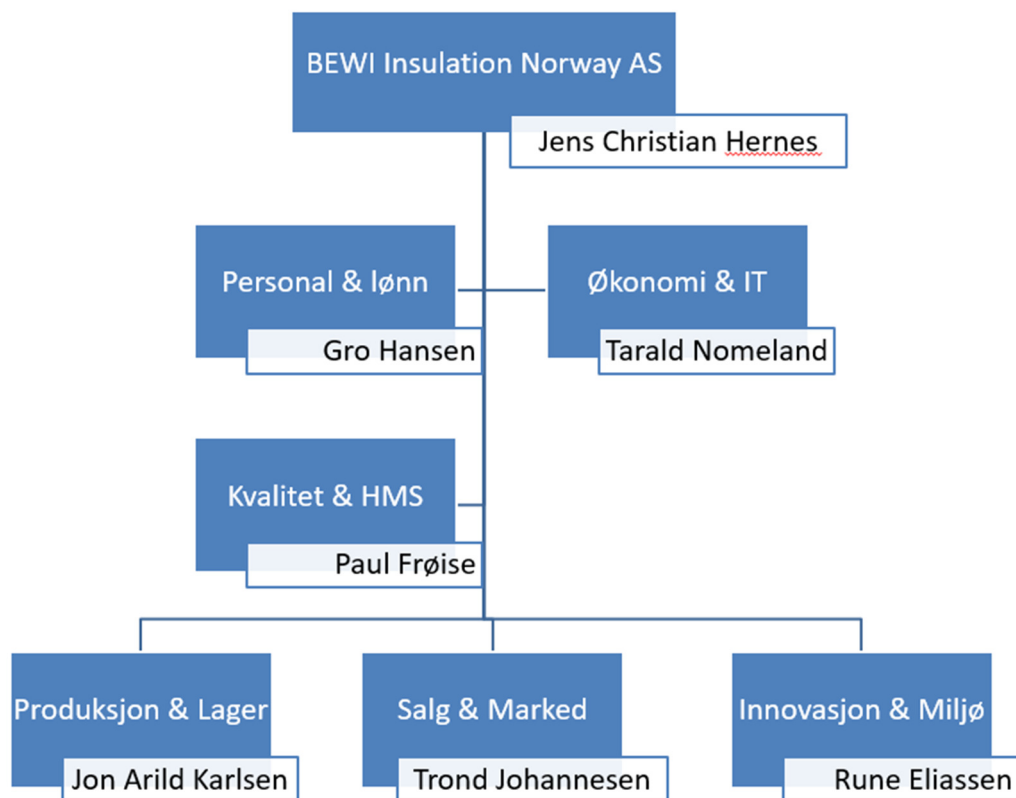


Transparency Act

Statement 2023

a) Provide a general description of BEWi's organization, operating area, guidelines and routines on how to handle actual and potential negative consequences for basic human rights and decent working conditions.

How is the company organized at an overall level:
BEWi Insulation Norge AS (org nr **913 019 334**) is a 100% owned subsidiary of BEWi ASA. The company is a part of the business unit BEWi Insulation & Construction. The Company changed name from Jackon AS to BEWi Insulation Norway AS by 04.10.2023 and is organized as follows.



What kind of products and services do you offer:

BEWi Insulation Norway AS offers a wide range of products within insulation and construction market. In this range we offer EPS and XPS solutions, as well as building systems.

Which markets do you operate in:

BEWi Insulation Norge AS has a major focus in the Norwegian marketplace, but some operation as well in UK, Sweden, Denmark and Finland.

How have you anchored your work with human rights and decent working conditions in internal guidelines and routines:

The company is obliged by the same regulations as the mother company BEWi ASA. We operate within the same Code of Conduct, Supplier Code of Conduct and other valid BEWi policies.

We audit our suppliers on a regular basis, and this is also a part of our ISO system. All activities are documented through BEWi Partner and reported in our common system; PositionGreen.

Total number of suppliers in 2023 (ref. supplier list)

Please report total number of suppliers for the identified risk categories according to your desk-top assessment.

Total number of suppliers with LOW risk

681 Suppliers

Total number of suppliers with MEDIUM risk

6 Suppliers

Total number of suppliers with HIGH risk

1 Suppliers

Total number of SCREENED suppliers (per Dec. 2023)

Please report total number of suppliers SCREENED (SAQ + risk analysis) in BEWi Partner.

Total number of SCREENED suppliers with LOW risk

59 Suppliers

Total number of SCREENED suppliers with MEDIUM risk

6 Suppliers

Total number of SCREENED suppliers with HIGH risk

1 Suppliers

Transparency act is implemented in the management group and by this implemented in our daily business performance.

Describe notification channels and complaint mechanisms in your organization to uncover negative consequences:

We have established whistle blowing routines in our personal manual (point no 12 in Evolution/gipsonline). This was stated by the management in Jackson the 12.12.2017 and both the AMU and the union was involved. This is now harmonized with BEWi's whistle blowing routines.

b) The company must provide information on actual negative consequences and significant risk of negative consequences the business has uncovered through its due diligence assessments.

The company had 4 injuries leading to absence in 2023.
All injuries, incidents and near-misses are reported, registered, categorized and measures implemented.

In 2023 all 4 injuries were of different nature. 2 injuries could be categorized as "slips and falls", but in very different situations. There were 1 injury caused by "cuts" and one injury related to use of machinery.

All injuries were registered in the appropriate system (AM System), analyzed for root cause and actions suggested to prevent similar injuries in the future.

The statement must [state actual negative consequences the business has uncovered](#), please describe:

The 4 injuries caused absence for approx. one week of worktime. This again may cause more use of overtime or delays in delivery of products to our clients.

The statement must describe any [significant risk of negative consequences](#) the business has uncovered.

The company performs risk assessments for specific work situations and tasks on a regular basis. Risk assessment will be performed before any work that is by nature “out of the ordinary”. The risk assessments will lead to extra precautions or actions taken upfront, in order to mitigate or reduce likelihood or consequences of the task.

The company also performs risk assessment on a higher level in regard to insurance risk and Business Continuity Plans.

None of these assessments have resulted in “high risk” as a baseline. This is due to the work done to mitigate or reduce likelihood or consequence of mistakes and accidents in all main business processes.

c) information about measures the business has implemented or plans to implement to stop actual negative consequences or limit significant risk of negative consequences, and the result or expected results of these measures.

Describe [measures the business has implemented or will implement](#) to stop or limit such negative consequences as described under point b)

The company is certified after the standards ISO 9001:2015 and 14001:2015.

We are following up all deviations (HSE, quality or customer complaints) on a weekly basis and analyzing actively the root cause behind all deviations.

Measures already implemented or to be implemented, contributed to or are expected to contribute to reducing risk or correcting actual negative consequences:

Human Rights

- Reduce supplier portfolio
- Transparency in supply chain

Health & Safety

- Training, awareness, and shared learnings
- New health and safety policy implemented in operations and management approach at group level

Employees wellbeing

- Attracting a diverse workforce and offer internal career opportunities
- Development plan for employees and actively taking part in BEWi Business School where we have a target of appointing at least one new candidate each year
- Mix of managers and non-managers reflecting overall company diversity
- Ensure a “healthy” gender mix in key positions

BEWI is committed to lead the industry's way towards a circular economy and within this obligation we will actively search for new business opportunities. We will also work actively to reduce waste and bring re-usable solutions to the marketplace.

The company has established an environmental policy, which is foundation for our ISO 14001:2015 certification.

Trondheim, 25.06.2024

Christian Bekken- Styreleder

Marie Danielsson- Styremedlem

Nina Berger Nossen- Styremedlem

Gro Hansen- Styremedlem

Jens Chr. Hernes – Styremedlem og daglig leder

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MARIE DANIELSSON

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IP: 212.181.xxx.xxx

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Hernes, Jens Christian

Underskriver

Serienummer: no_bankid:9578-5998-4-1332350

IP: 88.91.xxx.xxx

2024-06-26 11:37:39 UTC



Nossen, Nina Berger

Underskriver

Serienummer: no_bankid:9578-5998-4-1006681

IP: 79.161.xxx.xxx

2024-06-26 11:55:52 UTC



Hansen, Gro

Underskriver

Serienummer: no_bankid:9578-5997-4-229238

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Bekken, Christian

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