



Arribatec.

Report according to the Norwegian Transparency Act

29.06.2023

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Arribatec operates in the Nordics, Europe, and in the USA. Arribatec EA&BPM AS and Arribatec Norge AS are subsidiaries that are covered by this report. Both entities operate in Norway and offer software licenses through Partner agreements with external software owners. Additionally, they offer consulting services, mainly in relation to software integrations like Qualiware, Unit4 Business World (UBW), Hypergene, and different Microsoft solutions. The customers are medium to large Norwegian entities within a range of industries like oil and gas, the entrepreneur sector, the public sector, Engineering, and the financial sector.

Arribatec has implemented Ethical and Corporate Social Responsibility guidelines, including a supplier code of conduct. The purpose of these guidelines is to preserve the integrity of Arribatec by helping employees to promote standards of good business practice. Arribatec's guidelines on Ethical and Social Responsibilities apply to all Group companies, its employees, and anyone who holds a position of trust in the Group, including consultants acting on behalf of the Group. These guidelines are instrumental for Arribatec's approach to human rights, a fair working environment and equal rights, health and safety, environment, business ethics, anti-corruption, and avoidance of child labor.

Arribatec shall ensure that the company's business conduct is being performed to secure human rights as described in the UN's universal "Declaration of Human Rights". One of the main topics in the declaration describes the right to express one's own convictions, opinions, and concerns in good faith and without retaliation.

The Group regularly assesses the supply chain and reviews the guidelines and will continue its ongoing efforts to educate the organization on the prevailing standards and principles.

Arribatec recognizes our responsibility to promote and comply with fundamental human rights and decent working conditions in connection with the provision of our services, cf. the Norwegian Transparency Act. Arribatec has conducted risk analyses. As approximately 2/3 of the company's costs are internal salary expenses the focus has been to assess the remaining 1/3 of the costs, which include software licenses through the partner agreements, professional services, office supplies, and subcontractors.

In order to evaluate the general risks relating to the supplier chain a breakdown into the country of residence is done, using the TI Index of Transparency International. The outcome showed that the main purchase was made from counties with a high TI-index and only 2.5% in the lower TI index. The assessment was followed by detailed questionnaires sent to selected suppliers, whereof 100% of suppliers within low TI index countries were further investigated. No negative consequences were detected.

Below is an overview of the measures that have been established to limit/prevent negative consequences for fundamental human rights and decent working conditions pursuant to point the transparency act.

- Annual risk assessment reported to company boards.
- Annual supplier evaluation of relevant suppliers

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- Relevant suppliers to confirm that they and their subcontractors will have decent working and wage conditions.
- Incident registration system with subsequent incident management and reporting (cf. nonconformity registration in connection with incident registration).
- a supplier whistleblower routine to an external professional Partner.

The statement covers the fiscal year 2022. Each year before the deadline of 30.06. Arribatec will publish a summary of last year's work on the website.

Oslo 29 June 2023

Board of Directors of

Arribatec Norge AS

Arribatec EA&BPM AS

Geir Johansen

Chairman of the Board

Ole Jakob Kjølvik

Board Member

Bente Brocks

Board member

Participants

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