



Report – The Transparency Act

The Transparency Act in Norway requires businesses to assess if there is a risk of violations, or actual violations, of basic human rights and a lack of decent working conditions in their company and the supply chain. It follows from the Transparency Act § 4 that enterprises shall conduct due diligence in accordance with the OECD Guidelines for Multinational Enterprises. Norner AS publishes this report on behalf of itself and its sister company Norner Research AS in accordance with the Transparency Act.

About Norner

Norner is a leading polymer Research and Development centre delivering industrial services. The company is based in Norway, currently with 94 employees working in our new technology centre with advanced laboratories, lab polymerization units and processing pilots in Porsgrunn. The company is focusing on innovative and sustainable polymer solutions in close co-operation with leading industries. Norner is owned by SCG Chemicals, a leading integrated petrochemical company in ASEAN with main headquarter in Thailand.

Norner is committed to high ethical & HSE&Q standards, hereunder also social responsibility. In this regard, Norner has a dedicated Director of Sustainability and Social Responsibility represented by Thor Kamfjord.

Through transparent and responsible communication, Norner wishes to build confidence and ensure that stakeholders have access to relevant information about our business and practices.

Norner is committed to a good working environment internally and to contributing to the same in our chain of supplies. We acknowledge that respect for workers' rights is essential for a sustainable and ethical business.

Norner has a working environment committee (AMU). The Working Environment Committee consists of representatives of the employer, the employees and health personnel and work to ensure that the working environment in the company is fully satisfactory. Further to this, the company has employees in three unions, and has regular contact meetings with representatives of the unions to discuss matters related to the employees. Norner has annual performance review meetings with our employees to discuss working conditions, tasks, personal development, and the working environment.



In Norner 95% of the employees are members of a union, mainly Industri Energi, NITO and TEKNA.

Management systems

Norner has implemented measures in the management system related to adherence to human rights and working conditions. This includes:

- Part of the annual management review according to ISO9001
- Part of the HSE&Q policy
- Internally: Part of the Purchasing Procedure – purchasing from suppliers where there can be a risk of violations, or actual violations, of basic human rights and a lack of decent working conditions shall be avoided.
- Mutual supplier code of conduct agreement should be conducted to suppliers defined as “critical” suppliers.
- Questions related to human rights and working conditions is included in our Supplier Questionnaire

Due diligence assessments 2023-2024

The main input factor to the services of Norner is the work of the employees, who are all based in Norway and under Norwegian law/Norwegian working environment regulations and union rights, which ensures and supports good working conditions and human rights. In addition, we have one consultant in Poland and one in Denmark.

We have continued our assessments related to the supplier chain 2023-2024. In total, Norner had 441 suppliers in 2023-2024. Norner primarily buy products and services from companies in Norway (312 suppliers). However, Germany, Sweden and UK also stand out.

We have categorized our suppliers into 14 categories – divided into services and products. The following categories were created based on our supplier list:

Products:

Equipment, building materials, machinery (machine hall, operational management)
Workwear and protective equipment
Electronic equipment (IT and telephony)
Internal operations
Chemicals, gas, laboratory supplies
Energy/power



Services:

Banking, finance, legal
Construction, building materials, machinery
Travel / representation
Hired labor / agents
Internal operations
Electronic services / telephony
Marketing / communication
Research services
Transportation

The risk assessment was conducted with the assistance of external sources, such as:

høyriskolisten.no
Regjeringen.no (sanctions)
Arbeidslivet.no
ITUC (Global Rights Index)
Corruption Perception Index

The evaluation was based on country of origin, categories, and assessments at the supplier level within the risk categories.

Summary of the due diligence assessments and further actions

The assessments have not revealed any red flags, though we are purchasing from "red categories". To minimize the potential risk of human rights violations and labor rights breaches in our supply chain, we will adhere to the following principles:

- Continue to downsize the number of suppliers and minimize the number of smaller suppliers. This is an action that minimize the risk of buying lab components and chemicals from unknown companies, and to minimize the "ad hoc" orders throughout the organization.
- New ERP (enterprise resource planning system) system to optimize and control the selection of suppliers.
- Agreed supplier code of conduct (both ways) with critical suppliers.
- Supplier agreements with our major suppliers (ISO 9001 and ISO 17025).
- We prioritize suppliers which has an open and transparent supplier list and adhere to OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- We will continue to improve our due diligence procedures, improve our procurement procedures, and monitor our supplier chain with the work related to basic human rights and decent working conditions.



Whistleblowing reporting channels

We encourage our customers, suppliers and the public to report incidents related to labor and human rights which can involve Norner as a customer, our suppliers and subcontractors.

Any questions regarding our work with due diligence please contact:

post@norner.no

Norner will continue to focus on human rights and working conditions and will do annual assessments related to this.

May 13th, 2024

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Tine Rørvik
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