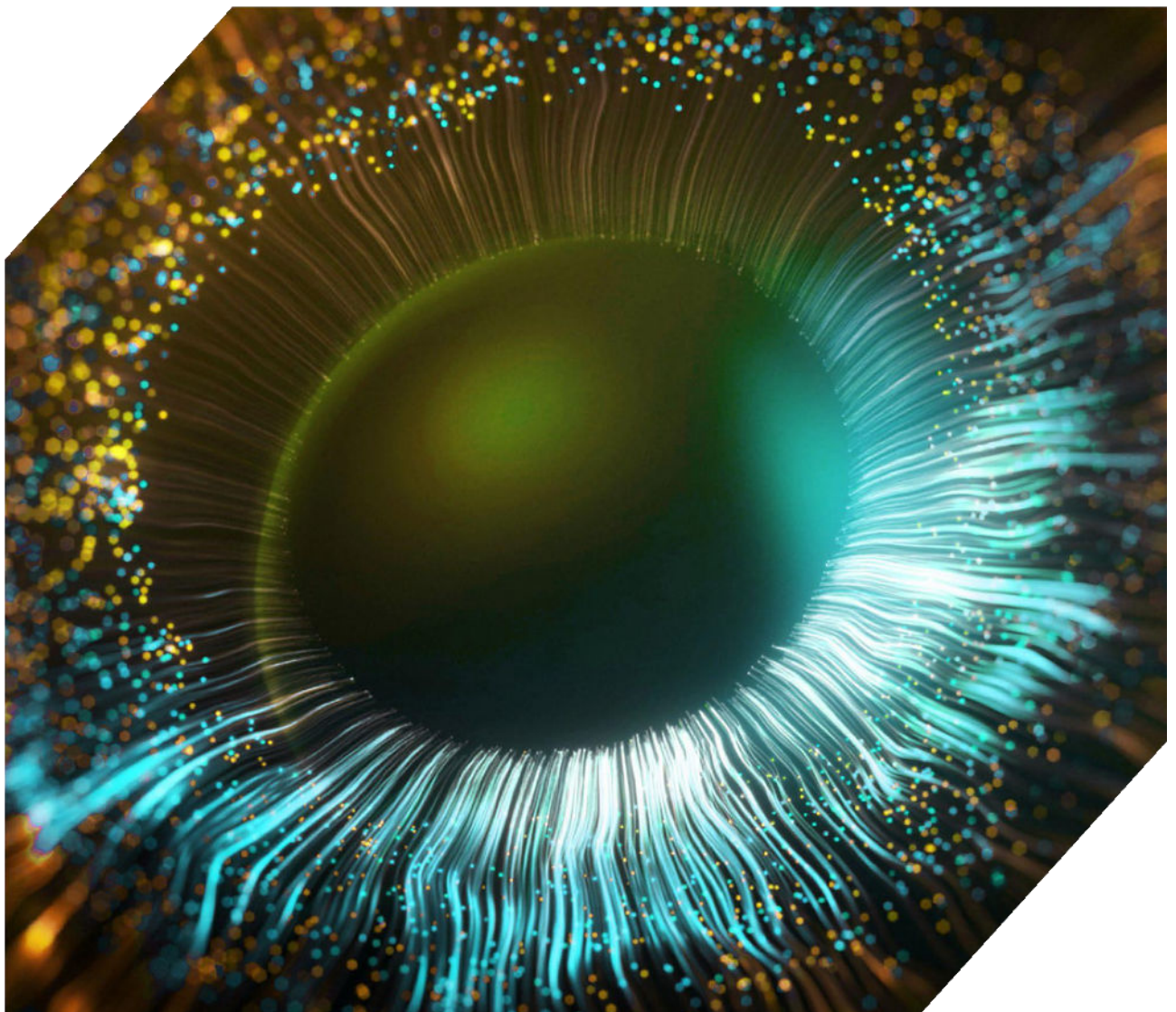


2024 | Akkodis Nordics

# Transparency Act

## Due Diligence Report

Compliance, standards, and regulations can be complex and are constantly changing. Their intention is holding companies not only responsible for their own actions but extending it to throughout their supply chain.



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# 1. Norway's Transparency Act

Norway's Transparency Act came into force on July 1, 2022, and applies to larger enterprises that are resident in Norway and that offer goods and services in or outside Norway and to larger foreign enterprises that offer goods and services in Norway, and that are liable to tax to Norway pursuant to internal Norwegian legislation.

## The Act requires that we:

- Carry out Due Diligence assessments relating to Human Rights and decent working conditions within our own business and our supply chain according to OECD guidelines for multinational companies.
- Explain our work with due diligence assessments related to human rights and decent working conditions.
- Publish our findings on the company's website.
- Respond to information from the general public.

At Akkodis Group Nordics we are convinced that compliance regulations will positively reinforce the way we work in terms of responsible business conduct.

We will apply the same standards for ourselves as we do for our suppliers and business partners.

## About Akkodis Group Nordics

Akkodis Group Nordics is a growth company and a pure-play digital leader with an in-depth expertise in software development, R&D services, advanced embedded systems and IoT solutions. We provide R&D services and smart embedded solutions to OEM companies, system integrators and vertical product suppliers in a range of market segments such as Mobility, Industry Automation, Telecom Media, Space, Defence Security, MedTech, Energy Maritime and Finance and the Public Sector. Akkodis Group Nordics' headquarter is located in Oslo, Norway, and has subsidiaries and offices in the Nordics, Germany & Taiwan. Akkodis Group Nordics employs more than 1 650 employees and 18 offices throughout Europe and in Asia. In early 2022 the company became a part of Akkodis, a global tech engineering company.

## How we work with human rights

Respecting human rights is a fundamental part of Akkodis Group Nordics' corporate responsibility and is vital to the sustainable operation of our business. We are committed to respecting fundamental human rights in our operations, our value chain, and in the communities where we operate.

Public pressure and international regulators are holding companies responsible not only for their own actions but also for those of their suppliers. We use our influence to promote human rights and work to ensure that no abuse of human rights takes place in our operation or value chain. We recognise that we can contribute to the fulfilment of human rights. We have a responsibility to prevent, mitigate, and address adverse human rights impacts in our own operations, but we also use our leverage to promote respect for human rights in our value chain.

Our commitment is based on our company values, our Code of Conduct, and our Supplier Code of Conduct.

## Due Diligence

This report is based on the UN Guiding Principles on Business and Human Rights and the OECD model for Due Diligence for Responsible Business Conduct.

# 1. Embed responsible business conduct into policies and management systems

Responsible business conduct and routines to safeguard responsible business conduct has been adopted in Akkodis Group Nordics' Board and in the boards of owned companies that are compliant in their own right. These companies are:

- **Data Respons Solutions AS (December 2022)**
- **Data Respons R&D Services (December 2022)**
- **Akkodis Group Nordics AS (December 2022)**
- **Akkodis Norway AS (December 2022)**

## Akkodis Norway AS

Akkodis Norway AS adopted routines for responsible business conduct in December 2022 and has fulfilled its obligations prior to the sale. Akkodis Norway AS continues to rely on its previous owner, Adecco Group Norway AS, for administrative services. This ongoing dependency means that the majority of Akkodis Norway's suppliers are shared with Adecco Group Norway. This shared supplier base is a significant factor in the operational dynamics between the two entities.

In light of this relationship, Adecco Group Norway has incorporated Akkodis Norway into its Due Diligence Assessment for 2023. This evaluation is not limited to shared suppliers; it also encompasses those suppliers with whom Akkodis Norway has established direct contracts. Adecco Group Norway's assessment is thorough and includes all relevant supplier engagements of Akkodis Norway in accordance with its established procedure.

***On this basis, for the Due Diligence Report pertaining to Akkodis Norway AS we refer to the due diligence report prepared by Adecco Group Norway AS ("Redegjørelse etter Åpenhetsloven"), included as an appendix to this report.***

Akkodis Norway AS has an independent obligation by law, and their former owner, The Adecco Group, will carry out a separate due diligence assessment and will publish these on their website by June 30. 2023, as well as on [www.akkodis-nordics.com](http://www.akkodis-nordics.com).

Data Respons Solutions AS, Data Respons R&D Services and Akkodis Norway are all certified according to Quality (ISO 9001) and Environment (ISO 14001).

The Board of Directors will be updated on the work and progress with the Transparency Act annually.

## The Management Systems

The Management Systems are owned by the General Managers in each compliant company and the operational work is executed by the Quality Managers. Department Managers support the organisation with implementation, competence building and continuous improvement processes.

### We have already:

- Started work to embed the Transparency Act into our Management Systems
- Revised and published our Code of Conduct
- Purchased a Supply Chain Risk Management Platform to ensure and monitor compliance in our supply chain
- Created a HSE Policy
- Launched internal management system training
- Launched an internal e-learning ESG module

### We are planning to:

Our work with the Transparency Act will be continuous in the coming years as both risks and measures will change in line with societal developments and the information we receive from, among others, our employees, our suppliers, and business partners.



## 2. Identify & assess adverse impact in operations, supply chain & business relations

Akkodis Group Nordics has begun assessments to uncover risks of breaching of decent working conditions and human rights in own business, business partners and supply chain. Risk assessments are carried out in accordance with our established routines for risk management and in the following prioritisation:

- Supply chain
- Business partners
- Own business

Prioritisation is based on where we perceive the highest risk of breaches.

### Risk evaluation

Akkodis Group Nordics must have high ethical standards, and a low tolerance towards adverse impacts on basic human rights and decent working conditions in our own business, in the supply chain and with our business partners. An overall risk evaluation in our supply chain and business partners is based on:

- Industry
- Scope
- Geographical area: Norway, the Nordics, EU
- Type of Risk: HSE, working hours, wages, organisation, forced labour, equality, child labour, discrimination etc.

Whether or not the company has been assessed by an intermediate supplier or certified by a third party. Akkodis Group Nordics does not perform risk assessments of suppliers or business partners who we have no written agreement with or who we have agreements with of less significant value.

Our own organisation is evaluated based on:

- Complying to applicable laws and regulations
- Our own ethical guidelines
- Feedback from employee surveys
- Dialogue with our employees

### Assessment of the supply chain

We carry out risk-based integrity due diligence processes to ensure that the business partners' reputation, background and abilities meet our standards. All our suppliers must adhere to our Supplier's Code of Conduct, which aligns with the Akkodis Group Nordics Code of Conduct in all material respects, including environmental guidelines.

Most of Akkodis Group Nordics' supply chain is in Taiwan whose country risk is ranked slightly higher than The Nordics and the EU in terms of violating Labour Rights.

Human rights are Akkodis Group Nordics' most important material sustainability aspect. We support the principles underlying the Universal Declaration of Human Rights, the UN Global Compact and ILO's eight core conventions. Our human rights policy is based on the UN Guiding Principles on Business and Human Rights.

Based on the Human Rights Index by V-Dem that captures to which extent people are free from government torture, political killings, and forced labour, whether they have property rights, and enjoy freedom of movement, religion, expression, and association. The variables range from 0 to 1 (most rights).

- Sweden 0.97 (Low risk)
- Denmark 0.96 (Low risk)
- Germany 0.95 (Low risk)
- Norway 0.94 (Low risk)
- Taiwan 0.93 (Low risk)
- USA 0.93 (Low risk)
- Netherlands 0.92 (Low risk)
- China 0.17 (High risk)

Suppliers and business partners are expected to be committed to upholding the labour rights of workers, and to treat them with dignity and respect as understood by the international community. According to the Global Rights Index (ITUC). On a scale from 1 to 5 this is how our supply chain scores.

- Nordics 1 (Sporadic violations of rights)
- Germany 1 (Sporadic violations of rights)
- Netherlands 2 (Repeated violations of rights)
- Taiwan 2 (Repeated violations of rights)
- USA 4 (Systematic violations of rights)
- China 5 (No guarantees of rights)

Should due diligence assessments uncover suppliers or business partners with high risk of adverse impacts on basic human rights and decent working conditions, Akkodis Group Nordics shall, engage in dialogue with the company to remedy risk. If dialogue shows that it is difficult to remedy risk, Akkodis Group Nordics shall consider terminating the partnership.

If actual adverse impacts on basic human rights or decent working conditions are discovered, the board will be informed. In such a case, the board shall consider restorative or compensatory measures.

## Corruption risks

Akkodis Group Nordics does not tolerate any form of corruption. We are committed to complying with all applicable laws and regulations enacted to fight corruption and bribery. We prohibit payments of bribes and kickbacks of any kind, whether in dealings with public officials or individuals in the private sector.

Akkodis Group Nordics is opposed to any form of money laundering and has taken the relevant measures to prevent financial transactions that are of criminal intent.

Akkodis Group Nordics complies with the governmental guidelines on anti-corruption in Norway and applies it to all daughter companies and works actively to combat corruption and unethical practices.

We have used the Global Corruption Index (GCI) to conduct initial risk mappings as part of our compliance efforts to efficiently assess third-party risk exposure. On a Scale from 0 (very low risk) to 100 (very high risk) this is how our supply chain and business-partners score.

- **Norway 7.12 (very low risk)**
- **Sweden 7.14 (very low risk)**
- **Denmark 10.98 (very low risk)**
- **Netherlands 13.74 (very low risk)**
- **Germany 16.56 (very low risk)**
- **USA 25.32 (low risk)**
- **Taiwan 32.58 (low risk)**
- **China 50.25 (medium risk)**

Our overall assessment of China is that it is a medium to high-risk country. There is a high risk of breaches of both Human Rights and Labour Rights. In terms of Labour Rights, there is no freedom of association as China has not signed the ILO-conventions. There is also a high risk of corruption in China. China's territorial dispute with Taiwan, has made tension in the region rise.

Data Respons Solutions is a provider of high-end, customized technology solutions, and actively involved in the global technology ecosystem. The solutions that Akkodis Group Nordics develops could potentially be impacted by supply-chain disruptions in the future, due to the cutting-edge technologies used, and their origin of production (primarily Taiwan and China).

Key component producers (TSMC, Intel, TI, Samsung, etc.) are currently developing projects or building new production facilities in USA, Europe, Middle-East and India. Furthermore, governments in USA and Europe have put in place incentives to support developments.

To secure resiliency of our production and delivery supply-chain and to further reduce risk, we will actively

work with our suppliers, to source components from production sites in multiple continents.

### Assessment of business partners

Business partners in the form of hired consultants are used in situations where we need expertise that we don't currently have or where we don't have the capacity to cover the demand inhouse.

Using hired consultants provides us with flexibility and reduces risk. Our business partners are mainly sourced within the group and in the Nordics so there is a low risk of breaching Human Rights and Labour Rights violations.

### Assessment of own operation

Our employees are highly skilled and educated and does not work in what we consider risk exposed environments. Our work is predominantly project management, software coding or limited hardware testing/assembly. Our assessment is that Akkodis Group Nordics does not operate in any high-risk areas and there is a low risk of breaching Human Rights and Labour Rights violations in our own organisation.

Akkodis Group Nordics' business is heavily dependent on its human resources. This entails risk linked to discrimination based on gender, sexual orientation, ethnic origin, religious identity, political affiliation, disability or age. Through our own Code of Conduct and our Supplier Code of Conduct we have set out strict guidelines against anything that violates human rights.

Our guidelines are communicated throughout the organisation through employee and management training programmes, as well as in the company's onboarding program for new employees.

Akkodis Group Nordics' greatest health and safety risks are repetitive strain injuries and stress-related disorders. Corporate culture encourages physical movement and variation in working posture.

### Reporting censurable conditions

Akkodis Group Nordics should be a safe and open workplace for everyone and has an independent third-party whistleblower channel, where suspected or alleged censurable conditions can be anonymously reported.

This may include breaches of HSE rules, harassment, fraud, bribes kickbacks, money laundering or other violations of ethical guidelines.

### 3. Cease, prevent or mitigate adverse impacts

Guidelines and obligations between Akkodis Group Nordics' suppliers and business partners are important preventive measures to actively cease, prevent or mitigate adverse impact.

We conduct risk assessments when we renew agreements with existing suppliers and when we review agreements with new suppliers.

#### Mitigate adverse impacts

Our assessment is that we can influence through dialogue and well-founded measures based on the outcome of this dialogue. In cases where our risk assessment reveals missing documentation, guidelines or a lacking awareness about Labour Rights or Human Rights, we will contact our supplier or business partner to initiate dialogue.

#### Great influence

With great influence possibility of impact on an actor we mean there ourselves can introduce improvement measures, as in our own business and how we treat our employees, as well as in cases where we can add pressure on a supplier that we are going to switch to another supplier if not necessary improvement measures are implemented. Ultimately, we can switch to another supplier that fulfils the requirements we set.

#### Medium influence

In cases where we have partnership agreements and dialogue with local representatives, we can contribute to increased awareness and focus, while we continuously monitoring the market for better alternatives.

#### Little influence

Issues where we consider that we have little influence but will continuously monitor the market for better alternatives and try to influence through our customers, the industry and interest organisations that we are part of.

### 4. Track implementation and results

Akkodis Group Nordics recognise that more work is needed to ensure that initiatives are systematically tracked and monitored. We are actively working to improve the company's approach to reviewing, following up on, and auditing human rights practices.

### 5. Communicate how negative impacts are addressed

Akkodis Group Nordics regularly communicates our sustainability efforts on our web page [www.akkodis-nordics.com](http://www.akkodis-nordics.com).

We continuously communicate with relevant stakeholders, suppliers, business partners & customers on relevant topics. Employees are continuously informed about performance and risks in the value chain.

This report is part of our effort to communicate our due diligence work openly and transparently. This report will be made publicly available to all interested parties at our website: [akkodis.com/norway](http://akkodis.com/norway)

## 6. Provide for or cooperate in remediation when appropriate

Akkodis Group Nordics will make every effort to ensure that potential negative impacts are avoided.

Should due diligence assessments uncover suppliers or business partners with high risk of adverse impacts on basic human rights and decent working conditions, Akkodis Group Nordics shall, engage in dialogue with the company to remedy risk. If dialogue shows that it is difficult to remedy risk, Akkodis Group Nordics shall consider terminating the partnership.

If actual adverse impacts on basic human rights or decent working conditions are discovered, the board will be informed. In such a case, the board should consider restorative or compensatory measures.

### Obligation to provide information

The obligation to provide information was applicable from when the law entered into force.

If you have questions about our work relating to the Transparency Act in Akkodis Group Nordics, we ask that this be sent in writing to:

[transparency@akkodis.no](mailto:transparency@akkodis.no)

Our work with the Transparency Act will be continuous in the coming years as both risks and measures will change in line with societal developments and the information we receive from, among others, our employees, our suppliers, and business partners.

## Transparency Act Signature

The Transparency Act, as mandated by Norwegian law, requires formal endorsement by the company's board and management. This obligation is fulfilled by the Chairman of the Board, Per Kristian Egseth, and the Managing Director, Jørgen Nicolay Strand

**Per Kristian Egseth**  
*Chairman of the Board*  
Akkodis Nordics

**Jørgen Nicolay Strand**  
*Managing Director*  
Akkodis Nordics

Per Kristian Egseth

Jørgen Nicolay Strand

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Signature: Jørgen Nicolay Strand  
Jørgen Nicolay Strand (Aug 14, 2024 14:24 GMT+2)  
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14/08/24

14/08/24





## The Adecco Group Redegjørelse etter åpenhetsloven

### Innledning og organisering

Adecco Group har som visjon «Making the future work for everyone». For å oppfylle dette, tilbyr vi arbeid og opplæring for millioner av mennesker over hele verden, og sikrer at våre kunder har talentene og tjenestene de trenger for å være vellykket og konkurransedyktig. Vårt arbeid har en direkte, positiv effekt på disse menneskenes liv.

Adecco Groups hovedaktivitet i Norge er utleie av medarbeidere innen alle fagområder og kompetansenivå, fra ufaglært arbeidskraft til spesialister og ledere. I tillegg foretar vi også fastrekruttering for våre kunder til alle stillingstyper, samt bistår med omstilling og opplæring. Virksomheten drives fra mer enn 30 lokasjoner av ca 300 administrativt ansatte. Vår leverandørkjede er lite kompleks og vi er i svært begrenset grad avhengig av leverandører og forretningspartnere for å yte våre tjenester. Vårt viktigste bidrag for å sikre grunnleggende menneskerettigheter og anstendige arbeidsforhold er dermed hvordan vi driver vår egen virksomhet.

Adecco Group Norway AS er konsernspiss og driftsselskapet i Norge som bistår tilhørende datterselskap, herunder blant annet Adecco Norge AS, Adecco Solutions AS, Adecco Industri og Akkodis Norway AS med alle administrative funksjoner. Adecco Group Norway AS har majoriteten av avtaler med leverandører til konsernet hvorav de fleste er norske, leverer kjente merkevarer og flere av disse også selv underlagt åpenhetsloven.

Denne redegjørelsen beskriver Adecco Groups retningslinjer og rutiner for å håndtere risiko knyttet til menneskerettigheter og anstendige arbeidsforhold, hvilke vesentlige risikoer vi har identifisert og de tiltak vi har iverksatt.

### Ansvar og retningslinjer

Ansvar etter åpenhetsloven er forankret i styrene i respektive selskap og konsernledelse, med konsernsjef som øverste ansvarlig for at kravene i åpenhetsloven etterleves. Konsernsjefen har delegert ansvar for gjennomføring av det praktiske arbeidet til Legal & Compliance som støttes av HR, finans og innkjøp.

Som et ansvarlig selskap arbeider Adecco Group Norway og tilhørende datterselskapet aktivt og systematisk med å sikre grunnleggende menneskerettigheter og anstendige arbeidsforhold, både i egen virksomhet og hos våre leverandører og forretningspartnere. Dette gjøres blant annet gjennom et kontinuerlig arbeid for å sikre etterlevelse av våre etiske retningslinjer, øvrige Group Policies og utarbeidede interne rutiner. FNs bærekraftsmål er retningsgivende for vårt samlede arbeid med bærekraftig utvikling og samfunnsansvar.

Vi forventer at våre leverandører og forretningspartnere gjennomfører grunnleggende internkontroll for å minimere risiko for brudd på menneskerettigheter og/eller uforsvarlige arbeidsforhold. Dette kommuniseres i vår Supplier Code of Conduct som må aksepteres ved avtaleinngåelse. Når vår risikobaserte gjennomgang tilsier behov for nærmere undersøkelser, forventer vi at våre leverandører og forretningspartnere kan dokumentere slik internkontroll. Vi forutsetter også at våre leverandører og forretningspartnere informerer om aktuelle negative konsekvenser for grunnleggende menneskerettigheter eller anstendige arbeidsvilkår de er kjent med i sin virksomhet. Videre må alle kunder ved leie av medarbeidere forplikte seg til å overholde våre HMS-krav til innleier.

Adecco Group har etablert en kanal for å rapportering av uregelmessigheter eller bekymringer. Adecco Compliance & Ethics linjen (ACE-linjen) er tilgjengelig 24/7 for våre ansatte, kunder, samarbeidspartnere og andre som ønsker å varsle.

Faktiske og potensielle negative konsekvenser for grunnleggende menneskerettigheter og anstendige arbeidsforhold kartlegges og vurderes fortløpende for å forebygge og avdekke risiko knyttet til både vår egen og våre leverandørers virksomhet. Aktsomhetsvurdering gjennomføres med utgangspunkt i OECDs retningslinjer for flernasjonale selskaper.



## Risikovurdering

Vurderingen av risiko for negative konsekvenser for grunnleggende menneskerettigheter og anstendige arbeidsvilkår hensyntar følgende risikoindikatorer:

- Bransje
- Omfang av leveranse
- Geografisk tilhørighet; Norge, Norden, EU, risikoland mv.
- Type risiko: Knyttet til HMS, arbeidstid, lønn, organisering, tvangsarbeid, likestilling, barnearbeid, diskriminering mv.
- Hvorvidt selskapet er vurdert av en mellomliggende leverandør eller sertifisert av en tredjepart

Det gjennomføres normalt ikke nærmere undersøkelser av leverandører og forretningspartnere som det ikke er inngått skriftlig leveranseavtale med eller som det kun er inngått avtaler av mindre verdi med.

Der hvor aktsomhetsvurderingen viser at leverandører eller samarbeidspartnere medfører høy risiko for negative konsekvenser for grunnleggende menneskerettigheter og anstendige arbeidsvilkår, vil vi som første tiltak gå i dialog med samarbeidspartneren og avklare nærmere hvilke tiltak som kan bidra til å avhjelpe risikoen. Om dialog viser at det er vanskelig å få ned risikoen gjennom tiltak, vil vi vurdere å avvikle samarbeidet om nødvendig. Denne vurderingen må skje i tråd med OECDs retningslinjer, slik at både konsekvensene for grunnleggende menneskerettigheter og anstendige arbeidsvilkår ved å fortsette samarbeidet så vel som ved å avslutte samarbeidet blir vurdert.

## Resultater

I arbeidet med åpenhetsloven har vi identifisert følgende menneskerettigheter og arbeidstakerrettigheter hvor vår virksomhet kan ha særlig påvirkning:

- Bidra til rettferdige og gode arbeidsvilkår, herunder trygge og sunne arbeidsforhold som rett til hvile, fritid og ferie
- Forebygge diskriminering i arbeidsforhold og ved ansettelse
- Bidra til organisasjonsfrihet, fagforeningsfrihet og streikerett
- HMS på arbeidsplassen
- Forebygge barnearbeid, tvangsarbeid og slaveri

Vi har i 2023 ikke avdekket hendelser med brudd på menneskerettigheter eller anstendige arbeidsforhold, hverken i egen virksomhet eller hos våre leverandører. Prioritet i 2024 er videre utvikling av interne rutiner og metodikk for økt kontroll med og tidlig deteksjon av potensielle brudd grunnleggende menneskerettigheter og anstendige arbeidsvilkår.

Informasjonsforespørsler knyttet til Adecco Group i Norge sitt arbeid med aktsomhetsvurderinger rettes til: [transparency@adecco.no](mailto:transparency@adecco.no).

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# Engineering a Smarter Future Together.

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# Akkodis Transparency Act Due Diligence Report 2024

Final Audit Report

2024-08-14

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