



Nobia and the Transparency act

Åpenhetsloven

Introduction

Nobia – our response to the transparency act

At Nobia Norway AS we work actively to ensure that we comply with basic human rights, as well as to ensure decent working conditions in our own operations and in the supply chain.

This declaration describes how Nobia Norway is working with the Transparency Act to ensure that human rights and decent working conditions is embedded in our own operations and in the supply chain

Our greatest asset is our people. Since our foundation, Nobia Norway has conducted its operation on an ethical foundation, encouraging and enabling its employees and suppliers to operate within the same principled structure.

Nobia Norway is committed to preserving human rights and decent working conditions. At Nobia we do not accept human rights abuses such as forced and compulsory labor, slavery, servitude, and human trafficking to be part of today's modern business and supply chains.

Nobia publishes the account of the due diligence assessments in accordance with the Transparency Act, through the sustainability report and on Nobia's website



Background to åpenhetsloven

Åpenhetsloven (Transparency Act)

The Norwegian Transparency Act came into force on the 1st of July 2022 and followed a broader trend by legislatures across the EU to promote social sustainability. Companies within the scope of the law have a duty to perform due diligence on humanrights and decent working conditions. The companies are obligated to implement actions to either make up or reduce adverse impactson human-rights and decent working conditions. The Norwegian Consumer Authority is responsible for overseeing the Act's implementation.

The law has two primary purposes:

- Transparency by ensure public information on how companies are working to reduce adverse impact on human rights and decent working conditions.
- Act by promote companies' respect for basic human rights and decent working conditions in own operation and supply chains.



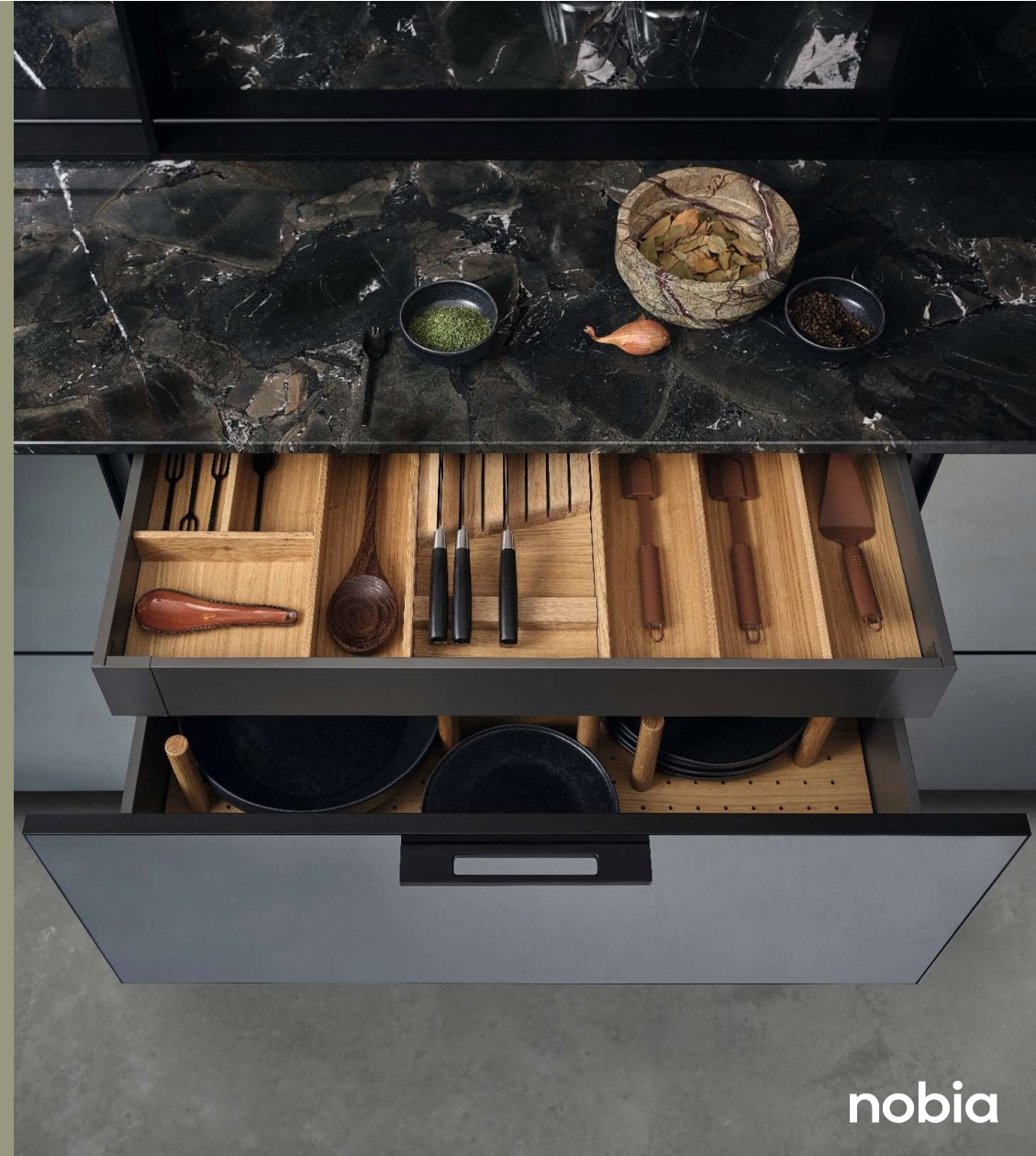
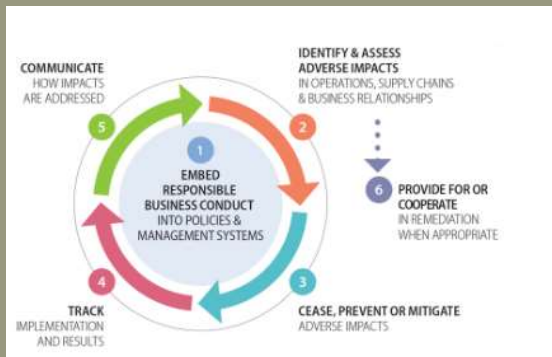
Due diligence in the operation

Due diligence in the supply chain

Due diligence is a continuous process to help enterprises identify risks relating to human rights, labour rights and the environment with a view to ending, preventing or mitigating those risks. Due diligence is an essential element of international responsible business conduct and is a key theme of the internationally endorsed OECD Guidelines for Multinational Enterprises (2011) and the United Nations Guiding Principles (UNGPs). Due diligence is also known as supply chain responsibility.

The purpose of due diligence is first and foremost to avoid causing or contributing to adverse impacts on people, the environment and society, and to seek to prevent adverse impacts directly linked to operations, products or services through business relationships. When involvement in adverse impacts cannot be avoided, due diligence should enable enterprises to mitigate them, prevent their recurrence and, where relevant, remediate them.

The due diligence process consists of six stages which can be seen below



Supply chain due diligence at Nobia

Nobia work in a structured way to ensure a responsible and sustainable supply chain.

Nobias objective is always to ensure that the suppliers' employees have proper employment agreements, documented wages, freedom of association, that working time regulations are observed and that the employees' health and safety are taken care of:

- all suppliers must accept our Supplier Code of Conduct. The standard includes requirements for working conditions, human rights, wages, forced labor, freedom of association etc.
- Nobia regularly evaluate our suppliers through background checks, self-evaluations, and system audits.
- All stakeholders (external & internal) can always report violations or risks of violations of human rights and decent working conditions through Nobias SpeakUp channel

If Nobia detects non-conformances or violations of laws, regulations and our standards for suppliers, the suppliers must remedy the situation within a certain time. Nobia will work together with those suppliers in this remedying process.



Guidelines and Policies

Guidelines and policies in own operation

- Nobia have signed up to the UN Global Compact
- Nobia respect the principles of the Universal Declaration of Human Rights and the International Labour Organization's fundamental conventions on labour standards
- Nobia support the UN Global Compact Millennium Goals

You can read more about the work with supplier management and ethics in the supply chain in our annual and sustainability report.

Our ethical guidelines are published on our website;

<https://www.nobia.com/sustainability>

<https://www.nobia.com/sustainability/reporting/>

<https://www.nobia.com/sustainability/responsible-sourcing/>

<https://www.nobia.com/sustainability/sustainability-governance/>

In case you would require more information on how Nobia ensures basic human rights and decent working conditions, send an e-mail to info@nobia.com



A close-up photograph of light-colored wooden kitchen cabinets. The image shows the texture of the wood and the clean lines of the cabinetry. A white text overlay is centered on the image.

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Designing Kitchens for Life