

FUGLESANGS STATEMENT ON THE DUE DILIGENCE ASSESSMENT 2024

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Fuglesangs AS was established in 1916 and is an independent provider of pump solutions, equipment, and maintenance services to the Norwegian industry and public sector, with a high focus on total economy. Fuglesangs AS values understanding customer needs, delivering the best possible service, open and honest communication, examples include leadership, being dynamic and open to changes, and tidiness.

The CEO, along with the responsible specialist, is accountable for conducting due diligence assessments to prevent human rights violations and contribute to decent working conditions within the enterprises, their business connections, and down the supply chain. All employees have been informed about the work being performed so they can positively contribute to identifying risk and how to manage it. The CEO reports the results from the due diligence assessments, investigations, and implemented actions to the board.

Fuglesangs AS has established routines for fulfilling the obligations established by the Transparency Act. The due diligence assessment was conducted with risk assessments to uncover and handle actual and potential negative consequences for fundamental human rights and decent working conditions.

The Due Diligence Assessment

We have chosen the following criteria for our assessment:

- Company size
- Potential for risk
- Companies where we have the potential for positive influence
- Complex company structures
- International trade with subcontractors

The results from the due diligence assessment were that Fuglesangs AS identified 1 foreign company for further in-depth investigations with audit visits in 2023.

Controls and Monitoring Actions in 2023:

To test compliance and potentially uncover potential negative consequences for fundamental human rights and decent working conditions, Fuglesangs AS in 2023 conducted announced audits/site visits to an international supplier located in India. This is the company that scored highest in our due diligence assessment. The purpose was to investigate actual conditions,

identify violations or risks of violations of fundamental human rights and decent working conditions at the supplier and their subcontractors.

Highlighting the Transparency Act, the purpose of the law, and Fuglesangs' focus on human rights and decent working conditions throughout the supply chain was also essential for the visits.

Results from the Audits:

The audits did not reveal deviations that led to corrective actions but provided information about the companies' work with human rights and focus on the area.

The audit of the company did not uncover any violations of our guidelines, but the visit was crucial to increase focus on the topic of human rights and working conditions. We conclude, however, that the risk is higher in India than for our European suppliers. Therefore, we wish to follow up the audit with a new visit and new investigations at the supplier in 2024. This audit did not reveal any deviations.

Audit reports were written and are available to our organization, forming the basis for further work and development in the area.