

The Transparency Act – KRV AS

This report contains an account of our due diligence within labor and human rights and is according to The Transparency Act that entered into force on 1st of July 2022.

About KRV AS

KRV AS was established on 31 October 2013 and is owned by:

Addtech Nordic AB: 80%.

Rørlegger 1 Kristiansand AS: 10%

Heggun Invest AS: 10%

Main business:

Fire-fighting systems (Sprinkler – Watermist). We also do Sanitary work and HVAC contracts. B to B market.

KRV AS offer a range of services within design and construction of fire extinguishing systems, sanitary and HVAC systems for all types of buildings, including industry. Through many years of experience, we have become a well-known provider of these services.

Basis for human and labor rights work

Our group wide Code of Conduct and Supplier Code of Conduct are the basis of our work within labour and human rights. Our Code of Conduct summarizes how we all should act in order to run our business in an ethically, socially and environmentally sound way. The codes cover all employees as well as how we expect our suppliers and other business partners to act. We do not accept any actions that breach the Code of Conduct. The code is based on the UN's Global Compact, the ILO's core conventions, UN's Universal Declaration of Human Rights and the OECD's guidelines for multinational companies, competition legislation and anti-corruption regulations. The codes are reviewed once a year by our group board. The codes are available on our website here: <https://krv.as/samfunnsansvar/>

As a business in Norway, we follow Norwegian laws and regulations that are the pillars of our work within health, environment and safety.

We encourage employees, suppliers and other business partners to report relationships or incidents that may conflict with the Group's Code of Conduct to their immediate company contact person or to higher management. If for any reason the person is unable to approach these individuals, the Group's anonymous whistle-blower procedures are to be followed.

There is more information and possibility to report at <https://www.addtech.com/sustainability/whistleblower>

There will be no penalty or other negative consequences for people who provide information in good faith and in line with the aims of the Code of Conduct.

Process for risk assessment

To identify what labor and human rights negative impact and risks our company is related to and which of these are material, we have started to do a risk analysis. The risk analysis is to be reviewed each year.

To analyze risks internally and in our value chain we use a geographic, industry, company and product specific perspective.

Our identified material negative impact and risks

We have only just started this work and are planning to go further in details during the year.

Based on our risk analysis we found the following areas could be material:

Internally: Health and safety, discrimination.

Supply chain: We have only just started this work and are planning to go further in details during the year. Based on what we can see so far we have low risk when it comes to the geography of our own site and our key suppliers that are not located in risk areas according to our risk assessment tool Kodiak. On an internal level, based on our business, health and safety and discrimination are material and therefore included in our activities. We will further investigate if product or industry specific risks could imply risks within child labor, unsafe working conditions, significant use of contract workers or similar areas.

Our work to cease, prevent and reduce our material impact and risks.

Internal:

To meet internal negative impact and risks we do risk assessment and make SHA plans for all projects. We follow up this with Safe work analyze for risky work operations.

We are members of *Lund Bedriftshelsetjeneste*.

We are also members of *NHO* and *Rørentreprenørene Norge* and we follow national regulation. *Felles overenskomst for byggfag*.

In regard to safe work, we cooperate with *Arbeidstilsynet* for approval of working schedules.

Every year we have an employee satisfaction survey that among others asks specific questions about the work environment and discrimination and harassment. These questions are reviewed and followed up.

Our whistle blower system allows for incidents that are not according to our Code of Conduct to be reported anonymously. All reports submitted are handled confidentially and professionally by an internal council in our group.

Supply Chain:

To meet negative impact and risks within our supply chain we prioritize to use few and good suppliers.

The basis for our sustainability work for suppliers is our Supplier Code of Conduct where we communicate our expectations on our suppliers. We have started with the largest suppliers and are planning to include more as time passes. All are asked to sign our Supplier Code of Conduct. If the supplier has its own Code of Conduct that is comparable to ours this is seen as aligned.

The same tool that is used for the geographic risk assessment, Kodiak, is also used to assess our suppliers work within labor and human rights together with other sustainability areas. Our largest suppliers receive self-assessments where key labor and human rights questions and documentation are requested. These assessments were commenced this year and therefore we still have some supplier's answers that we are waiting for in order to analyze the total result.

If cases where labor and human rights have been violated are identified, either in our company or in our supply chain, the process for an eventual remediation shall be commenced.

Other stakeholders:

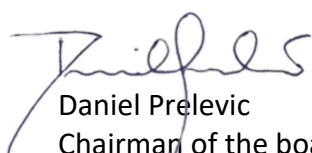
To meet risks and impact on other stakeholders we will include them in project risk analyzes.

Our reporting

As a part of our business development plans and our groups annual report, we yearly measure and report KPIs regarding labor and human rights and following up on actions. To follow up internally we measure sick leave, accidents, gender and age equality, employee survey and whistle blower cases. For the supply chain we have KPIs within whistle blower cases, share of purchasing volume that is a) signed supplier code of conducts, b) assessed in Kodiak and c) audited based on sustainability.

These KPIs are audited by a third party following the framework of auditors limited assurance.

Kristiansand 01.06.2023



Daniel Prelevic
Chairman of the board



Gunnar Løken
Managing Director/ board member



Åsa Skarbrandt
Board member



Tommy Skagestad
Board member