

# Transparency Act report 2024

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Signed by: Managing Director Norway

## Introduction

The main purpose of the Transparency Act (also known as Åpenhetsloven), is to promote businesses' respect for fundamental human rights and decent working conditions.

The second purpose is to promote transparency by ensuring public access to information on how businesses handle adverse impacts on fundamental human rights and decent working conditions.

The main obligation according to the Transparency Act is to conduct due diligence assessments, in line with the OECD guidelines for multinational enterprises. However, the law also applies to businesses that are not multinational.

Logent's subsidiary in Norway (Logent AS) is covered by the Transparency Act for its operations in Norway. This report has been developed to comply with the legal requirements as stated in the Transparency Act (Åpenhetsloven).

This document is a disclosure of Logent As' due diligence assessments for the reporting period from July 1<sup>st</sup> 2023 to July 1<sup>st</sup> 2024.

## About Logent AS

Logent AS is part of The Logent Group, SSCP Lager BidCo (publ) AB, (Logent).

SSCP Lager BidCo AB (publ) is owned by SSCP Lager MidCo AB, corporate identity number 559109-9170, with registered office in Stockholm

Logent is an independent logistics partner and operates in contract logistics offering services in warehouse operations, production logistics, transport management, customs management and ports, as well as in staffing and recruitment.

Logent AS aims to play an active role in the society we are a part of and our sustainability strategy's objective is to ensure sustainability in all its operations. The sustainability strategy is anchored at the group level.

Logent Group has identified three strategic areas, People, Planet and Partner. For further information, see Logent's Annual and Sustainability Report 2023.

At Logent we work actively to ensure that we comply with human rights, as well as to ensure decent working conditions in our own operations and in the supply chain. Every year, Logent employs over 3000 people from different backgrounds. Our employees are our most important asset and being an inclusive and attractive employer is our highest priority. Health and safety, gender equality and opportunities for career and skills development are the cornerstones of Logent. We are proud of our great diversity and know that it makes us a better and more enjoyable workplace, where everyone can develop and thrive.

We conduct our operations on an ethical foundation, encouraging and enabling employees and suppliers to operate within the same principled structure. We are committed to preserving human rights and decent working conditions. This report reflects the group's commitment and approach across our value chain, including that of our Norwegian subsidiary Logent AS.

## Segment and business areas

### Warehousing

Logent creates tailor-made and scalable logistics solutions. Our expertise includes warehouse development, project management, automated solutions, continuous improvement, optimization and efficiency

### Transport Management

We specialise in transport optimisation and take care of the development, administration and control of your goods and material flows.

### Staffing & recruitment

Logent is a partner for staffing in logistics, warehousing, production industry and administration. We specialize in providing competent and reliable staff to meet specific needs.

### Production Logistics

Logent is an operation and development partner in production logistics. We optimize production flows and production-related flows.

### Customs

Logent is a full-service provider of customs services. We provide customized customs management solutions to ensure smooth customs processes for all types of shipments.

### Ports & Terminals

Logent is an expert in port and terminal operations.

## Purpose and Objectives

Fundamental human rights and decent working conditions are part of Logents core values.

In accordance with Logent's strategy, Logent AS shall be an attractive and safe workplace for everyone. Our focus areas are:

- Diversity, gender equality and inclusion
- Health and well-being
- Work environment and safety
- Career and skills development

Logent strives to conduct its business activities in accordance with the highest possible ethical standards, and we respect and support international standards and guidelines regarding human rights. This includes the UN Universal Declaration of Human Rights and the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work.

During 2024, Logent will continue to ensure that we identify and manage any negative impact on human rights and will work to incorporate additional considerations of human rights in the company's existing processes.

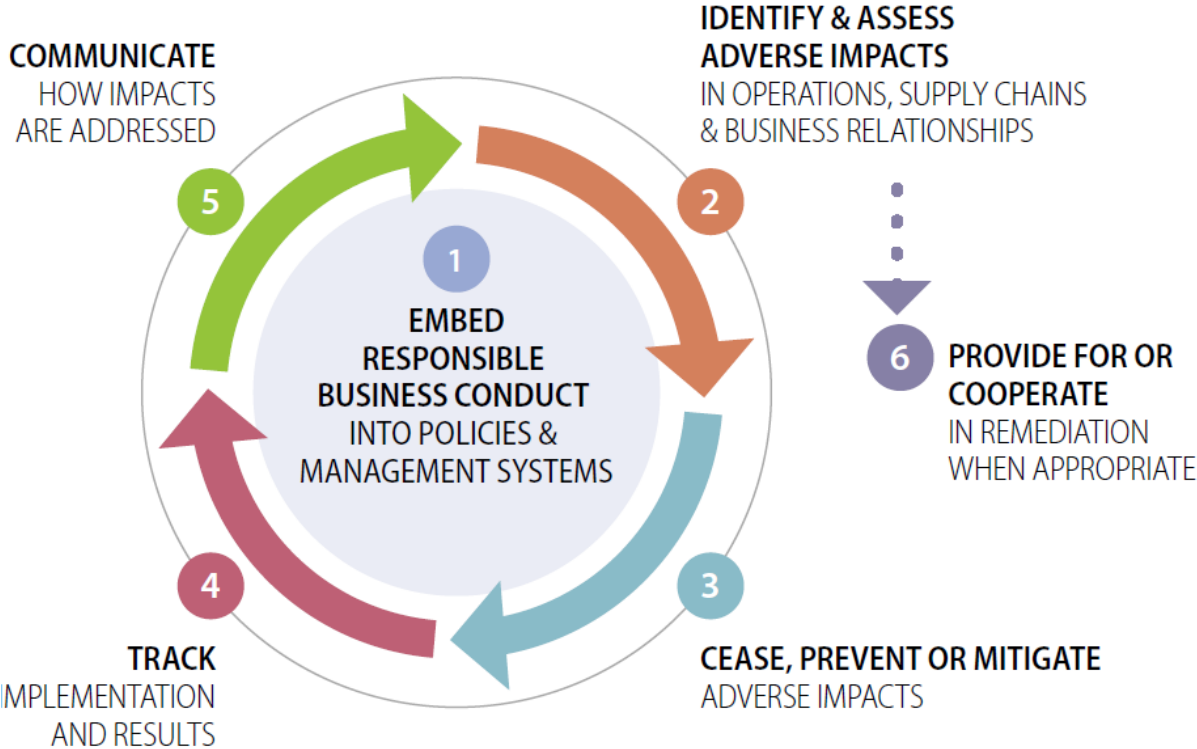
# Logent AS's due diligence assessments

## OECD's method

These due diligence assessments aim to map, prevent and mitigate any potential negative impact on fundamental human rights and decent working conditions, caused by how Logent AS conducts its business.

Logent AS's due diligence assessments are based on the OECD's guidance for Responsible Business Guidance. Due diligence assessments may be subject to risk-based priorities in terms of measures. Logent AS's priorities are based on the above mentioned guidance.

The due diligence process and supporting measures, as illustrated below, follows OECD's guidance for Responsible Business.



Logent AS's risk assessments review the likelihood and severity. The measure shall be commensurate with the likelihood and severity of the adverse impact based on the below illustrated risk matrix.

### Severity

|            |                  | 1        | 2            | 3       | 4        | 5             |  |
|------------|------------------|----------|--------------|---------|----------|---------------|--|
|            |                  | Harmless | Less harmful | Harmful | Critical | Most critical |  |
| LIKELIHOOD | 5<br>Most likely |          |              |         |          |               |  |
|            | 4<br>Very likely |          |              |         |          |               |  |
|            | 3<br>Likely      |          |              |         |          |               |  |
|            | 2<br>Less likely |          |              |         |          |               |  |
|            | 1<br>Unlikely    |          |              |         |          |               |  |

## Policies and Procedures and Management Systems

As part of the implementation of the Transparency Act, Logent AS has reviewed its existing policies and procedures related to fundamental human rights and decent working conditions.

The overall responsibility for compliance with the Transparency Act lies with the head of the Norwegian entity.

Logent AS's governing documents for how we manage risk of any violation on fundamental human rights and decent working conditions, are anchored on group level.

| Governing document                   | Approved by             |
|--------------------------------------|-------------------------|
| Code of Conduct                      | CEO, Board of Directors |
| Supplier Code of Conduct             |                         |
| Personal Data Protection Instruction |                         |
| Personal Data Protection Declaration |                         |
| Whistleblower Policy                 |                         |
| HES Declaration                      |                         |

During 2023, we have focused on ensuring that our suppliers comply with our requirements and guidelines as described in our Supplier Code of Conduct.

This work is ongoing, and we will continuously improve this process.

All suppliers are required to comply with our Supplier Code of Conduct, the ILO's eight core conventions and the UN Guiding Principles on Human Rights. In addition, specific requirements have also been adapted depending on industry and risk factors such as REACH, AFIRM's Restricted Substances List, OEKO-TEX regarding workwear.

## Mitigation of impacts

We recognize that we have better control and improvement opportunities of risks related to our own employees at Logent than in the supply chain. It is, however, important to address risks and implement mitigation plans for all areas, both to comply with our Code of Conduct, and obligations and expectations in legislation and recognized international standards. We work systematically across countries, and functions to ensure that our employees have a safe, fair and stimulating workday. We will respect human rights in every part of the group, and we will be a diversified and inclusive workplace that guarantees equal opportunities and adequate conditions for all.

During 2023 a new Purchasing Manager was appointed at Logent and will be responsible for driving sustainable procurements and ensuring that we include sustainability aspects in the procurements, such as labour law issues, human rights and environmental aspects to ensure that suppliers comply with Logent's requirements and guidelines.

## The way forward

During 2024, Logent AS will further develop the company's supplier assessment process, which is carried out for each workplace. In order to reduce risks regarding human rights as well as other sustainability risks of an environmental or ethical nature, Logent AS' suppliers will be categorised and prioritised on the basis of risks, scope and degree of utilisation (expenditures). Based on this analysis, important and highly relevant suppliers will be identified and will thus qualify for further evaluation and monitoring.

Another important part of Logent AS' work in this context during 2023 has been to include sustainability aspects at an early stage of our procurement processes, such as labour law issues, human rights and environmental aspects, to ensure that our suppliers are in compliance with Logent's requirements and guidelines.

During 2024, Logent will continue to ensure that we identify and manage any negative impact on human rights and will work to incorporate additional considerations of human rights in the company's existing processes.



Kenneth Thoresen  
Managing Director