



## **Report - The Transparency Act**

The Transparency Act requires businesses to assess if there is a risk of violations, or actual violations, of basic human rights and a lack of decent working conditions in their company and the supply chain. Norner AS publishes this report on behalf of itself and its sister company Norner Research AS in accordance with the Transparency Act.

Norner is a leading polymer Research and Development centre delivering industrial services. The company is based in Norway, currently with 94 employees working in our new technology centre with advanced laboratories, lab polymerization units and processing pilots in Porsgrunn. The company is focusing on innovative and sustainable polymer solutions in close co-operation with leading industries. Norner is owned by SCG Chemicals, a leading integrated petrochemical company in ASEAN with main headquarter in Thailand.

Norner is committed to high ethical & HSE&Q standards, hereunder also social responsibility. In this regard, Norner has a dedicated Director of Sustainability and Social Responsibility represented by Thor Kamfjord.

Through transparent and responsible communication, Norner wishes to build confidence and ensure that stakeholders have access to relevant information about our business and practices.

Norner is committed to a good working environment internally and to contributing to the same in our chain of supplies. We acknowledge that respect for workers' rights is essential for a sustainable and ethic business.

Norner has a working environment committee (AMU). The Working Environment Committee consists of representatives of the employer, the employees and health personnel and work to ensure that the working environment in the company is fully satisfactory. Further to this, the company has employees in three unions, and has regular contact meetings with representatives of the unions to discuss matters related to the employees. Norner has annual performance review meetings with our employees to discuss working conditions, tasks, personal development and the working environment.



### **Implementation of measures**

Norner has implemented measures in the management system related to adherence to human rights and working conditions. This includes:

- Part of the annual management review according to ISO9001
- Part of the HSE&Q policy
- Part of the Purchasing Procedure – purchasing from suppliers where there can be a risk of violations, or actual violations, of basic human rights and a lack of decent working conditions shall be avoided
- Questions related to human rights and working conditions is included in our Supplier Questionnaire

### **Assessment**

The main input factor to the services of Norner is the work of the employees, who are all based in Norway and under Norwegian law/Norwegian working environment regulations and union rights, which ensures and supports good working conditions and human rights.

There has been made assessments related to the supplier chain. The supply chain is limited as the main input factor to the services is the Norwegian employees. Suppliers delivering services&products with an annual value of more than NOK 300.000 have been assessed. This assessment has not revealed any red flags related to basic human rights and decent working conditions.

Norner will continue to focus on human rights and working conditions and will do annual assessments related to this.

June, 30<sup>th</sup> 2023

Tanawong Areeratchakul  
Chairman of the Board

Kjetil Larsen  
CEO