

Transparency Act – «Åpenhetsloven»

FORCE Technology Norway is a limited company headquartered in Hvalstad near Oslo, with branch offices in Trondheim, Kristiansand, and Bergen, as well as a subsidiary, FORCE Technology Training AS. Our expertise in Norway is built on decades of experience in innovative development within integrity management, materials and corrosion, structural monitoring, structural analysis, training, certification, and inspection services. We offer our customers a unique competitive advantage through intelligent solutions based on close collaboration with our customers, ensuring satisfactory delivery. Products and services are delivered by the divisions or business units within FORCE Technology. Business units represent a specific business function for the entire company.

FORCE Technology Norway's ethical guidelines require good business practices and personal conduct for all employees of FORCE Technology Norway AS and members of its governing bodies. This also applies to hired personnel, consultants, and others acting on behalf of FTN. The ethical guidelines are intended to clarify the company's fundamental ethical values and guide those acting on behalf of the company in making choices when the relevant situation has not been subject to prior treatment in the company. You can read our Code of Conduct on our website: <https://forcetechnology.com/en/about-force-technology/business-code-of-conduct>.

There shall be consistency between our words and our actions. Management members shall lead by example when it comes to ethics. Proper ethical behavior shall always be of the highest value.

General principles:

FTN shall conduct its business with integrity. We shall respect laws, different cultures, human dignity, and human rights.

This means that FORCE Technology Norway AS:

- Shall conduct business worldwide with the highest standards of honesty, integrity, and fairness.
- As a principle, we will not discriminate among our employees or applicants based on gender, age, race, religion, political or trade union affiliation, nationality, or disability.
- Offer opportunities for success to all our suppliers, partners, and subcontractors in a spirit of fair competition and mutually beneficial cooperation.

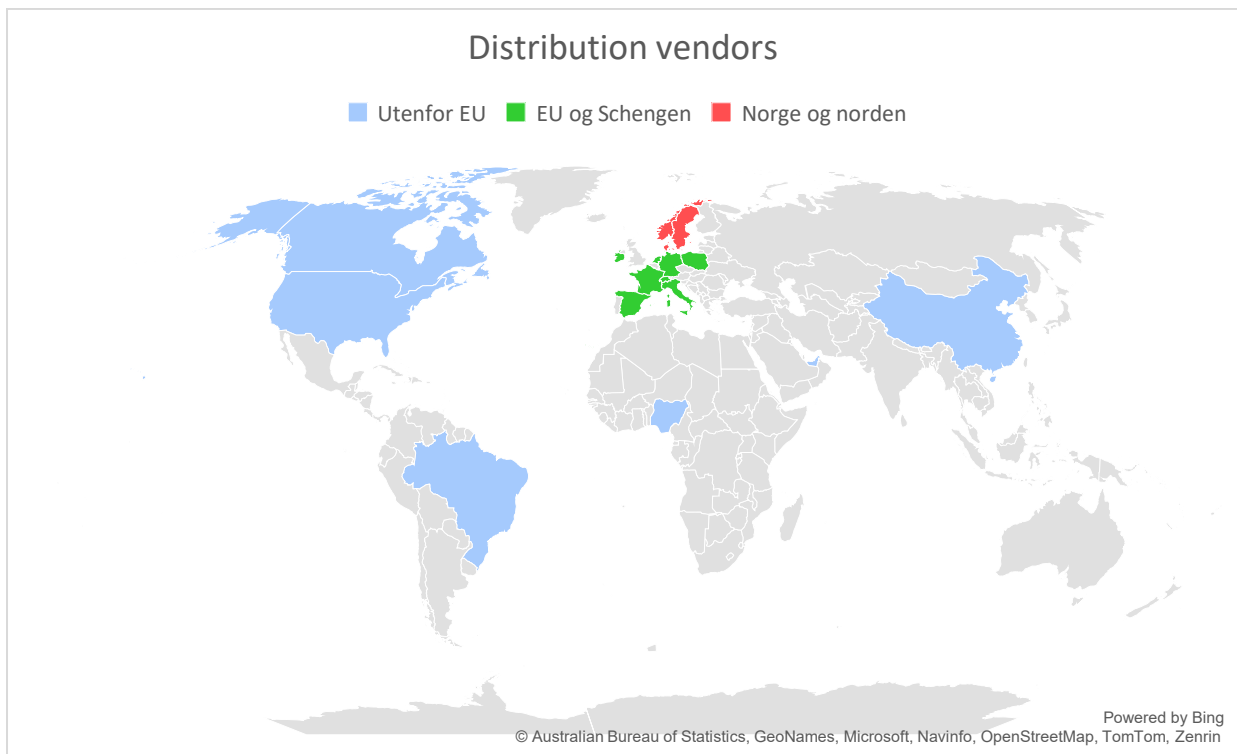
FORCE Technology has a strong focus on responsible procurement, and we have committed ourselves to always take care of the environment, employees' rights, as well as comply with applicable laws and regulations. This is also incorporated into procurement agreements with our suppliers, established in the organization and included in our Code of Conduct. This is to ensure accountability among business associates and throughout our supply chain.

If you find any deviations from this, report it in the [Whistleblower Scheme](#).

Through close collaboration and follow-up with our suppliers over many years, we have gained good knowledge of our suppliers. As a company, we already possess significant information about and familiarity with the supplier portfolio. To gain an overview and categorization of our suppliers based on risk, we have chosen to initially sort and categorize them based on the countries in which they operate. This assessment is based on familiarity, collaboration, and openness within the Scandinavian countries, as well as all countries associated with the EEA and Schengen must follow the requirements for transparency laid down in EU directives and comply with this legislation.

This has given us an overview of which suppliers we should be more cautious about entering into agreements with, and those that require extra follow-up and evaluation prior to entering into agreements, as well as monitoring and follow-up after any agreements have been entered into.

Overview over our suppliers:



91 %	386	Norge og norden
6 %	25	EU og Schengen
3 %	14	Utenfor EU

2025

We continuously assess our existing suppliers based on how they conduct business, the countries in which they operate, and their affiliations. Based on this, we have assessed the need for phasing out, follow-up, and monitoring to ensure risk management as well as transparency, compliance, and adherence to the compliance obligations they have accepted and committed to.

Relevant factors in the assessment include:

- Geography
- Industry
- Goods or services
- The supplier's systems for assessing and monitoring their suppliers regarding human rights and decent working conditions.
- Known cases of corruption and other misconduct.
- Scope of delivery.

		Consequence How severe could outcomes be if the risk event occurred?				
		Insignificant 1	Minor 2	Significant 3	Major 4	Severe 5
Likelihood What's the chance of the risk occurring?	5 Almost certain	Medium 5	High 10	Very high 15	Extreme 20	Extreme 25
	4 Likely	Medium 4	Medium 8	High 12	Very high 16	Extreme 20
	3 Moderate	Low 3	Medium 6	Medium 9	High 12	Very high 15
	2 Unlikely	Very low 2	Low 4	Medium 6	Medium 8	High 10
	1 Rare	Very low 1	Very low 2	Low 3	Medium 4	Medium 5

Definition	Description
1. Very small	An unusual combination of factors would be required.
2. Small	A rare combination of factors would be necessary
3. Medium	Could happen when several factors are present, but are otherwise unlikely to occur
4. Large	Happens probably not, but a further factor may lead to occurrence
5. Very large	Almost inevitable that an event would occur

Category	Consequence
5	Multiple major violations of human rights Extensive, deliberate, widespread and systematized violations of human rights and code of ethics.
4	Major violations Several violations of human rights and/or code of ethics which are known/obvious in the organization in general
3	Major effect A violation of human rights or code of ethics
2	Minor effect Possible violation of human rights or code of ethics
1	Slight effect No violation of human rights or code of ethics

For 2025, FORCE Technology has conducted a self-assessment of our suppliers:

Transparency Risks	
	0 %
	0 %
	0 %
	10 %
	90 %

Trondheim 21.01.2026

Håkon Hallem

Åpenhetsloven

FORCE Technology Norway er et aksjeselskap med hovedkontor i Hvalstad ved Oslo, underkontorer i Trondheim, Kristiansand og Bergen, samt et datterselskap: FORCE Technology Training AS.

Vår kompetanse i Norge er bygget på flere tiår med erfaring innen innovativ utvikling innen integritetsstyring, materialer og korrosjon, strukturovervåking, strukturanalyse, opplæring, sertifisering og inspeksjonstjenester. Vi tilbyr våre kunder et unikt konkurransefortrinn gjennom intelligente løsninger som er basert på tett samarbeid med våre kunder, og sikrer en tilfredsstillende leveranse.

Produkter og tjenester leveres av divisjonene eller forretningsenhetene i FORCE Technology. Forretningsenhetene representerer en spesifikk forretningsfunksjon for hele selskapet.

FORCE Technology Norges etiske retningslinjer stiller krav til god forretningsskikk og personlig atferd for alle ansatte i FORCE Technology Norway AS og medlemmer av dets styrende organer. Dette gjelder også for innleid personell, konsulenter og andre som opptrer på vegne av FTN. De etiske retningslinjene skal tydeliggjøre selskapets grunnleggende etiske verdier og veilede de som opptrer på vegne av selskapet ved valg når det aktuelle forholdet ikke har vært gjenstand for forhåndsbehandling i selskapet. Du kan lese vår Code of Conduct på vår nettside: <https://forcetechnology.com/en/about-force-technology/business-code-of-conduct>.

Det skal være sammenheng mellom våre ord og våre handlinger. Ledelsesmedlemmer skal gå foran når det gjelder etikk. Riktig etisk oppførsel skal alltid være av høyeste verdi.

Generelle prinsipper:

FTN skal drive sin virksomhet med integritet. Vi skal respektere lover, ulike kulturer, menneskeverd og menneskerettigheter.

Dette betyr at FORCE Technology Norway AS:

- Skal drive virksomhet overalt i verden med de høyeste standarder for ærlighet, integritet og rettferdighet
- Som et prinsipp vil vi ikke utøve noen diskriminering blant våre ansatte eller søkere basert på kjønn, alder, rase, religion, politisk eller fagforeningstilknytning, nasjonalitet eller funksjonshemming.
- Tilby muligheter for suksess til alle våre leverandører, partnere og underleverandører i en ånd av rettferdig konkurranse og gjensidig givende samarbeid.

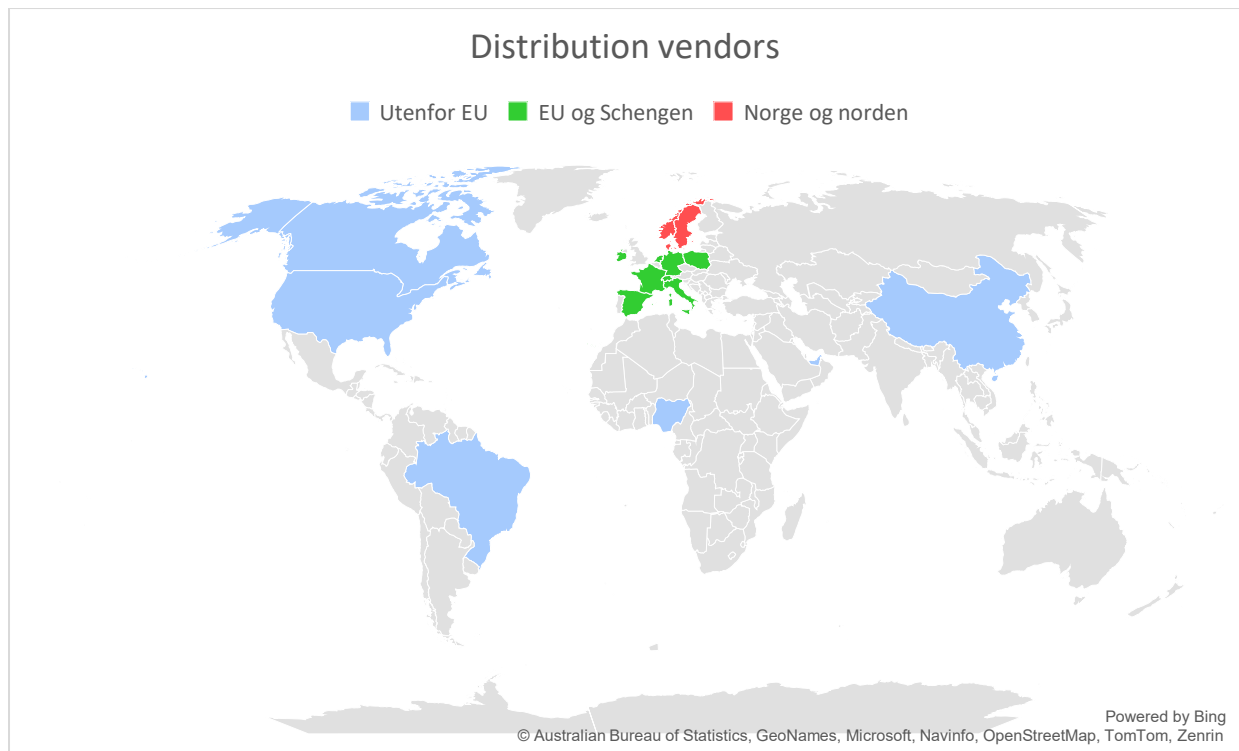
FORCE Technology har stort søkelys på ansvarlig innkjøp, og vi har forpliktet oss til at vi alltid skal ivareta miljø, arbeidstakeres rettigheter, samt være i henhold til gjeldende lover og regler. Dette er også innarbeidet i innkjøpsavtaler med leverandørene våre, etablert i organisasjonen og inkludert i vår Code of Conduct. Dette for å sikre ansvarlighet hos forretningsforbindelser og i hele vår leverandørkjede.

Hvis du finner avvik fra dette, rapporter dette inn til [Whistleblower ordningen](#).

Gjennom tett samarbeid og oppfølging av våre leverandører over mange år har vi opparbeidet oss god kjennskap til våre leverandører. Som selskap besitter vi derfor allerede betydelig informasjon om og kjennskap til leverandørporteføljen. For å få en oversikt og kategorisering av våre leverandører basert på risiko har vi valgt å i første omgang grovsortere og kategorisere dem med bakgrunn i de land de har sin virksomhet og opererer i. Denne vurderingen er basert på kjennskap, samarbeid og åpenhet innen de skandinaviske land, samt at alle land som er knyttet til EØS og Schengen må følge de krav rundt åpenhet som er nedlagt i EU-direktiver, og samsvarer med dette regelverk.

Dette har gitt oss en oversikt over hvilke leverandører som vi skal være mer varsomme med å inngå avtaler med, og de som krever ekstra oppfølging og vurdering i forkant av avtaleinngåelse, samt overvåking og oppfølging etter at eventuelle avtaler er inngått.

Oversikt over hvor våre leverandører er:



91 %	386	Norge og norden
6 %	25	EU og Schengen
3 %	14	Utenfor EU

2025

Vi vurderer fortløpende våre eksisterende leverandører ihht hvordan de driver business, i hvilke land de opererer og deres tilhørighet. På bakgrunn av dette har vi vurdert behovet for utfasing, oppfølging og overvåking, for å sikre styring av risiko samt åpenhet, etterlevelse og overholdelse av de samsvarsforpliktelser de har akseptert og forpliktet seg til.

Relevante momenter i vurderingen er:

- Geografi
- Bransje
- Varer eller tjenester
- Leverandørens systemer for vurdering og overvåkning av sine leverandører når det gjelder menneskerettigheter og anstendige arbeidsforhold
- Kjente tilfeller av korrupsjon og annen mislighold
- Omfang av leveranse

		Consequence How severe could outcomes be if the risk event occurred?				
		Insignificant 1	Minor 2	Significant 3	Major 4	Severe 5
Likelihood What's the chance of the risk occurring?	5 Almost certain	Medium 5	High 10	Very high 15	Extreme 20	Extreme 25
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4	Major violations Several violations of human rights and/or code of ethics which are known/obvious in the organization in general
3	Major health effect/ injury A violation of human rights or code of ethics
2	Minor health effect/ injury Possible violation of human rights or code of ethics
1	Slight Health effect No violation of human rights or code of ethics

For 2025 har FORCE Technology gjort en egenvurdering av våre leverandører:

Transparency Risks	
	0 %
	0 %
	0 %
	10 %
	90 %

Trondheim 21.01.2026

Håkon Hallem