

# MAXETA

- A PART OF ADDTECH GROUP



## THE TRANSPARENCY ACT

**MAXETA ORG. NR. 864 425 402**

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.

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## MAXETA

### **About us:**

Maxeta AS has supplied Norway with electrotechnical products since 1960. The company originally started as a pure agency and wholesale business and represents several leading manufacturers of electrotechnical material in Europe. We have gradually also developed a significant in-house production which today accounts for more than 50% of the total turnover.

Maxeta AS serves several market segments, of which electricity supply and railways are the two largest. We are also a significant supplier of installation products, structured cabling system, both for private commercial buildings and public service buildings, health care and schools. Maxeta AS has approx. 60 employees. Head office, production and central warehouse are located on the industrial area in the city Skien. In addition, we also have sales offices and district warehouses for electrical installation in Sandnes and Tønsberg.

### **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 labor 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 regularly by our group board. The codes are available on our website.

### **Process for risk assessment:**

To identify all relevant risks for our business we do a risk analysis. These points are reviewed regularly in the management go-through according ISO9001 and ISO14001.

We assess internal, external, suppliers, customers, industries and markets. Other stakeholder's risks that may vary in time or geographical area are also assessed.

Maxeta do as well use the Kodiak supplier self-assessment program, our supplier code of conduct, and we regularly have employee satisfaction surveys. In addition to that we regularly have sustainability assessments with clear goals to 2030 according the Addtech Group. If our supplier has its own Code of Conduct that is comparable to ours this is seen as aligned. These assessments, surveys and codes covers all relevant and necessary topics relevant for our business and legislated by Norway, The EU and relevant international law. Assessments, surveys and codes are carried out, reviewed and actioned according relevant and prohibited points and ways.

### **Our identified material negative impact and risks:**

Based on our risk analysis we found no area to be a risk. This is based on the background of us being a trading company, with no big suppliers or customers in high-risk countries. All production and purchase of components and machining of our products are in EU. This is considered a low risk. The risk analysis is done by analysing the 20 largest suppliers covering 89,4% of the total purchase done between 01.02.22 – 01.02.23.

**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 done in Kodiak.
- c) audited based on sustainability and localisation.

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

Skien, July 2023



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**MAXETA**

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