

# Norwegian Transparency Act

The Account of the Due Diligence Assessment for 2023

Airswift Norge AS  
(ORG. NR. 979 918 984)



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## BACKGROUND

The Transparency Act bill was adopted by the Norwegian Storting and entered into force on 1 July 2022.

The Act shall promote enterprises' respect for fundamental rights and decent working conditions and ensure the general public access to information.

The Act imposes on companies to have a duty to provide information, carry out due diligence and publish an account of the due diligence assessments.

## AIRSWIFT NORGE AS

Airswift Norge AS is a Norwegian workforce solutions provider to a wide range of clients. Airswift Norge AS is also a part of the Airswift Group with more than 7,000 contractors and 700 employees in over 60 offices worldwide. This gives Airswift Norge AS a unique opportunity to provide strategic support to our clients, resulting in trusted partnerships that are aligned and efficient.

We are ideally positioned to meet our client's needs, whether that is finding top talent, mobilizing people around the world, implementing an agile workforce strategy or improving decision-making for workforce planning.

Airswift has been operating in the Norwegian market for more than 20 years.

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## DUE DILIGENCE ASSESSMENT 2023

Airswift Norge AS has worked out and implemented a specific Procedure for The Transparency Act. The purpose of this procedure is to ensure full compliance with The Transparency Act.

Also, a Board Meeting resolution has been signed to secure that the responsibility for conducting the Due Diligence Assessment is clearly placed and also to make sure the companies' management is involved.

To support the above and make sure that these procedures are clearly implemented in the organization, Airswift also have specific policies for Human Rights, Code of Business Ethics and a Modern Slaver Human Trafficking Statement.

Airswift has conducted a due diligence assessment and taken a look at both our own business, our supply chain and business partners to find out where the biggest risks are.

Our vendors are mainly private limited companies for consultants either English or Norwegian with their own businesses who invoice us for their services. A large part of the consultants are engineers working for international energy companies located in the Stavanger area and around Norway.

The other part of our vendors is mainly connected to our office in Stavanger and employees at Forusparken 2020. This includes vendors such as mobile network supplier, office landlord and other utilities supplier.

In order to evaluate potential risks, we held internal meeting where we discussed the various vendors based on their activities etc. We also conducted a meeting with our landlord at Forusparken 2020 and discussed if they saw any risk in their organization.

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## CONCLUSION

Through its due diligence assessment, Airswift Norge AS has not identified any actual adverse impacts or significant risks of adverse impacts on human rights and decent working conditions in our own business, our supply chain and other business relationships.

Therefore, no actual measures have been implemented or planned to implement to cease such actual adverse impacts or mitigate significant risks of adverse impacts.

SIGN:



NAME: Adam Shone

TITLE: Country Manager

## APPENDICES

- Procedure for the Transparency Act
- Minutes of Board Meeting
- Airswift Human Rights policy
- Airswift Code of Business Ethics
- Airswift Modern Slaver Human Trafficking Statement



[airswift.com](https://airswift.com)

Airswift Holdings Ltd.  
Account of the Due Diligence Assessment for 2023  
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