

The Transparency Act – Report 2023

Introduction

This report on human rights due diligence is made by Safe4 Security Group AS accordance with Section 5 of the Transparency Act.

Executive Summary

The Transparency Act is focusing on Business Transparency, Basic Human Rights and Decent Working Conditions came into force on 01.07.2022.

The Transparency Act objective in §1 is defined as follows :

"The Act shall promote businesses' respect for basic human rights and decent working conditions in connection with the production of goods and the provision of services, and ensure the public has access to information about how businesses deal with negative consequences for basic human rights and decent working conditions."

Mandatory Safe4 meet the criteria that demand us to prepare such a report for 2023. Safe4 has also the obligation to make this report public annually within 30.06 after board approval.

Business operation

Safe4 Security Group has had business in Scandinavia mainly since 2014, and our operations are based in Oslo. The company our partners and customers :

- services within security supported by 24/7 certified alarm station
- hardware products, sensors and gateways to support the security services
- the hardware sales is a one time business, and the services are based upon subscriptions and generating recurring revenues for our partners and for Safe4

In total 40 staff is engaged in the operation. The company has a strict B2B business model, and support/sell products and services to clients who has own ambitions to build end-user portfolio or has own customers that require new services.

Safe4 has established a Policy for "Ethics and Corporate Responsibility" that states our code of conduct, principles and ambitions in the issues highlighted in the Transparency Act. Safe4 has a clear defined position in matters concerning issues like :

- human rights
- anti-corruption
- child labour
- health and safety
- transparency
- protection of environment
- business ethics
- discrimination due to religion, sex, skin colour etc.

Organisational approach

Safe4 has decided that until further notice that the CEO shall have the responsibility to take the necessary actions provided to meet the requirements, and allocate the necessary resources and responsibility required at any time.

Situation and measures among own employees

Safe4 activities have in general a good working environment with combined individual freedom and responsibility and have recorded low sick leave in 2023. No injuries or accidents have been reported at the workplace. Our policy is full equality between women and men, and our policy ensures that there is no discrimination based upon gender in matters such as working conditions, compensation, career opportunities, recruitment and similar.



Supply chain assessment

Our supply chain partners cover local Norwegian suppliers and a limited number of suppliers abroad. Safe4 has good insight and overview of our suppliers due to direct dialogue. Our main suppliers provide consultancy services, technical support, IT/software, insurance, bank, owner of office premises. Many of these suppliers are bound to respect Norwegian law and operate directly under the regulations authorities in Norway has implemented. There has been no detection of reprehensible matters during 2023 and dealing with the local suppliers and vendors. Safe4 consider risks related to our domestic supply chain to be very low/limited. Safe4 will plan and conduct general surveys and assessment of the risk of actual deviations among our business partners.

For Safe4 hardware products we purchase from a Danish supplier Develco Products A/S :

Please see more details here– [Corporate Social Responsibility \(develcoproducts.com\)](https://www.develcoproducts.com).

The Develco Products supplier, owner and operator of the plant in Thailand is GPV, and is also a Danish company GPV Group A/S : Please see more details here : [Sustainability | GPV \(gpv-group.com\)](https://www.gpv-group.com)

Both these companies have been active for decades, and with track record to focus upon quality and transparency. Safe4 has been invited to inspect factory premises “at any time and at own will” – this is likely to happen within the next 12 months. Safe4 final comment is that risks of violations of human rights and decent working conditions is generally considered low among our suppliers. Safe4 has two polish suppliers of technical and operational services applying local resources. This is NeuroSYS S.p.o.o. and Hostersi S.p.o.o. They have working with Safe4 the pas 4-5 years, and they are compliant with ISO standards such as ISO27001 and similar. Safe4 has weekly follow-up status meetings and has good visibility of their performance. Regularly they visit Safe4 I Oslo, and Safe4 has also visited the team in Poland. They are both based in city of Wroclaw.

Safe4 has not detected or become aware of any deviation or issue that could require any action from our side during 2023. However, Safe4 see a need to improve reporting requirements in the value chain to raise alertness and focus upon these issues and this change will come during 2024.

Guidelines and routines

Safe4 will develop more detailed Guidelines and Routines during 2024 and assess the need in more detail. Our work must be balanced against the potential gain vs. the efforts involved with a practical approach. Term that define that “anyone in the value chain” of suppliers shall be evaluated may indicate an aggregated responsibility that must be balanced with relevance.

The first objective is for Safe4 to request documentation from suppliers and producers about their own guidelines and routines implemented and make reviews towards our #1 line of business partners for hardware.

Oslo, 27th of May 2024

DocuSigned by:

Arvid Engebretsen

BCAD85BEA2F244B...
Arvid Engebretsen
Board Chairman

DocuSigned by:

Sverre Slattsveen

86BF8DD7091B425...
Sverre Slattsveen
Board member

DocuSigned by:

Tore Thorstensen

B1FA0C4A274D4A8...
Tore Thorstensen
Board member

DocuSigned by:

Asbjørn Aasen

57A344AB131B4C2...
Asbjørn K. Aasen
CEO, Safe4 Security Group AS

DocuSigned by:

Freddy Engel

6A100953A53B4AB...
Freddy Engel
Board member

DocuSigned by:

Olav Espedal

7362240CE951408...
Olav Espedal
Board member

DocuSigned by:

Lena Högfeldt

CE18086280324E9...
Lena Högfeldt
Board member