



## ACCON'S APPROACH TO DUE DILIGENCE ASSESSMENT

Accon integrates business ethics, sustainability, and corporate social responsibility into our business. We are committed to conducting our business ethically and sustainably. We have signed the UN Global Compact and support and respect the principles outlined in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

As illustrated here, we acknowledge our responsibility to promote and adhere to these principles and follow the six steps and measures outlined in the OECD Guidelines for Responsible Business Conduct.



The Transparency Act promotes respect for human rights and decent working conditions in the production and delivery of goods and services. It applies to larger Norwegian companies. The Act requires companies to identify and manage risks of human rights violations, implement measures, and report on these measures and their impacts. The goal is to ensure transparency, accountability, and compliance with international standards.

### ACCON AND THE TRANSPARENCY ACT

Accon Group AS is a leading player in industrial bulk packaging for the Nordic industrial market, supplying various sectors across the Nordic region, such as the food and pharmaceutical industries, the processing and mining industries, the mineral and chemical industries, agriculture, and waste and recycling, among others.

### ORGANIZATIONAL STRUCTURE

Accon is organized with independent companies that share common service functions through a group function. This group function includes Quality and ESG, HR, risk, legal and compliance issues, marketing, and finance. The general manager of each company reports to the CEO. Our procedures, guidelines, and methodologies are grounded with general managers, the CEO, and the board.

### FRAMEWORK FOR DUE DILIGENCE ASSESSMENTS

Accon has a framework for conducting due diligence assessments, which is continually evolving and improving. This includes our Code of Conduct, Supplier Code of Conduct, audit reports, and questionnaires. These tools help us evaluate and ensure that our partners meet our standards for human rights and working conditions. We focus on our core business in the production and sale of industrial bulk packaging, with ongoing improvements in our framework to enhance our efforts. During this period, Accon Group AS has also initiated the implementation process of CSRD.

### DUE DILIGENCE ASSESSMENTS AND FINDINGS

We conduct thorough due diligence assessments of all our suppliers and business partners, continuously evaluating risks related to human rights, working conditions, sustainability, and the environment. This includes supplier pre-qualification, on-site visits, and interviews. Based on our assessments, we aim to work closely with suppliers in geographical risk zones

### FOLLOW-UP WITH PARTNERS, SUPPLIERS, AND CUSTOMERS

We engage in long-term and close follow-up with our partners, suppliers, and customers, requiring documentation to demonstrate their commitment to fundamental human rights and other working conditions. If we are uncertain about the impact of our partners on their surroundings, we require them to provide explanations and documentation. If the documentation received does not meet our standards for safeguarding fundamental human rights and decent working conditions, it will impact the contractual relationship with Accon. Any deviations are addressed, and the actions we take aim to minimize risk and rectify any negative consequences. This work is conducted systematically by the ESG team and management. No actual negative consequences or significant risks have been uncovered in the assessments conducted through 2023.



### MEMBERSHIP IN UN GLOBAL COMPACT, ECOVADIS, AND SEDEX

We are proud members of UN Global Compact, Ecovadis, and Sedex. These memberships reflect our commitment to sustainable business practices and respect for fundamental human rights. As members of these organizations, we actively participate in their initiatives and work to promote fair and responsible global business practices.

### GOAL FOR WELL-BEING AND LIVABLE WAGES

Accon aims to ensure that all people contributing to our business enjoy well-being and a livable wage, allowing them to lead dignified lives. We are committed to ensuring that everyone involved in our value chain is treated fairly and receives the recognition they deserve.

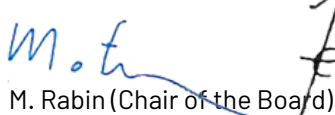

### CONTACT US FOR MORE INFORMATION

If you would like further information about our work in transparency, due diligence assessments, and social responsibility, please contact us through the contact form on our website.

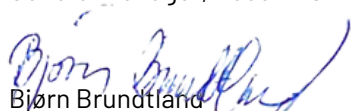
We are open to dialogue and willing to provide more insights into our practices and initiatives.

Due Diligence Assessment Statement 2023  
Completed by: Mette Stavrum-Tång, CAO  
Date: 15.06.2024  
Reporting Period: 01.01.2023 – 31.12.2023

Tønsberg, Date: 30.06.24  
Board:

   
M. Rabin (Chair of the Board) Jonathan Rabin (Board Member)

General Manager, Accon AS:

  
Bjørn Brundtland