

# The Norwegian Transparency Act Statement for Heimstaden Norway AS

## 1. About Heimstaden Norway AS

Heimstaden Norway AS (Heimstaden) is a company working with property rentals and is subject to the international compliance framework with regards to human rights and labour rights. This statement serves to explain and document Heimstaden's work with human rights and labour rights, and the measures taken to comply with the Norwegian Transparency Act.

## 2. Introduction

We fully acknowledge our responsibility to respect human rights as set out in the International Bill of Human Rights and are committed to implement the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises throughout our company and our operations.

## 3. Policies and Framework

Heimstaden has approved a Key Policy Framework with guidelines and processes that support us to ensure respect for human rights, decent working conditions within our operations and in our value chain. The Code of Conduct explains the expected behaviour of our employees and stakeholders. It is founded on our values Care, Dare, and Share. We also have Policies covering Sustainability and People & Culture, ensuring HSE in all our activities in addition to protecting our environment and combating climate change. We have also issued a Human Rights Statement and a Modern Slavery Act Statement on our webpages, stating our view on these matters. Our Business Partner Policy covers how we handle third parties and all our suppliers must sign the Business Partner Principles (Code of Conduct for Business Partners) to ensure that they follow our rules on ethical business conduct.

We support and act in accordance with the UN Guiding Principles on Business and Human Rights, The International Bill of Human Rights, ILO's declaration of Fundamental Rights and Principles at Work, the OECD Guidelines for Multinational Enterprises, the UN Convention against Corruption, and we support and have signed the UN Global Compact.

## 4. Risk Assessment

Heimstaden follows the due diligence process recommended by OECD (Due Diligence Guidance for Responsible Business Conduct), covering the following areas: Embedded in Policies, Identify and assess, Cease/Prevent/Mitigate, Track and Monitor, Communicate, Cooperate/Remediate.

Our due diligence processes range from desktop research, screening of suppliers, supplier assessments and questionnaires, defining high-risk projects, and/or suppliers from high-risk countries, all leading up to a risk level for the main and major suppliers. All new suppliers are screened during the selection and qualification process, and screening is followed up regularly in the contract period including governance meetings with main suppliers based on risk level and spend.

## 5. Reporting channels

We strive to create a culture of openness with continuous dialogue about what is and is not compatible with our values and governing documents. Employees are encouraged and required to speak up and report any suspected or observed violations of law, the Code of Conduct, or other governing documents.

Reports may be made to a manager, the People & Culture function, the Compliance function, or the external Whistleblowing solution. Employees can choose to be anonymous or self-identify, and the solution is open also to external stakeholders. Our external webpages have information on how to report in accordance with law requirements.

6. Board Approval

In accordance with the obligation of the Norwegian Transparency Act, this statement is published accordingly.

This statement is signed by the Board of Directors of Heimstaden Norway AS on 6 June, 2023.

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Marianne Frønsdal

Anda Cevere

Managing Director

Board Member

Board Chair



# Document history

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