



25th of June 2023

# Wibe Norge AS – Åpenhetsloven

The document should be seen as routines for securing best practice in handling of issues related to basic human rights and decent working conditions.



## Wibe Group

Wibe Group was formed 1st of July 2021 as a carve out from French multinational Schneider Electric to Swedish owned Storskogen Group. Wibe Group develops, produce and sell cable support systems with a total of 280 employees in 9 countries. Mother company is AB Wibe (556034-6495) in Sweden.

All Wibe Group policies, guidelines and other steering documents are also applicable for Wibe Norge AS (927325624).

## Wibe Wibe Norge AS

Wibe Norge AS is a fully owned subsidiary and employ nine employees in Sales and Inside sales and three employees in Group functions - Finance and Business development.

The products sold in Norway are mainly produced in our own production facilities in Sweden and the Netherlands.

The employment terms & conditions follow or exceed the agreement between NELFO and Negotia (funksjonaersavtale).

## Wibe Group values

- **We are TRUE**  
We are true to ourselves and others. We are open and transparent. We act with the highest standard of integrity and honesty. We are reliable.
- **TOGETHER we win**  
Together we are creators. In our energetic environment we inspire and empower each other to create inspirational solutions. This makes it fun and together we care.
- **We welcome the CHALLENGE**  
We take ownership of resolving the challenge. We are active, focused and empowered to make decisions. We never give up until we have found a successful solution.
- **We are PROFESSIONAL**  
We master what we do. We are professionals. We are curious and eager to learn. With focus and precision, we bring our solutions to the next level.
- **RESPONSIBILITY, we care**  
We want to make a difference. We want to make the community and our employees proud of us as a company. We contribute to secure a bright future for coming generations.

## Code of Conduct (CoC)

The Board of Directors have on Group level identified a general set of principles presented as a Code of Conduct which is signed by all employees. The principles give guidance in our continuous work to be an attractive employer that offer interesting career and professional



development, a healthy and safe workplace (physical, mental and socially) with a long-term relationship with key players such as employee organizations etc.

Our principles for equality and diversity are based on mutual respect in all employee relationships, secure an inclusive workplace where diversity is key and where discrimination is never tolerated – by race, age, national or social background, gender, transgender identity or expression, sexual orientation, ethnicity, religion or other beliefs, political opinions, trade union memberships, marital status or disability.

The CoC within Storskogen Group also give clear direction and ambition related to:

- Zero tolerance of corruption
- Caution over gifts and benefits
- Impartiality and conflict of interest
- Healthy competition
- Product quality and customer satisfaction
- Responsible taxpayer
- Transparent and accessible communication

### **Whistleblowing Wibe Group**

Wibe Group set the highest professional and ethical standards in our daily work, both internally and in all contact with customers, suppliers and other stakeholders.

Wibe Group is therefore concerned that misconduct or irregularities that have occurred in the organization that harm the business, or our employees are noticed, investigated and successfully handled as early as possible.

A whistleblower function is set up in our home web page ([wibegroup.com](http://wibegroup.com)) to make it straightforward for anybody who wants to provide information about misconduct or irregularities that are contrary to current legislation or policies.

Through the whistleblower function, you can provide information anonymously. All notifications are received and investigated by an external provider.

### **Sustainability**

Wibe Group is committed to minimizing the negative impact of its operations on the natural environment and comply with all applicable environmental laws and regulations and to measure, manage and address energy, water and waste usage and greenhouse gas (GHG) emissions.

Wibe Group measure the quality of our sustainability efforts in EcoVadis where we correctly hold Silver level (among top 25 per cent).



### **Purchase principles – business partner Code of Conduct**

As a participant in the United Nations Global Compact, Wibe Group and its subsidiaries supports the Universal Declaration of Human Rights and the International Labor Organisation's Declaration on Fundamental Principles and Rights at Work as well as the OECD Guidelines for Multinational Enterprises. Wibe Group strives to adhere to the principles set forth in these standards and has based Wibe Group Business Partner Code of Conduct on these.

All suppliers and other business partners sign the business partner Code of Conduct to ensure that fundamental human freedoms and rights are respected and protected.

Wibe Group expect our Business Partners:

- to exercise human rights due diligence
- not to tolerate any forms of modern slavery or forced labor incl. child labor
- to comply with local laws and regulations regarding workers contracts, working hours incl. overtime and overtime compensation, salary level and payment
- to treat everyone with dignity and respect and provide equal employment opportunities and conditions
- all employees shall have the right to lawfully form, join or not join labor representation and join worker's council in accordance with local law and international conventions
- shall provide employees with a safe and healthy working environment that minimizes the incidence of work-related injuries and enhance the quality of products and services.