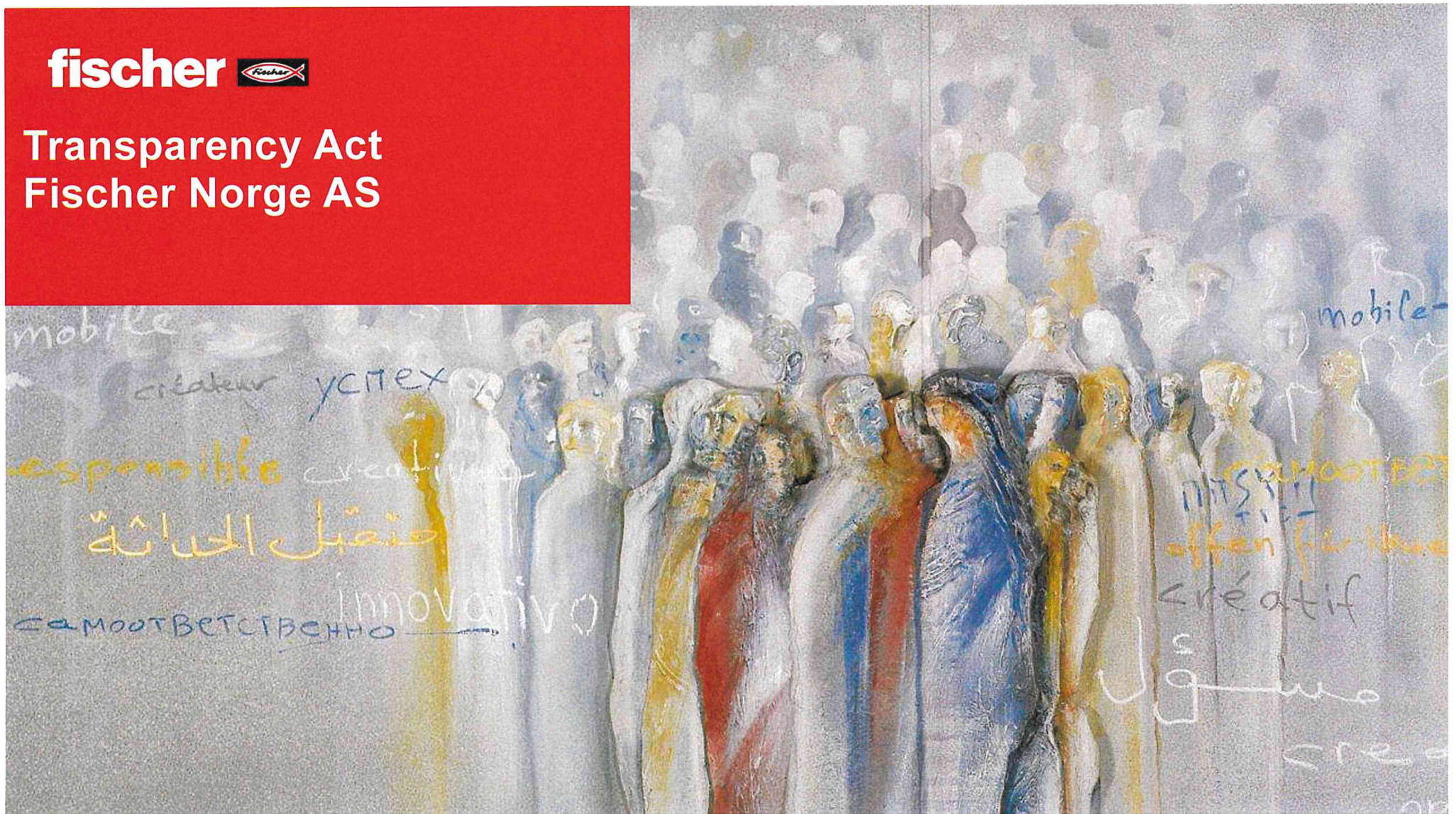


**fischer** 

## Transparency Act Fischer Norge AS





## Organisation

Fischer Norge AS (FINO), with the organisation number 990 474 257 is a local distribution company owned by Fischerwerke GmbH & Co.KG (FIWE). The company is part of the Nordic organization and has a wide product range in fastening materials such as nylon plugs, facade plugs, expansion bolts, safety anchors, anchoring mortar, construction screws, etc. Distribution takes place through their primary customers who are chain-linked construction, industrial and plumbing dealers throughout the country. FINO sells products under the brand name Fischer. In addition, as a local agreement, FINO has the national distribution of Stabila Vater levels.

FIWE, the family-owned company operates 50 subsidiaries in 38 countries and exports to more than 120 countries. The major stakeholder is Mr. Klaus Fischer, who is also the CEO of the Holding and Chairman of the Advisory Board of the Fischer Group of Companies. The group includes five divisions: fischer fixing systems, fischer Automotive, fischertechnik, fischer Consulting and fischer Electronic Solutions.

## Operations

The production is located in Argentina, Brazil, China, Germany, Italy, Serbia, Czech Republic, USA, Vietnam. fischer develops and makes its own products, mainly in Germany. Nordic stock is located in Køge, Denmark. The main Norwegian office of FINO is in Oslo.

## **Routines/Guidelines**

The work on the Transparency Act is carefully coordinated, with our guidelines and procedures endorsed by the General Manager and the Board of Directors. These protocols encompass division of responsibilities, mapping and assessing potential negative impacts based on our operations, supply chains and business relationships, and fostering cooperation for remediation and compensation when necessary.

The routines include the division of responsibilities and tasks in our business, mapping and assessing negative impact/damage based on our own operations, supply chains and business contacts, cooperation on recovery and compensation where required, punching/preventing negative impact/damage, monitoring implementation and results, as well as communicating how the impact has been handled and processing information claims.

We integrate requirements related to the Transparency Act within our contracts through special contractual provisions. These stipulations grant us access to our subcontractors' due diligence assessments where applicable, and relevant information about their supply chains. They also ensure adherence to pay and working conditions, and internal control of Safety, Health, and Working Environment (SHA) standards for work conducted within Norway.

Fischer Norge AS ensures transparency by conducting workshops for supply chain mapping and due diligence assessments. These workshops have been initiated in the reporting period and serve as an active tool for us to continually monitor our operations and their potential impact. We make use of all available information from industry associations and other relevant actors as a basis for our internal procedures. We have implemented a Supplier's **Code of Conduct** that needs to be followed.

We've given priority to mapping the value chains directly related to our core business, taking into account our own purchasing patterns. This effort also extends to the broader industry level where we align with the prioritized sectors that have been identified as having a significant risk of negative consequences. These include natural stone, HVAC products, electrical products, and solar cell products. By focusing on these areas, we can better assess and address potential risks and actual negative impacts in our operations and supply chains.

For the Norwegian operations, we have used a web-based tool to categorise, and risk evaluate our suppliers. Through this assessment, we have identified the biggest risks of our operations as being the production controlled from Germany. The headquarter in Germany is conducting an assessment that will be published in 2024.

Any supplier of Fischer group companies must follow these requirements:

- Interest in a long-term partnership
- Compliance with the social standards with regard to human rights, working conditions and protection of the environment
- Capacity for innovation and development which also guarantees competitiveness in the future
- Willingness to continuously improve processes
- Guaranteed adherence to and delivery of the required quality
- Assurance of a high delivery reliability
- Willingness and ability to fulfil the logistics regulations
- Fair market prices
- Cooperation via our supplier platform



Our mapping processes are largely based on information from the nearest suppliers and our own investigations of suppliers, especially those related to self-import. To ensure decent working conditions within Norway, we perform checks of wages and working conditions on our sites as per our internal company routines.

All fischer group companies have a conscientious approach to selecting its partners and carries out audits as part of its supplier management before commencing supply.

Moreover, we plan to update our routines to include a whistleblowing channel/complaint mechanism aligned with the Consumer Authority's guidance and recommendations. These measures are expected to enhance our ability to identify risks of breaches of the objectives of the Transparency Act and rectify any negative consequences.

This statement will be updated annually, and whenever there are significant changes in our risk assessments, to reflect our enduring commitment to transparency and corporate responsibility. This statement will be easily accessible on our website and will be included in our annual report.

Oslo, 22<sup>nd</sup> of June, 2023



**Klaus Artur Fischer**  
*Chairman of the Board of Directors*



**Morten Olav Bredeesen**  
*MD*



**Marc Sven Mengis**  
*Board Member*



**Claudia Verena Rothe**  
*Board Member*