



Pioneering polymer solutions

Statement on due diligence according to the Norwegian Transparency ACT - 2025

Purpose

The Transparency Act aims to promote respect for fundamental human rights and decent working conditions among businesses while ensuring public access to information.

Organisation : Who we are and Company Structure

Vipo AS was established in 1896 and produce polymer-based products and provide installation services globally for demanding applications within oil and gas, renewable energy, defence, and other industries. VIPOs manufacturing facility is located in Krokstadelva, Norway with an export share of approximately 68%. In 2025 Vipo AS increased its service presence in Brazil.

VIPOs due diligence assessments aim to assess, avoid or manage potential negative consequences within own operations, supply chain, and business relationships. Our reputation relies on our commitment to being an open, accessible, and responsive business partner, helping our customers become more sustainable through innovative and responsible solutions.

Anchoring: Guidelines and Routines

VIPOs business culture and behaviour is guided by our Values and Code of Conduct. VIPOs values of Customer Focus, Performance, Innovation and Responsibility are core drivers of VIPOs business culture.

VIPO's code of conduct reflects that we support and operate our business in accordance with the Ten Principles of the UN Global Compact, the general concepts expressed in the International Labor Organization (ILO) conventions, the OECD Guidelines for Multinational Enterprises and the UN Declaration of Human Rights. Our Code of Conduct applies to everyone who acts on behalf of VIPO, such as board members, employees, sales agents, distributors, and consultants.

 Providing polymer solutions since 1896	 Kalosjegata 15, 3055 Krokstadelva, Norway t: +47 32 23 20 00 e: contact@vipo-solutions.com www.vipo-solutions.com Registered address: Kalosjegata 15, Krokstadelva, 3055 Norway. Company number: 941730566
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The following policies, certifications and governance outline VIPOs commitment to conducting business ethically and honestly.

- Anti-bribery and Corruption Policy; Sustainability Policy; Whistleblower Policy
- Employee handbook
- ISO 4001 Environmental Management System Certification
- ISO 9001 Quality Management System Certification
- Operate according to ISO 45001 Health and Safety Management System
- Support the EU Conflict Minerals Regulation 2017/821 to discourage companies from engaging in trade that fuels conflicts and human rights violations in high-risk areas.

Suppliers

Purchase of raw materials is a fundamental element of our business. We expect our suppliers and business partners to act in accordance with the ethical standards and guidelines described in our Code of Conduct. Our code of conduct outlines how we approach the following topics: Diversity and Inclusion, People Development, Fair Employment Practices, Health and Safety, Human Rights, Anti-Bribery and Corruption, Conflict of Interest, Trade Compliance, Fair Employment Practices, Environmental Responsibility, Products and Solutions Responsibility, Supporting Communities, Trustworthy Communication, and Information privacy and Protection.

Due Diligence:

VIPO does not knowingly award business to socially or environmentally irresponsible suppliers or sub-suppliers. We follow internal procedures for approval of critical suppliers. In 2025 VIPO began using a Supply Chain Control platform to assess and track suppliers' Environmental, Social and Governance performance. Critical raw-material suppliers are prioritised first, and suppliers from high-risk geographies.

VIPO also completed a Double Materiality Assessment in 2025, where potential and actual impacts of our activities to human rights were systematically identified and assessed. These were assessed for vulnerable groups in 1) own workforce, 2) Workers in the value chain and 3) affected communities.

Risk Assessment of Own workforce and services:

As VIPO is a manufacturing company the health, wellbeing and workers' rights of our own workforce is one of VIPOs top priorities. Hazards related to chemical exposure is inherent to the production of Polymer products and is a key focus in our HSE activities. In 2025



Vipo AS began collaboration with a new health service provider to provide a broader range of support to our employees. The probability of human rights breach is considered low for our operations. Vipo AS actively manages this risk through our HSEQ program in accordance with legislative requirements and ISO standards.

Notification and Whistleblower channel:

VIPO has a whistleblower policy and channels for our employees. Other notifications and complaints in accordance with breach of human rights and the working environment can be sent to contact@viposolutions.com.

Risk Assessment of Supply Chain and Business partners:

Vipo systematically identified and assessed potential impacts to workers in our value chain as part of our double materiality assessment.

In 2025, Vipo AS had commercial relations with suppliers in over 30 countries. The majority of VIPOs raw material suppliers (84% of 2025 annual spend) are based in Europe, or low-risk countries for workers' rights and human rights impacts. Suppliers located in high-risk countries account for 3% of 2025 purchasing volume. While 13% of our annual spend was with suppliers in medium risk countries. Supplier audits in 2025 focused on low-risk regions, with only minor findings. We anticipate the highest potential risk within supply chains lacking documented due diligence assessments and located in countries with presumed weaker legislation in this area.

Outcome:

Based on our assessments over the past year, we have not found evidence that our activities contribute to negative consequences for fundamental human rights and decent working conditions in our supply chain or own workforce.

Plan for 2026

With a large volume of suppliers VIPO will continue to improve internal due diligence process, expand on the assessment group and carry out supplier audits, including from higher risk geographies.

Requests for information Any inquiries can be sent to contact@viposolutions.com

This statement was approved by the VIPO AS Board of Directors on DATE 2026

Commented [AM1]: Vidar - Ideal if we we can add the signatures. This further shows anchoring of due diligence in accordance with OECD guidelines and ISO DNV audit finding.