



THE NORWEGIAN TRANSPARENCY ACT

STATEMENT FROM TRAINOR ELSIKKERHET AS 2025

ABOUT TRAINOR

Trainor Elsikkerhet AS is a company dedicated to safety training for professionals. Trainor offers a wide variety of courses in electrical safety. Our customers are both from the private and public sector. Trainor's eLearning courses can be completed anywhere through a smartphone/tablet or computer, and our classroom courses are located in all of Norway.

Trainor is a Norwegian company owned by the Apave Group. Our owner is an international group providing services in five main areas: inspection, training, testing/measurement, certification and labelling, consultancy, and technical guidance.

OUR COMMITMENT

Trainor places strict requirements on ourselves, our suppliers and business partners, and their subcontractors. We work systematically across the entire value chain to promote and ensure fundamental human and labour rights, anti-corruption, and a sustainable future. These guidelines are outlined in Trainor's Suppliers Code of Conduct which all suppliers/business partners of Trainor are expected to adhere to. Due diligence assessments of suppliers are conducted and reviewed regularly.

DUE DILIGENCE ASSESSMENT

Trainor's due diligence assessment for suppliers and business partners has now been remodelled from previous years to provide a better overview and analysis of our suppliers and business partners. The assessment categorises suppliers and business partners based on country and industry sector with corresponding predefined risk assessment.

Suppliers and business partners are reviewed together with the relevant contact person at Trainor. As a result, information and knowledge from Trainor personnel working with suppliers and business partners are considered when conducting due diligence assessments. The assessments are based on the OECD Guidelines for Multinational Enterprises and tailored to our business.

Identification, prevention, follow-up, and action

If Trainor discovers suppliers or business partners with a high risk of violating our Suppliers Code of Conduct, we investigate further. We communicate our guidelines, engage in dialogue with the supplier/business partner, request relevant information and documentation to review them in detail.

If specific measures are established following the review with the supplier or business partner, we follow up on these measures to make sure they are implemented. We actively participate in the process, involve relevant employees to assess progress. If measures do not result in any changes, we will reassess our future collaboration with the supplier/business partner.

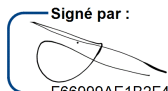
Findings from Due Diligence Assessment

Our Due Diligence Assessments have so far not uncovered actual conditions indicating violations of fundamental human rights and decent working conditions. Information publicly disclosed by suppliers and business partners, surveys and dialogues have been sufficient to address identified potential risks.

From previous years some suppliers did not respond to surveys sent. Those companies were followed up and eventually answered or provided us with necessary information.

Through the assessment of current suppliers and business partners, we have discovered ways to improve the pre-qualification of suppliers and business partners. Through reviewing our purchasing routine, we aim to reduce the risk of engaging a supplier or business partner that do not commit to the same labour, human rights and environmental values as Trainor.

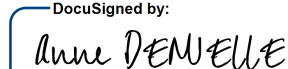
Signé par :



F66999AE1B2F44B...

Eric Robert Jean-Claude Simon
Chairman of the board

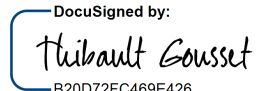
DocuSigned by:



CDAB78320C72481...

Anne Claire Denuelle
Board member

DocuSigned by:



B20D72FC469E426...

Thibault Maurice Marcel Gousset
Board member

DocuSigned by:



6CAE204D96A7440...

Stian Martinsen
CEO