

BIGERA AS – STATEMENT REGARDING THE TRANSPERENCY ACT § 5.

Introduction

Bigera AS is an independent construction contractor that works on a contract basis in Norway within the disciplines of carpentry, masonry, painting, concrete, roofing and project management. The company currently has approx. 75 employees, of which three in the administration are located at the company's head office in Haugesund. The remaining work on various projects, mainly in southern Norway. All our employees have standard contracts.

The company purchases building materials/products mainly from Norwegian suppliers. Suppliers include Norbetong, Norsk stål, Byggern Smith stål, Byggern, Neumann, Optimera, Duri fagprofil, Malproff and Norfloor.

In periods of high construction activity, we have previously had subcontractors from whom we hire personnel. At present, however, we do not have any such, and it is also no longer legal in Eastern Norway.

We are aware that the construction industry, including the building engineering professions, has several risk factors in the conduct of business. This regarding working conditions/hired personnel in Norway, where all our projects are built. We are also aware of the objectionable conditions under which products and components used in our industry are in some cases produced - especially in the case of production in Eastern Europe and Asia.

In this note, we will in the following explain the company's work with due diligence assessments relating to human rights, decent working conditions and ethical trading, cf. the requirements in the Transparency Act. We use the OECD's guidelines and their "business wheels" as a basis in this regard.



OECD's process and guidelines for work with human rights and decent working conditions - the "business wheel".

Accountability

Our work with the Transparency Act is anchored at board level in the company. Furthermore, the responsibility is delegated to the company's day-to-day manager, who has regular meetings about this with our construction project managers. The company's code of conduct must also ensure that our values and ethical guidelines are incorporated into the company. We expect the same values and guidelines to be the basis of all companies that supply products and/or services to us.

We work continuously to anchor the requirements of the code of conduct in our operations, including through training in this for all employees and by including consideration of human rights and decent working conditions in our internal routines and guidelines.

Due diligence assessments and mapping of subcontractors/producers

We are aware that there may be undesirable conditions in our value chain. This applies both to indecent working and employment conditions and to products/materials used in housing projects we build. We have therefore identified the following areas as the most important for us in our work so far:

- Working and employment conditions with any subcontractors of personnel in the future
- Working and employment conditions at manufacturers of building products
- Any purchases of products manufactured in Eastern Europe and Asia.

Construction is an industry where the risk of workplace crime is high, and any future subcontractors of personnel will therefore be prioritized regarding measures and follow-up. Quality in employment agreements, pay conditions and working environment conditions are important focus areas which we, as the client, must ensure are fully and always complied with.

Our project managers/purchasers have and will in future play an important role in ensuring that our suppliers of products/materials understand and comply with our requirements, both in terms of requirements in contracts and in practice. Training of our project managers/purchasers is an important area to be able to implement measures and ensure compliance.

If we discover errors, deficiencies or breaches of laws, rules and our ethical guidelines, the subcontractors will be given a deadline to rectify the situation and, as a last resort, we will consider ending the purchase/hire.

Reporting and publication of information

Reports on our work with the Transparency Act are published on our websites: www.bigera.no. Inquiries and questions relating to our work with the Transparency Act can be addressed to rl@bigera.no and will be answered no later than three weeks after the inquiry has been received.'

Haugesund, 29th of June 2023

A handwritten signature in black ink, appearing to read "R. Lankutis", is centered on the page.

Ramunas Lankutis,
Chairman of the Board
Bigera AS