



Statement under the Transparency Act for ONOS Ole Nordmo and Sønn AS.

The purpose of the Transparency Act is to promote companies' respect for fundamental human rights and decent working conditions in connection with the production of goods and the provision of services. Furthermore, the Act shall ensure public access to information about how enterprises work with this.

General information

The Group consists of the parent company Nordmo Invest AS and the wholly owned subsidiary ONOS Ole Nordmo Og Sønn AS (hereinafter referred to as ONOS). ONOS is a machinery contracting company in the construction industry with main activity that includes traditional and complex construction work within road construction, infrastructure, construction, earthmoving, earthworks, transport and demolition/remediation works. ONOS has about 15 employees and is headquartered at Andslimoen in Målselv municipality, with Troms and Nordland as a market area.

ONOS strives to ensure accountability and dignified conditions throughout our value chain. Central to this is compliance with employee and human rights vis-à-vis both our own employees and employees of our business partners.

ONOS conducts due diligence in the business and work with human rights is anchored in the management and implemented in our own quality systems and internal routines. Management and administration are responsible for implementing the duties that follow from the Transparency Act.

ONOS is organized through membership in MEF, and follows the tariff and main agreement through MEF-NAF/LO. ONOS is also an approved apprentice company in OKAB and TOBO.

ONOS has central approval for liability law in DIBK.

Furthermore, ONOS is now working on certification within Eco-Lighthouse and ISO 9001.

Consequences and risks

The construction industry is an industry where there have been challenges in safeguarding working conditions and human rights. Through our work, we have not uncovered any actual negative consequences internally, but in our assessment we find that the risk of violations of human rights and decent working conditions lies primarily outside our own operations, particularly in the case of extended supply chains.

Temporary agency work has traditionally been an area where there have been challenges with decent working conditions.

Effort

ONOS expects all our suppliers to have high ethical standards and ONOS does not tolerate any form of corruption, bribery, embezzlement, competitive cooperation, discrimination or harassment. Our suppliers must at all times respect human rights in the same way as ONOS, throughout their value chain. To ensure this, we map our business relationships in terms of HSE, environment, seriousness, quality and social responsibility. The requirements of the Transparency Act have now been implemented in our contract templates.



ONOS has a strategy that states that we will mainly carry out the work with our own resources and use hiring to handle the peaks of staffing needs. The hiring needs are mainly solved in 2 different ways; hiring of local resources and hiring through permanent partners.

ONOS has internal guidelines for whistleblowing, and we ask you to give us feedback if you become aware of conditions that violate fundamental human rights or decent working conditions.

ONOS expects that our measures and requirements for suppliers will reduce the risk of human rights violations and decent working conditions.

If ONOS, through its work on the Transparency Act, uncovers a risk of or violation of human rights and/or decent working conditions, the matter will be discussed with the responsible supplier. We will strive to cooperate with the supplier to solve the challenges, but if conditions are not rectified, ONOS will terminate the contractual relationship/contract.

Should you like more information about how we handle actual and possible negative consequences of violations of these topics, please contact us on firmapost@onos.no.

We will give you feedback within three weeks.

This statement applies to the period 01.07.25-30.06.26.

Bardufoss, 30 June 2025

A blue ink signature of Lars Even Nordmo, written in a cursive style.

Lars Even Nordmo
(Chairman)

A blue ink signature of Siw Eriksen, written in a cursive style.

Siw Eriksen
(Board Member)