



# Transparency Report

2024

# Report Information

## Transparency Report: 2024

<b>Report reference:</b> Click to type report reference	<b>Date:</b> 5 January 2026	<b>Release:</b> Click to type release number
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Release	Prepared by	Reviewed by	Approved by	Date	Comments
X	NW	MC	RM	6 Jan 2026	Comments

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# 1 Organisation

Vysus Norway AS and Vysus Norway Holdings AS are limited companies. Vysus Norway Holdings AS is the parent company of Vysus Norway AS. The registered address of both companies is Drammensveien 169, 0277 Oslo. There are no employees or operations in Vysus Norway Holdings AS other than exercising ownership in Vysus Norway AS.

Vysus Norway AS and Vysus Norway Holdings AS are part of Vysus Group. The ultimate parent company is Vysus Group Holdings Limited, registered in the UK. The registered address is 2 Babmaes Street, London, England, SW1Y 6HD.

# 2 Operating Area

Vysus Group is a UK company with operational headquarters in Aberdeen. During 2024 the group has been organized into regional business units and global business units aligned to our services and capability:

- Vysus Consulting Global Business Units
  - Nuclear
  - Survey and Geo
  - Grid and Powersystems
- Vysus Consulting Regional Business Units
  - Consulting Americas
  - Consulting UK&Europe
  - Consulting Scandinavia
  - Consulting Southeast Asia
  - Consulting Korea
  - Consulting China

As a global engineering and technical consultancy business of significant breadth we work across a multitude of stakeholder and client partnerships from our offices currently located in 13 countries. Correspondingly our supply chain is required to align to our global portfolio of projects. Historically our supply chain has been managed at a country or regional level.

Vysus Norway's main area of operation is Risk Management and falls under the Vysus Consulting Regional business units. We support owners, operators and manufacturers of capital-intensive assets, plants and infrastructure across the entire lifecycle and supply chain.

### 3 Standards

Vysus Group is committed to high standards of environmental, ethical, and social responsibility in the delivery of all our services. We strive to be the best for our customers and look to make a positive contribution to society wherever we operate. In support of this aim and our core values of Trust, Partnership and Passion we have developed principles to extend these standards to our supply chain.

The principles are anchored in internationally recognised standards, including but not limited to the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the UN Global Compact. Suppliers must always adhere to these principles. In return Vysus Group will work with suppliers to support any necessary improvements and encourage continual improvement.

Vysus Group operates an Occupational Health & Safety Management System that has been certified as ISO 45001. The company is also certified as ISO14001 to limit the impact on the external environment.

### 4 Policies and Procedures

There are several group policies that determine our business practices in relation to the Transparency Act.

- People Policy
- Code of Ethics Policy
- Responsible Procurement and Sourcing Policy
- Modern Slavery Policy

Vysus Group policies and procedures are continually reviewed and updated accordingly and apply to all Vysus Group companies.

#### 4.1 People Policy

Vysus Group's people policy covers employment contracts, grievances, harassment and workplace bullying, equal opportunities, and diversity, working hours and human rights. The guidelines are published on the website of Vysus Group.

As a participant in the United Nations Global Compact, Vysus Group supports the Ten Principles on human rights, labour, environment, and anti-corruption; the Universal Declaration of Human Rights; the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work; and the UN Guiding Principles on Business and Human Rights.

#### 4.2 Code of Ethics Policy

Vysus Group's code of ethics policy covers anti-bribery, anti-corruption, and fraud, speaking out, conflict of interest, and environmental and social governance.

All suspected incidents of malpractice or wrongdoing must be reported using the dedicated email [ethics@vysusgroup.com](mailto:ethics@vysusgroup.com). That email should also be used where further guidance is needed on any ethical issue facing Vysus Group or where a decision is required of the Ethics & Compliance Committee.

#### 4.3 Responsible Procurement and Sourcing Policy

Vysus Group's responsible procurement and sourcing policy covers fair, equitable, supportive, and inclusive employment, worker's health and safety, data protection, information security. The guidelines provide rights for auditing and are intended to ensure compliance with applicable laws and maintenance of accurate records.

When purchasing services from a third party, the contract template states:

*“The CONTRACTOR shall ensure .... prior to commencing the GOODS and/or SERVICES, and during performance thereof shall comply with all applicable laws, rules and regulations.”*

Vysus Group has an ongoing review of terms and conditions. As a result of the review, there may be further expansion on this.

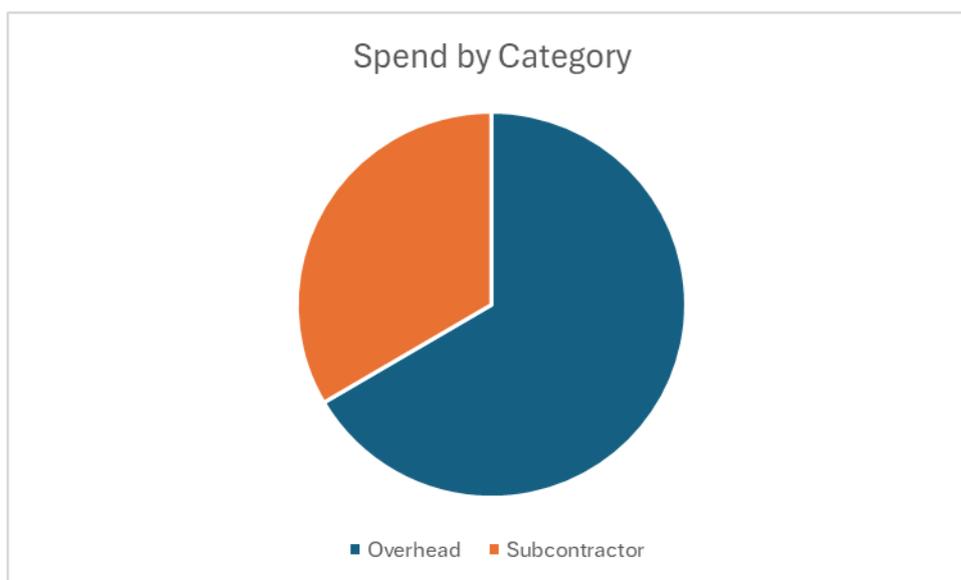
#### 4.4 Modern Slavery Policy Statement

Vysus Group has published guidelines to avoid modern slavery on Vysus Group’s website. The Group has zero tolerance for modern slavery. This applies to all companies in the Group, suppliers and the entire value chain.

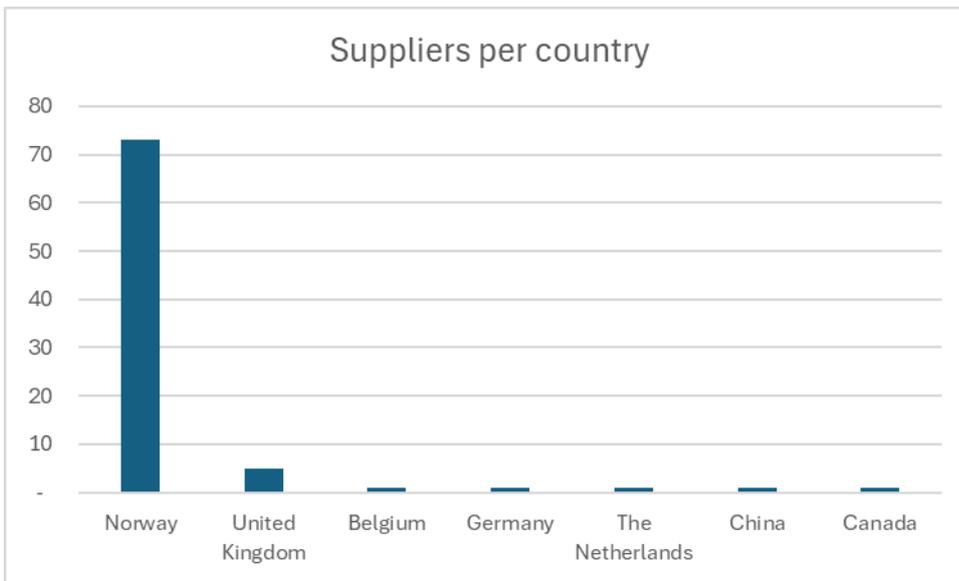
### 5 Risk Assessment

Vysus Group carries out due diligence assessments for all tendered contracts. Vysus Norway assesses the risk of non-compliance of our suppliers to very low. Most of our suppliers operate in countries where there is comparable legislation.

Vysus Norway placed orders with 83 different suppliers in 2024 to a value of approx. MNOK 23,3. Of these 5 suppliers are subcontractors with an order value of approx. MNOK 7,8. The remaining 78 suppliers with an order value of approx. MNOK 15,5 are for overhead related costs.



The 83 suppliers are divided into the following countries:



In addition to our 3<sup>rd</sup> party suppliers, Vysus Norway also utilises the expertise of our other group companies. These are in the following countries: UK, Sweden, Denmark, Netherlands, Spain, Qatar, India, China, Korea, Malaysia, Australia, USA & Canada. Some of these countries do not have equivalent legislation, however all Vysus Group companies are governed by the policies & procedures mentioned above.

Supplier compliance is managed through our QHSE management system. There are currently no non-conformances raised on our suppliers in our QHSE management system.