

# The Transparency Act

Statement as of 19<sup>th</sup> June 2025



Litt mer **overskudd**

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## About Duett AS

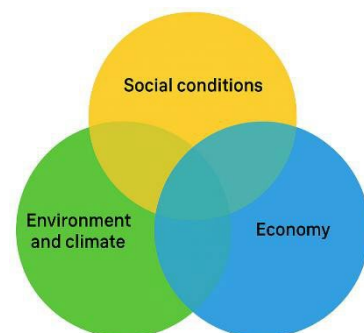
Duett AS is a Norwegian company headquartered in Oslo, with a branch office in Tynset. Duett develops and delivers software products for the accounting industry, and the Duett Økonomi (Economy) system is the largest and most important product in the company's portfolio. Duett Økonomi is designed to streamline and simplify accounting processes and offers a wide range of features that meet the needs of accountants and their clients. The system allows users to manage everything from bookkeeping and invoicing to reporting and analysis, all within a user-friendly interface. With our extensive experience and deep understanding of the accounting industry, Duett is a proud and reliable provider of financial systems that offer the necessary tools for a successful accounting day.

Duett is also a provider of cloud services that enable businesses and organizations to harness the power and flexibility of cloud-based technology. We offer tailored solutions for data storage, network access, and software services, allowing our customers to focus on their core business without worrying about IT infrastructure. With modern security measures and expertise in cloud technology, we help businesses realize their full potential and gain competitive advantages through a reliable and scalable cloud platform. Duett also distributes third-party software and hardware.

## Sustainability

Duett aims for sound corporate responsibility, with focus on sustainability in all aspects of the business. We recognize that being a profitable company is not only about economic success, but also about taking environmental and social factors into account for the benefit of future generations.

In terms of economic sustainability, Duett continuously works to ensure sound financial management and growth. We focus on long-term value creation by investing in innovation, research, and development, while maintaining a strong financial foundation. We also consider cost-effectiveness and resource optimization in our decision-making. When it comes to social sustainability, Duett is committed to making a positive impact on society. We follow ethical guidelines and operate in compliance with laws, rules, and regulations. We promote diversity and inclusion in our workforce and ensure a safe, fair, and inclusive working environment. Additionally, we support local community projects and charitable organizations that contribute to social development and welfare. By aiming to be a responsible and trustworthy societal contributor that takes economic, environmental, and social factors into account, Duett is actively contributing to a sustainable future, for the benefit of customers and employees alike in the years to come. We are committed to continuously improving our sustainability practices and working with stakeholders to promote shared goals for a more sustainable world.



## Health, Safety, Environment (HSE)

Duett works to ensure a healthy and safe working environment for all employees in accordance with national legislation. We are committed to complying with all relevant health, safety, and environmental regulations to ensure that our employees can perform their work in a safe and secure manner.

We have established clear guidelines and procedures to ensure all employees have access to adequate welfare facilities. This includes a clean and organized work environment, ergonomic equipment, and amenities that promote health and well-being. We also actively encourage our employees to participate in various welfare activities to help maintain a good work-life balance.

We take employee concerns seriously and have therefore established a whistleblowing system where employees can report unacceptable conditions anonymously. This should ensure that employees feel safe when sharing information about potential rule violations or unethical practices. All reports are taken seriously, thoroughly investigated, and followed up with appropriate action. In addition to meeting legal obligations, we are committed to the continuous improvement of our HSE practices. We conduct regular risk assessments to identify potential hazards and implement measures to mitigate risks. Duett is proud to offer a working environment that prioritizes employee health, safety, and well-being. We are committed to upholding high HSE standards and continually improve our practices to ensure a safe and secure workplace for all.

## Internal Employment Practice

The right to equality is the right of all individuals to be treated with dignity, respect, and consideration, and to participate equally in working life. Duett works actively, purposefully, and systematically to promote equality and prevent discrimination based on gender, pregnancy, parental leave (birth or adoption), caregiving responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression, or combinations of these. The topic of equality and anti-discrimination is part of the company's work environment committee's mandate.

Our equality efforts include recruitment, compensation and working conditions, promotions, development opportunities, accommodation, and the ability to balance work and family life. During recruitment, candidates are selected based on a range of qualifications, and all job postings are free from discriminatory variables.

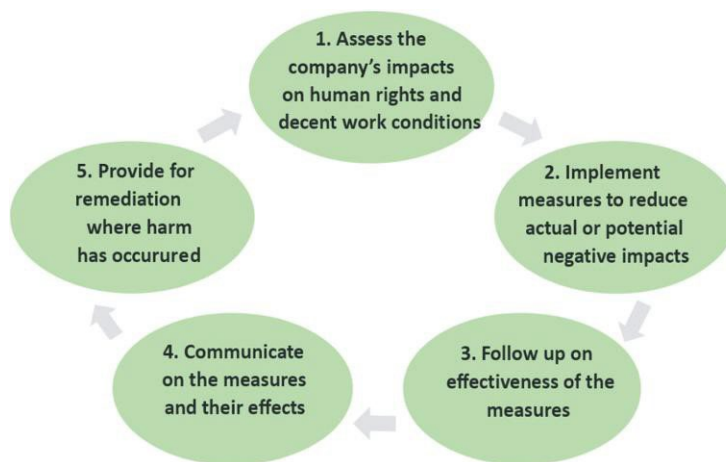
The CHRO and CEO review all company policies in various personnel-related areas. HR also follows up with ongoing evaluations and activities throughout the year.

## The Transparency Act

The purpose of the Transparency Act is to promote companies' respect for human rights and decent working conditions, and to ensure public access to this information. The Act includes

the obligation to conduct due diligence assessments and report on them annually. Everyone is entitled to basic human rights and decent working conditions, and it is not sufficient to ensure this only within one's own company. These are requirements that must also be extended to partners and suppliers. Duett expects its suppliers and partners to maintain the same high ethical standards as the company itself and has a zero-tolerance policy regarding violations of human rights, indecent working conditions, corruption, discrimination, and harassment among these parties.

The more companies that adopt this mindset, the faster the world can move toward fewer violations of human rights and better working conditions. Duett therefore welcomes the introduction of the "Act on Enterprises' Transparency and Work on Fundamental Human Rights and Decent Working Conditions," also known as the Transparency Act. Work related to the Transparency Act is an ongoing process, as illustrated in the figure below. The illustration is based on the content of the law.



## Due Diligence and Supplier Assessment

In assessing actual and potential negative impacts on fundamental human rights and decent working conditions, Duett has divided the evaluation into three areas:

1. Internally within the company
2. Through our operations
3. Within our supply chains

Duett has established sound routines for decent working conditions internally, as described earlier in the report. The products and services offered by Duett are also assessed to pose low to no risk of negative impacts on fundamental human rights and working conditions.

Our procurement plays a central role in how we exercise our corporate social responsibility, and we consider it essential to ensure that we work with reputable partners who are committed to responsibility at all levels. As part of this work, we have assessed our suppliers, focusing on those we work most with, those of significant size, and those belonging to

supplier groups where detailed evaluation is particularly important. Through this process, we have reviewed and assessed the societal impact of our suppliers. We have also assessed how they fulfill their social responsibility, placing particular focus on their approaches to human rights, labor practices, environmental and climate impact, and anti-corruption efforts. We have further evaluated whether there are any potential risks of violations of fundamental human rights and decent working conditions.

Based on this assessment, no violations have been identified, and this gives us confidence that our suppliers share our commitment to ethical and responsible business practices.

Oslo, 19<sup>th</sup> June 2025

Adam Malinowski

Adam Malinowski (Jun 18, 2025 21:14 GMT+1)

Adam David Malinowski  
*Chair of board*

Maurice Hernandez

Maurice Hernandez (Jun 18, 2025 15:08 GMT+1)

Maurice André Hernandez  
*Board member*

Rachel Spasser

Rachel Spasser (Jun 18, 2025 07:00 EDT)

Rachel Lee Spasser  
*Board member*

Frode Sletten

Frode Sletten (Jun 18, 2025 12:28 GMT+2)

Frode Sletten  
*Board member*

Erik Harrell

Erik Harrell (Jun 18, 2025 12:52 GMT+2)

Erik Harrell  
*CEO*