

Statement on Responsible Business Conduct

Techouse AS - 2024

Techouse, with more than 20 years' experience, is a Norwegian company delivering energy recovery and water treatment solutions to the offshore oil and gas industry.

Techouse has grown to become a leading engineering and technologies firm specialised in the provision of complete customised process packages designed to ensure environmental solutions, reducing emissions to ambient air, clean water and energy savings. Our focus is optimizing design for increased performance while minimizing cost, weight and footprint.

Techouse is committed to conducting its business in a responsible and ethical manner, respecting the rights and interests of all its stakeholders, including its employees, customers, suppliers, partners, and the communities where it operates.

This statement is prepared in accordance with the Norwegian Transparency Act, which entered into force on 1 July 2022. The act requires companies to report on their efforts to prevent and address adverse impacts on human rights, working conditions, the environment and anti-corruption in their operations and supply chains. The statement covers the period from 1 January to 31 December 2024 and applies to Techouse and its subsidiaries.

Our approach to responsible business conduct

Techouse recognizes that its activities may have positive or negative impacts on the society and the environment. Therefore, Techouse strives to identify, assess, and mitigate any potential or actual risks and adverse impacts that may arise from its operations and supply chains.

Techouse is guided by the following principles and standards in its approach to responsible business conduct:

- The United Nations Guiding Principles on Business and Human Rights (UNGPs), which provide a framework for the corporate responsibility to respect human rights and the state duty to protect human rights.
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, which sets out the core labour standards on freedom of association, collective bargaining, non-discrimination, forced labour and child labour.
- The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, which provide recommendations for responsible business conduct in areas such as human rights, labour, environment, consumer protection, taxation, and anti-corruption.
- The United Nations Global Compact, which is a voluntary initiative that encourages businesses to adopt and implement ten universal principles on human rights, labour, environment, and anti-corruption.

Techouse has adopted a Code of Conduct that reflects these principles and standards and sets out the expectations and requirements for its employees and business partners. The Code of Conduct covers topics such as human rights, labour rights, health and safety, environmental protection, data protection, anti-corruption, fair competition, confidentiality, and intellectual property.

Techouse also has a Whistleblowing Policy that enables its employees and external stakeholders to report any suspected or actual breaches of the Code of Conduct or any other laws or regulations.

Our due diligence process

Techouse follows a due diligence process to identify, prevent, mitigate, and account for how it addresses the potential and actual adverse impacts of its operations and supply chains on human rights, working conditions, the environment and anti-corruption. The due diligence process consists of the following steps:

- Identifying and assessing the relevant risks and impacts that may occur in relation to Techouse's activities, products, services, suppliers, and business partners, considering the context, sector, geography, and stakeholder perspectives.
- Integrating and acting upon the findings of the risk and impact assessment, by implementing appropriate measures to prevent, avoid, reduce, or remedy the identified risks and impacts, such as policies, procedures, controls, training, monitoring, and reporting.
- Tracking and evaluating the effectiveness of the measures taken, by collecting and analysing relevant data and indicators, conducting audits and reviews, and seeking feedback from internal and external stakeholders.
- Communicating and reporting on the outcomes of the due diligence process, by disclosing the policies, processes, actions, results, and challenges related to responsible business conduct, and engaging with stakeholders on an ongoing basis.

A substantial part of Techouse business is outsourced to manufacturers, fabricators, and product suppliers worldwide.

Manufacturers and fabricators utilizing Techouse design engineering shall be evaluated and approved by a thorough site audit evaluating suppliers on minimum following criteria:

- Financial strength
- Resources & capacity
- Experience and references
- Competence
- Ability to comply with Techouse policies & requirements:
 - Business Ethics policy
 - Human Rights Policy
 - HSEQ Policy
 - General Data Protection Regulation (GDPR)
- Technical Requirements
- Delivery time
- Logistics requirements and location
- Production facilities
- Ability to comply with requirements set forth in Techouse's client contract
- Contract administration competence and sub-supplier control
- Management, competence, and production facilities

Such audit shall be performed by competent personnel and reported in compliance with audit procedures.

Our main achievements and challenges in 2024

In 2024, Techouse made significant progress in implementing and improving its due diligence process and enhancing its performance on responsible business conduct. Some of the main achievements and challenges are summarized below:

- Techouse conducts risk and impact assessments of its operations and supply chains, covering all the relevant areas of responsible business conduct as part of the daily business. The assessments involve desk research, audits, consultations with internal and external stakeholders.
- Techouse improved its monitoring and evaluation system, by developing a set of key performance indicators (KPIs) and targets for measuring and reporting on its responsible business conduct.
- Techouse has revised and updated its Code of Conduct and Whistleblowing Policy. The revised Code of Conduct and Whistleblowing Policy are approved by the Board of Directors and communicated to all the employees and business partners.

Our plans and commitments for 2025

In 2025, Techouse will continue to implement and improve its due diligence process and enhance its performance on responsible business conduct. Some of the main plans and commitments are summarized below:

- To support the ten UN Global Compact principles on human rights, labour standards, environment, and anti-corruption a set of KPI will be established and measured on value inclusion, equality, and diversity.
- Techouse will update and refine its risk and impact assessment, considering the changes and developments in its operations and supply chains, as well as the emerging and evolving trends and issues in the field of responsible business conduct, the digital transformation, the climate change, and the human rights due diligence legislation.
- Techouse will review and revise its policies, procedures and controls related to responsible business conduct, ensuring that they are consistent, coherent, and comprehensive, and that they reflect the best practices and standards in the industry and the society. Techouse will also develop and implement specific action plans and measures to address the identified risks and impacts, and to achieve the set KPIs and targets.
- Techouse will strengthen and expand its training and awareness-raising program on responsible business conduct, reaching all the employees and covering the relevant topics and issues. Techouse will provide tailored and targeted guidance and support to the different units and teams according to their roles and responsibilities as part of the development programme for employees and leaders.

Techouse is committed to conducting its business in a responsible and ethical manner, respecting the rights and interests of all its stakeholders, and contributing to the sustainable development of the society and the environment. Techouse welcomes and appreciates any comments or questions on this statement or on any other aspect of its responsible business conduct. Please contact us at post@techouse.no