



Hiab Norway AS is part of the Cargotec Group (Cargotec OYJ, listed at the Helsinki stock exchange). Our main area of operations includes selling and delivering road load handling solutions (among them hooklifts, cranes and tail lifts). In addition, Hiab Norway AS is also selling spare parts and has its own workshop. More information on our range of products and services can be found [here](#).

The main office of Hiab Norway AS is located in Hagan. In June 2023, a total of 27 employees work for Hiab Norway AS.

Being part of the Cargotec group, we in Hiab Norway AS are committed to full compliance with the internationally recognized human rights standards and applicable labour-related national and international laws and regulations. Our human rights commitment and principles apply to all aspects of our operations, as well as to our relations with any business partners. We aim to avoid any adverse human rights impacts across our whole value chain and we always mitigate or remediate such impacts should they occur.

As part of Cargotec Group, Hiab Norway AS follows the group-wide governance framework, including the shared commitment to respect human rights, set in our Code of Conduct, Business Partner Code of Conduct, Sustainability Policy, Employment Policy, and Sourcing Policy. This governance framework is supplemented by the Hiab Norway AS Personnel Handbook, which provides the employees with pertinent information on employment matters such as working hours and overtime, health and safety, time off, remuneration and benefits, in full accordance with the current Norwegian legislation.

In 2022 Cargotec Group adopted a new Human Rights Impact Assessment Methodology Guideline, allowing us to identify and assess the adverse human rights impacts caused by the company; impacts that the company contributes to; and impacts that are directly linked to the company's operations, products or services through business relationships. This Methodology Guideline was used for the identification of the human rights impacts of Hiab Norway AS. In addition to the already established robust system of controls and improvement measures, used in our own operations and applied on our supply chain, in 2023 we will have a special focus on Health and Safety and diversity as our assessment has shown these to be highest risk areas.

With this regard, while we work to ensure all human rights are respected in our value chain, we have identified salient human rights which we prioritise in our work including the right to life and health, the right to just and favourable conditions of work, including just and favourable remuneration, rest and leisure, as well as the right to non-discrimination.

Hiab Norway AS is committed to enhancing health and safety conditions both across our organisation and in our supply chain. To constantly improve our existing procedures and control mechanisms, in 2023 our efforts are focused on the strengthening of our health and safety risk assessment process, organising safety training and awareness programs, as well as encouraging proactive reporting. Furthermore, by organising regular on-site inspections

and discussions with our suppliers, we aim to foster collaboration and ensure alignment on our shared health and safety goals and standards.

Hiab Norway is actively promoting an inclusive working environment where equal opportunities are granted and diversity is cherished and encouraged. Hiab Norway works in a male dominated technical market where we have few female applicants to available positions. We have high focus on this and will cooperate with schools aiming to recruit more female technicians, and have more advertisements encouraging female technicians to apply.

Our Sustainability and Human rights commitment overview can be found [here](#).

A handwritten signature in blue ink, appearing to read 'Tormod Ovesen', with a dotted line underneath.

Tormod Ovesen
Managing Director
Hiab Norway AS