



Kalmar 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 load handling equipment to ports, terminals and heavy industry. In addition, Kalmar Norway AS sells spare parts, used equipment and offers a fleet of short time rental machines. A substantial part of the business is oriented toward services and maintenance delivery. More information on Our range of products and services can be found [here](#).

The main office of Kalmar Norway AS is located in Hagan, with additional service points in Oslo, Fredrikstad, Larvik, Stavanger, Haugesund, Bergen, Trondheim and Fauske. In June 2023, a total of 53 employees work for Kalmar Norway AS.

Being part of the Cargotec group, we in Kalmar 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, Kalmar 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 Kalmar 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 Kalmar 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.

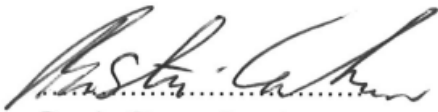
With this regard, while we work to ensure all human rights are respected in our value chain, we have identified salient human rights which we prioritise in our work including the right to life and health, the right to just and favourable conditions of work, including just and favourable remuneration,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

Kalmar Norway AS is committed to enhancing health and safety conditions both internally and across our supply chain. To constantly improve our existing procedures and control

mechanisms, in 2023 we are actively fostering a safety-oriented culture by prioritising efficient communication and proactive engagement with relevant stakeholders, as well as by empowering our employees to easily voice their concerns and suggestions. Furthermore, by organising regular on-site inspections and discussions with our suppliers, we aim to strengthen our collaboration and ensure alignment on our shared health and safety goals and standards.

Kalmar Norway is actively promoting an inclusive working environment where equal opportunities are granted and diversity is cherished and encouraged. Kalmar 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](#).



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Managing Director
Kalmar Norway AS