



MacGregor Norway AS, is a part of the Cargotec group. (**Cargotec OYJ**, listed on the Helsinki Stock Exchange in Finland).

MacGregor Norway AS main areas of operation are to sell, design and deliver load handling equipment to the offshore and marine industries. Hereunder equipment for Sea **windmill** deployment and personnel transfer for overhaul, motion compensated **cranes** for deep sea operations, and solutions for **Offloading** of oil from ships and storage vessels.

MacGregor Norway AS is headquartered in Kristiansand, with offices in Arendal, Bergen Bodø and Averøy. The company employed a total of 445 people and had a turnover of MNOK 1.665 in 2022.

Learn more about our range of products and services [here](#).

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

As part of the Cargotec group, we at MacGregor 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, and 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, MacGregor 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 MacGregor 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 MacGregor Norway AS. The results of this human rights impact assessment indicate that our biggest risk lies within our supply chain as part of the value chain. In addition to the already established robust system of controls and improvement measures, used in our own operations as well as by our Sourcing and Supply Chain, we will for 2023 have a special focus on Health and Safety and diversity/non-discrimination

In striving to ensure that human rights are respected in our value chain, we have identified key human rights which we prioritise in 2023 in our work, that include 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.

MacGregor Norway AS has implemented a variety of control mechanisms to prevent and mitigate impacts that the business may cause or contribute to. The company holds a certification according to ISO 45001:2018 Occupational Health and Safety Management Systems. MacGregor Norway will in 2023 continue and strengthen measures like Health and Safety procedures, mandatory training programs and communication and culture deployments. Towards the supply chain the company will strengthen the supplier risk assessment processes and enhance the supplier audit program.

To ensure non-discrimination working conditions MacGregor Norway in 2023 have an increased awareness on the topic. By anonymous surveys, information and easier access to the Speak up line we are working towards a discrimination free work environment.

MacGregor Norway is actively promoting an inclusive working environment where equal opportunities are granted and diversity is cherished and encouraged. MacGregor 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.



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Pasi Antero Lehtonen
Managing Director
MacGregor Norway AS