



nordicon

Report Norwegian Transparency Act

This report has been written by Lukas Rosander and has been approved by General Manager, Per Wolden. What follows will be a general description of the company, a list of risks in the industry, what we have done in terms of data gathering as well as what we have found. Finally, there will be a brief outline regarding what we do for risk mitigation, regarding both internal and external work environment.

General description of company:

Nordicon is the leading neutral consolidation company in the Nordic region with offices in Sweden, Norway, Finland, and Denmark. From our own warehouse in Gothenburg, Sweden as well as local terminals in each country, the company organizes the consolidation of freight to more than 500 export destinations and from more than 300 import locations around the world. Nordicon partners with ECU Worldwide, the global leader in neutral LCL consolidation with a network operating in 180 countries, more than 2400 direct trade lanes for LCL, and door-to-door services offered in more than 50 global markets. Besides its core LCL (Less than Container Load) business on ocean and rail and focus on direct consolidation services, Nordicon also offers FCL (Full Container Load) and a range of other transport-related services such as warehousing, air freight, and trucking. With Nordicon's tailored solutions for forwarders, FCS, we create a logistic chain and monitor cargo flows to match our customers' specific needs and requirements.

Risks associated with the industry

In compliance with the Norwegian Transparency Act we have outlined the following risks:

- Human trafficking
- Bonded labor
- Dismantling of outdated equipment
- Workers right, such as being paid salaries within OECD's definition of the poverty line

Data Gathering

We sent out a questionnaire focusing on 6 different areas to our major partners. These questions focused on industry risk, working conditions and business ethics, internal due diligence risks, health and safety management, environment, and supplier management/business partners. The responses we received did not reveal any issues related to the above. We are aware that for example European railways have had issues with travelling refugees. In these instances, police and immigration authorities are in charge of dealing with the situation as it happens.

Risk Mitigation

Internally we work with an HMS consult. Last fall we had courses for all employees in HMS and this fall we will have environmental education for everyone. We have an elected safety representative who staff can turn to if they perceive any issues and we are currently looking at implementing staff surveys to gain more insight into staff satisfactory rates. Lastly, we are currently certified under ISO 14001:2015 and will this fall start working towards ISO 9001 certification.

Externally we are consistently evaluating our smaller partners and management for each department are in constant dialogue regarding any new updates and issues that may arise. Our major partner ECU are currently working on a global ESG initiative. What form that will take remains to be seen and we await its completion.

Contact information

Nordicon NUF

Kristian Augusts Gate 13

0164, Oslo

Email: norway@nordic-on.com