

Report 2022: Ensuring Human Rights and Decent Working Conditions

Norsk Stål AS report on how we work towards a better future

Company in general

Norsk Stål AS is Norway's largest distribution company in steel and metals, dealing with trading and stockholding. The company distributes its products, and related services, to a wide array of businesses; including ship, mechanical, offshore, construction industry, as well as merchants and tinsmiths.

The company has roots dating back to 1823, and is 100% owned by Leif Hübner AS. The company has an annual turnover of approximately NOK 2.5 billion, and employs around 300 employees with departments from Søgne in the south to Harstad in the north. Head office functions are located in Asker, right outside of Oslo.

Guidelines and procedures

We have many guidelines and procedures to ensure that we, our employees, partners and supply chain are following the internationally recognised human rights and decent working conditions. Norsk Stål follows the ILO's core conventions on fundamental principles and rights at work, and engage in open dialogue with our employees. In order to review the value chain we use methods such as self-reporting, third party documentation, Norsk Stål's assessment and physical audits.

Risks and impacts

We regularly review our supply chain and business partners in order to secure the highest standards for human rights and working conditions. We focus on third party verified documents, risk factors and audits as well as interviews and discussions with our partners.

Significant risks that examine are:

- the long and complicated supply chain (in particular mining for niche metals and alloys)
- corruption of both within the countries of operation and with third parties

Measures

We will go through our due diligence procedures to reflect more of the risks associated with corruption and supply chains. Additionally, we will work with our suppliers to have a more rigorous approach to human rights and decent working conditions.

Norsk Stål will continue to ensure employee well-being beyond the requirements. We strive to make our workplace the most attractive place to work, and have several measures and plans to become even better.