

Transparency Act Statement 2026

About the Transparency Act

The Norwegian Transparency Act aims to promote businesses' respect for fundamental human rights and decent working conditions in the production of goods and the delivery of services. The Act also ensures public access to information regarding how businesses address actual and potential adverse impacts. Bondura Technology AS complies with the requirements of the Transparency Act through systematic due diligence assessments and the continuous improvement of our routines and processes.

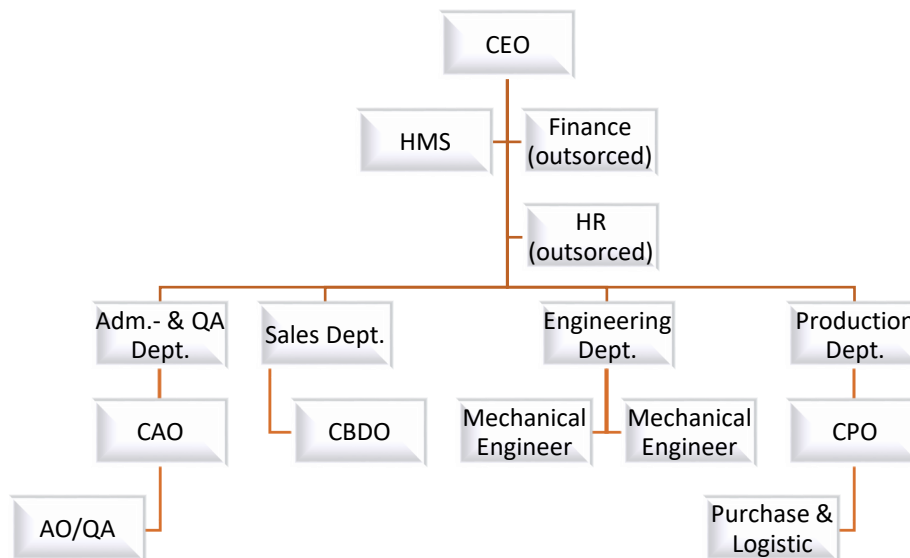
About the Company

Bondura Technology AS develops and supplies pin solutions based on the patented and DNV type-approved bondura® pin technology. Our products are used in demanding applications within offshore, onshore industry, mining, subsea operations, and heavy machinery.

The company is headquartered in Southwestern Norway and operates through an international network of partners and suppliers.

Our business relies on a value chain that includes manufacturing, engineering, logistics, and deliveries from both Norwegian and international suppliers.

Organizational Chart



Governance and Responsibility

The work related to the Transparency Act is anchored at Board level within Bondura Technology AS. Management is responsible for conducting and following up on due diligence assessments, including:

- Risk mapping of the supply chain
- Supplier follow-up and monitoring
- Implementation of corrective actions and improvements

We require our suppliers and business partners to respect fundamental human rights and ensure decent working conditions.

Due Diligence Methodology

Bondura Technology AS conducts due diligence assessments in accordance with the Norwegian Transparency Act and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

The assessments cover:

- Our own operations
- The supply chain
- Business partners
- Assessment Criteria

The following risk areas form the basis of our assessments:

- Geographical risk (country risk)
- Industry-specific risk
- Supply chain risk (complexity and traceability)
- Supplier compliance with requirements

Among the sources used as part of the assessment process are:

- ITUC Global Rights Index (updated annually)
- Supplier information and internal assessments
- Publicly available information
- Mapping and Risk Assessment

Bondura Technology AS has assessed its supplier base and identified risks at an overall level.

The assessment revealed that:

2 out of 14 suppliers are associated with elevated risk due to their geographical location, countries classified as higher risk are typically characterized by:

- Limited freedom of association and collective bargaining rights
- Discrimination
- Weak enforcement of labor legislation

The latest edition of the Global Rights Index indicates a general global trend of increasing violations of workers' rights, including restrictions on freedom of expression and freedom of association.

Risks in the Value Chain

Bondura Technology AS operates in an industry where certain materials and deliveries may be associated with increased risk.

Identified Risk Areas

Risk Area	Position in Value Chain	Type of Risk
Metals / Machined Components	Raw materials and processing	Working conditions, HSE, forced labor
Supply Chain	Manufacturing / subcontracting	Limited traceability

Logistics / Transportation	Transport chain	Working conditions and subcontractor risks
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The risk assessments have been conducted at an overall level and provide the basis for further follow-up activities.

Measures and Follow-Up

Bondura Technology AS continuously works to identify and reduce risks.

General Measures

- Establishment and continuous development of internal guidelines and procedures
- Supplier requirements regarding compliance with human rights standards
- Ongoing supplier evaluations based on risk
- Enhanced monitoring of suppliers identified as higher risk

Follow-Up Activities

- Suppliers are assessed regularly
- Elevated risk triggers tailored follow-up measures
- On-site audits may be conducted when deemed necessary
- In Case of Identified Violations

Should actual adverse impacts be identified, Bondura Technology AS will:

- Investigate the matter and engage in dialogue with the supplier
- Work towards improvement and remediation
- Consider cooperation with other relevant stakeholders
- Terminate the business relationship as a last resort

As of the date of this statement, no specific violations have been identified that have required corrective action.

Looking Ahead

Compliance with the Transparency Act is an ongoing process.

In the coming period, Bondura Technology AS will:

- Further develop its risk assessment model
- Strengthen supplier monitoring and follow-up
- Improve documentation and traceability
- Increase internal awareness and training
- Information Requests and Contact

Bondura Technology AS responds to requests related to the Transparency Act in accordance with the requirements of the Act.

For inquiries, please contact:

✉ transparency@bondura.no