

TRANSPARENCY ACT – YABIMO

I. Description of the company's organisation

YABIMO is an experienced partner in the energy, shipbuilding and industrial sectors. We deliver specialised expertise, steel structures and qualified labour to support our clients in the execution of complex projects. What sets us apart is the quality, expertise and extensive experience of our personnel. We ensure that our experts and contractors are well prepared – through thorough onboarding, close and regular follow-up, and systematic evaluation based on 360-degree feedback. Our compliance with stringent requirements in the areas of environment and health, environment and safety (HSE) is confirmed through a number of industry certificates.

We offer flexible solutions and various business models tailored to the client's needs – whether in terms of staffing or complete construction services. The management and coordination of personnel is customised according to the scope of the project and the client's wishes.

The YABIMO Group is conscious of its social responsibility and wishes to contribute to a more sustainable and responsible business practice. Our core values commit us to operating in accordance with the highest ethical standards and to conducting our business with responsibility and long-term sustainability in focus. This shall permeate all our activities. We regard this as a continuous process, in which we are always seeking improvements.

The company complies with Norwegian legislation, including through the implementation of the Industrial Agreement. Scandinavia has been our primary market for over 15 years, and we have participated in more than 900 projects of varying size. Some of the largest players in the energy and construction sectors in the region have placed their trust in us, and our partnerships are strengthened as we continue to deliver an increasing number of successful projects. The quality of our work is confirmed through a number of certificates from across Scandinavia.

YABIMO's range of services

- Engineering services: Long-term and short-term assignments within insulation, piping, steel, mechanical, electrical and automation.
- Qualified personnel: Engineers, discipline leaders, shift supervisors, foremen and operators within insulation, surface treatment, scaffolding, welding and electrical.
- Competence centre: Training and skills testing directly on site.
- Construction services: Design, production and assembly of steel structures, building envelopes, interior solutions and furniture.

Engineering Services

YABIMO's engineering services cover several disciplines and enable comprehensive and efficient solutions. Our projects are led by experienced engineers from start to finish, and our experts contribute to both short-term and long-term assignments across Scandinavia.

Personnel Services

The company offers experienced, knowledgeable and fully qualified personnel as well as construction services to help our clients manage resource shortages and safeguard their investments. Our employees handle various challenges with a focus on:

- Energy (onshore, offshore and renewable),
- Shipbuilding,
- Industry and infrastructure.

Construction Services

From design and production to installation of steel structures and interiors, we offer complete construction services:

- Concept design, structural calculations and workshop drawings.
- Production and assembly of steel structures.
- Supply and installation of building envelopes: trapezoidal sheets, sandwich panels, gates, doors and windows.
- Supply and installation of railings, staircases and balustrades.
- Supply and installation of interiors.
- HVAC installations.

Design

We offer a complete design package including concept design, structural calculations and workshop drawings. Our engineers have broad expertise in the design of halls, office buildings, logistics centres, power plant decks, steel chimneys, bridges and more. To ensure fast and efficient delivery, we use industry-leading design software. Our overall objective is to deliver products and services of the highest possible quality, while remaining competitive in the market and ensuring full compliance with applicable legal and regulatory HSE requirements. We conduct our activities with respect for the requirements of our business partners, in particular those based on standards they consider binding.

Our policies include:

- Integrated Management System (IMS)
- Human Rights Policy
- Substance Abuse Policy
- Anti-Corruption Policy
- Code of Conduct
- Whistleblowing Policy
- Policy against Human Trafficking
- Termination Policy
- Corporate Social Responsibility and Ethical Guidelines

Our certificates:

YABIMO Norge As is certified according to the following quality standards:

- Quality control system for steel fabrication
- 1090-1:2009
- EN 1090-2:2009
- EXC3
- EN ISO 3834-2

Quality, Environmental and HSE Management System:

- ISO 9001:2008
- ISO 14001:2015
- ISO 45001:2018

Authorised accountant: Rödl & Partner Accounting As

II. Mapping and assessment of actual and potential adverse impacts

YABIMO regularly assesses the risk of actual and potential adverse impacts on human rights and decent working conditions both within our own operations and in the supply chain. This includes:

- Identification of high-risk industries and geographical areas.

- Evaluation of working conditions and HSE standards among suppliers.
- Mapping of possible violations of rights such as freedom from forced labour, discrimination and freedom of association.

By applying a risk-based approach, we prioritise measures in areas with the greatest probability and severity of adverse impacts. This is done through dialogue, audits and requirements for documentation from our partners.

III. Follow-up of measures and results

The company follows up on implemented measures through systematic monitoring and auditing. We assess the effect of the measures and adjust them as needed. Results are reported internally and used for the continuous improvement of our processes. We have established channels for whistleblowing and complaints from employees and partners. Enquiries are handled confidentially and followed up in accordance with our internal procedures.

As of today, we consider YABIMO to be a relatively safe business, with no significant risk of violations of fundamental human rights or decent working conditions. Our commitment to responsible business conduct remains firm.

Enquiries:

For questions regarding our handling of human rights and compliance with the Transparency Act, please contact us at: contact@yabimo.com

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Ireneusz Sroka (Board Member)