

Account of Due diligence according to the Norwegian Transparency Act (Åpenhetsloven)

Fundamental human rights and decent working conditions is of outmost importance to FUCHS.

FUCHS supports the compliance with international conventions for the protection of people's civic, political, economic, and social rights as well as for the protection of the environment. This includes, among other things, the General Declaration of Human Rights of the United Nations, the Manifesto of the International Labor Organization (ILO) and the initiative for sustainable and responsible corporate governance (UN Global Compact). As a globally active company we accept our responsibility and do everything we can, within the framework of our policies, to ensure compliance with internationally recognized standards for human rights and the environment when it comes to our supply chain.

Hence, FUCHS also expect those involved in its supply chain to act with integrity and respect sustainability, which is why we undertake to only collaborate with suppliers who are aware of these standards and act accordingly.

- FUCHS Group's overarching commitments regarding Social Sustainability, Human Rights and working conditions are further described in [FUCHS Group's Code of Conduct](#). This is a formal policy applicable to all affiliates in the FUCHS Group.
- [FUCHS Supplier Code of Conduct](#) applies to all companies supplying to any FUCHS company worldwide. Essential parts of the FUCHS Supplier Code of Conduct are the observance of labor standards, business ethics and compliance, environmental protection and safety.

For more information regarding how we lead, manage and monitor our compliance to the above standards of social sustainability and human rights in FUCHS, visit our group website: [Human Rights | FUCHS SE](#).

The following sections describes our Due Dilligence according to the Transparency Act.

- a) a general description of the enterprise's structure, area of operations, guidelines and procedures for handling actual and potential adverse impacts on fundamental human rights and decent working conditions

FUCHS is a global Group with German roots that has developed, produced and sold lubricants and related specialties for 90 years – for virtually all areas of application and

sectors. With presence in 50 countries and 6,000 employees worldwide, the FUCHS Group is the leading independent supplier of lubricants.

Business region FUCHS Nordic legally consists of four legal entities representing the regional markets; FUCHS LUBRICANTS SWEDEN AB, FUCHS LUBRICANTS NORWAY AS, FUCHS LUBRICANTS DENMARK ApS and FUCHS OIL FINLAND OY. These companies are subsidiaries to FUCHS SE, a global Group based in Germany which produces and distributes lubricants and related specialties around the world.

Suppliers related to the production and distribution of lubricants in the Nordic Market are located in Europe while their supply chain may be global, subcontractors or intermediates. All suppliers are monitored, including risk analysis, in various areas including social sustainability. Supply chain social sustainability is evaluated both by geography and branch (method ESG country and industry risk) as well as individually by supplier (self-assessment) using the tool IntegrityNext. The social area includes the aspects of forced labor and abuse, child labor, working conditions and wages, discrimination, the right to collective bargaining and freedom of association, health and safety and diversity.

The procedures are described in [FSE_Principal_Declaration_Human_Rights_EN.pdf](#).

- b) information regarding actual adverse impacts and significant risks of adverse impacts that the enterprise has identified through its due diligence

See declaration [FSE_Principal_Declaration_Human_Rights_EN.pdf](#).

- c) information regarding measures the enterprise has implemented or plans to implement to cease actual adverse impacts or mitigate significant risks of adverse impacts, and the results or expected results of these measures.

See declaration [FSE_Principal_Declaration_Human_Rights_EN.pdf](#).

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