



Norwegian Transparency Act Statement 2023

Introduction

This statement is made by Intership AS pursuant to the Norwegian Act relating to enterprises' transparency and work on fundamental human rights and decent working conditions ("Transparency Act") and covers the reporting period from January 1 to December 31, 2023.

In case of inquiries regarding this statement or our due diligence assessments, a written request for further information can be sent to post@intership.no.

About the Group

Since inception in 2013, Intership has established itself as a growing and highly respected participant in the wellboat market with a global reach and a young and modern fleet. Intership AS ("The Company") is the parent company of the Intership Group ("The Group"). In addition to Intership AS, The Group consists of the Norwegian subsidiaries Intership Atlantic AS, Intership Crew AS, Intership East AS, Intership Nord AS, Intership Norge AS, Intership North West AS, Intership RK AS, Intership Scotia AS and Intership West AS, the Canadian subsidiary Intership BC Corp and the Chilean subsidiaries Intership S.A. and Interaustral S.A. The parent company of Intership AS is Hadar Holding AS.

This statement includes all companies within the Group that are subject to the Transparency Act.

The Group is headquartered in Hareid, Norway, and has an office in Canada and Chile.

Our business and our fleet

The Company's primary activity is to own and operate The Group's fleet of modern wellboat vessels, serving salmon farmers in Norway, the United Kingdom, Canada, and Chile. The Company aims for further growth beyond its current fleet and vessels it has under construction.

As of December 2023, The Group's fleet consists of nine wellboats each owned and operated by The Group and two vessels under conversion. These vessels are primarily chartered out on long-term time charter contracts.

Human rights and decent working conditions

Internal policies and standards

The Group works continuously to ensure fundamental human rights and decent working conditions through all activities that is related to the Group's operations. This commitment is enforced through policies and standards designed for uniform implementation across all business segments and geographic regions. Examples of relevant global InterShip policies that govern the protection of human rights in relevant jurisdictions, including Norway, are:

- Anti-Bribery & Anti-Corruption policy
- Social responsibility and Equal opportunities policy
- Environmental policy
- Health, Safety and Quality policy

The Group will avoid buying from countries, industries, or companies where there is a broad international consensus to boycott due to negative social, environmental, or ethical effects of the products, services, or companies, or where sanctions have been implemented by the United Nations.

We expect suppliers to adopt to policies that is fully committed to the international principles and standards, e.g., for human and labour rights, environmental requirements, anti-corruption from personnel, business partners and other parties directly linked to suppliers' operations, products and/or services.

Description of InterShip's due diligence assessments of suppliers

The Group's Operations department and the Finance department in Norway have the responsibility to obtain the necessary information needed to conduct a risk assessment before choosing suppliers. The Company has implemented internal procedure towards supplier evaluation also including Human rights and decent working conditions. This procedure describes the requirements for evaluating suppliers and implementing risk mitigation measures.

To ensure compliance with our policies and standards, The Group will assess both existing and potential suppliers to evaluate the risk that their operations may not meet required human rights and working condition standards.



The Group's HSEQ department and Finance department in Norway have carried out the due diligence assessments and risk assessments and presented it to the Company's Board of Directors.

This risk assessment is based on the following measures:

- Country
- Industry
- Business related factors

Updated risk assessment will be done in accordance with procedure at least bi-annually and/or before entering new contracts.

To enable The Group to verify compliance, different measures will be taken based on each specific situation.

A designated HSEQ and sustainability self-assessment questionnaire has been established with the aim to identify risks. Further, the HSEQ function in Norway, in liaison with relevant department managers, carries out random supplier audits according to planned audit program.

Results of the due diligence assessments

Internal risk assessments and evaluations of suppliers, along with audits conducted in 2023, did not uncover any actual adverse human rights impacts or significant risks of adverse human rights impacts.

Reporting and publication of information

Since 2022, InterShip has reported on the company's work with human rights as part of the group's ESG reporting. The annual sustainability report for 2023 contains an explanation in line with the requirements of the Transparency Act, including our work with due diligence assessments and follow-up human rights and decent working conditions in our business and value chain.



Approval

This statement was approved by the board members and managing director of Intership AS:


Ole Peter Brandal (J#k3, x2024 89x206 M7m2).....

Ole Peter Brandal

Managing director/Chairman of the Board


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Øyvind Folland

Board member