

STATEMENT IN ACCORDANCE WITH THE NORWEGIAN TRANSPARENCY ACT – 2024

EMERSON AUTOMATION SOLUTIONS AS
Org. nr. 948310716

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1. EMERSON AUTOMATION SOLUTIONS AS – DESCRIPTION

1.1. Company and Products

Emerson Automation Solutions AS (“EAS”), is a subsidiary of Emerson Electric Co. EAS is responsible for the sales, deliveries, project execution and operational support and service for technology and solutions for the Norwegian industry.

EAS is a wide-ranging supplier of Emerson process automation that involves measuring pressure, temperature, flow, level, vibration, corrosion, sand detection and fiscal metering systems and a wide range within the process analysis of liquids and gases. EAS also supplies valves, actuators, and controllers for most applications. For rotary machinery, EAS provides a wide range of state-of-the-art and monitoring services. EAS also supplies related technology leadership for both online / offline monitoring and analysis of rotating equipment.

With our modern control and safety systems, EAS is one of the leading suppliers in the Norwegian market. EAS state-of-the-art maintenance technology contributes to greater availability of production equipment, higher uptime and reduced maintenance costs, as well as a shorter shutdown times.

EAS’s service department offers services for instrumentation and automation systems. EAS’s assignments include everything between simple troubleshooting and start-up to complete system deliveries. Through a remote diagnostics center in Porsgrunn, EAS offers services to our system customers as well as valve and vibration diagnostics. EAS also provides training on all Emerson's products and applications.

EAS’s project department works on matters that include total automation systems as well as small and medium-sized product application projects. Emerson recognizes the importance of quality at all levels, therefore, project implementation, service & support departments have certified engineers and project managers according to Emerson's internal and international quality standards.

EAS is based in Porsgrunn, Norway (registration number 948 310 716) with branch offices in Bergen, Stavanger and Skui, Norway. EAS generated total sales of NOK 833 million NOK in 2024 and had an average of 115 employees in 2024. Our main customers and suppliers are located in Norway.

EAS’s working environment is ethical and positive, and there are no unresolved disputes with employees. The company complies with the Norwegian Equality and Anti-Discrimination Act which prohibits discrimination and promotes equality on the basis of gender, pregnancy, leave in connection with childbirth or adoption, care responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression, age or other significant characteristics of a person. This is aligned with the Emerson Electric Co. Employee Code of Conduct.

1.2. Emerson Human Rights and Governance

As a subsidiary ultimately owned by Emerson Electric Co., EAS subscribes to Emerson’s (i) core values and policies, including Emerson’s commitment to Human Rights, (ii) comprehensive Codes of Conduct for employees, officers, suppliers and business partners, (iii) and its strategy and actions concerning environmental, social and governance (ESG) issues.

As part of Emerson, EAS values the unique experiences and perspectives of all employees and continues to build a culture based on, equity, inclusion, belonging and fairness.



1. EMERSON AUTOMATION SOLUTIONS AS – DESCRIPTION (Continued)

a. Human Rights

As members of the United Nations Global Compact, Emerson respects and promotes human rights in all of our business operations worldwide. This entails specific attention to particularly challenging issues and activities, including:

Humane Treatment – We do not allow or condone any form of harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse, nor do we allow managers to threaten treatment of this nature.

Prohibition of Forced Labor and Human Trafficking – We strictly prohibit the use of any forced, bonded, indentured, involuntary prison labor or other compulsory labor in our operations.. Our policies go beyond complying with regulations, such as the UK Modern Slavery Act of 2015 and the U.S. Uyghur Forced Labor Prevention Act as Emerson fully supports these and other efforts to eradicate human trafficking worldwide.

Prohibition of Child Labor – Emerson does not allow the use of child labor in any of our facilities or businesses, and all of our employees must be of an appropriate age, as defined by applicable laws. In some cases, we support legitimate workplace apprenticeship and internship programs that conform with laws and regulations. We also prohibit our suppliers from employing anyone under the local legal working age. Child labor is also expressly forbidden in our supply chain.

Health and Safety – We strictly forbid any persons working in unsafe conditions or in an unsafe manner. As one of Emerson’s core values, Safety is guided by our Emerson Safety Council which meets regularly to facilitate alignment and progress on all priorities, including safety education, prevention, trends and compliance. All Emerson locations with 50 or more employees are required to have a dedicated safety leader that works proactively on addressing health and safety concern.

Our commitment to human rights is expressed in the [Emerson Global Human Rights Policy](#) (ii), the [Emerson Supplier Code of Conduct](#), the [Emerson Code of Ethics for Business Partners](#), the [Emerson Statement on the California Transparency in Supply Chains Act](#) and [United Kingdom Modern Slavery Act of 2015](#) (ii) and the [Canada Modern Slavery Report](#).

1. EMERSON AUTOMATION SOLUTIONS AS – DESCRIPTION (Continued)

b. Social Responsibility and Inclusion

At Emerson, our people are at the center of what we do, and they are foundational to our value creation strategy. We recognize the importance of empowering our employees with a culture that enables them to be their authentic selves, feel valued and grow. This is our responsibility to our employees.

Inclusion

Our culture vision sets the direction for how we want to change the way we work and accelerate our cultural transformation: We are committed to building a culture centered around equity, inclusion, innovation and growth that enables our customers, shareholders, people and stakeholders to thrive — wherever they are in the world.

Over the last several years, Emerson has developed key programs and materials to leverage and embrace and celebrate the uniqueness of our employees. By developing a culture that believes diverse teams working together are the key to driving growth and delivering business results, Emerson’s goal is that employees are heard and valued. Emerson has over 13,000 employees that are participating in any one of the eight Emerson resource groups. We provide employee tool kits to enhance Inclusion in our day-to-day efforts.

Employee Engagement

Your Voice Counts is an annual survey is a survey arranged by Emerson to measure employees satisfaction and engagement. As part of this strategy, more than 85% of employees participated in the first company-wide employee engagement survey, registering an overall engagement score of 78% (depicts data/information as of June 2024). In response to feedback from the surveys, a cadence of efforts has been initiated with the intention of cultivating a diverse, equitable and inclusive environment. Efforts included the launch of leadership development toolkits for our people managers focusing on inclusion, innovation, collaboration and change leadership.

Labor Relations

We respect our employees’ right to freedom of association in choosing labor organizations to represent them. We work collaboratively to keep positive relationships with the unions, works councils and employee associations that represent many of our employees to maintain positive relationships.

Wages and Benefits

At all Emerson locations, we strive to retain and grow our exceptionally talented global workforce. Our company value “Support Our People” is reflected in our efforts to provide competitive wages and benefits in the markets where we operate worldwide. Our compensation practices comply with applicable wage laws and international standards, including those relating to minimum wages, overtime compensation and legally mandated benefits.

Discrimination and Harassment

Emerson values the contributions of all employees and does not tolerate any form of discrimination or harassment. Emerson is an equal opportunity employer that recruits, hires, trains and promotes people in all job classifications without regard to sex, race, color, religion, national origin, age, marital status, political affiliation, sexual orientation, gender identity, genetic information, disability or protected veteran status. We do not condone any form of discrimination or harassment. We provide training for supervisors and managers to enhance employee relations and facilitate compliance with all applicable laws.

1. EMERSON AUTOMATION SOLUTIONS AS – DESCRIPTION (Continued)

c. Governance

We strive to act responsibly and in accordance with the [Emerson Purpose, Causes & Values](#). Addressing sustainability and governance issues develops the trust and confidence of our employees, customers, suppliers, communities and shareholders. We operate all over the world and have built a comprehensive approach to all aspects of our governance activities. From our Board of Directors and executive leadership team to our employees and suppliers, we expect those who represent Emerson to uphold a high level of integrity.

Integrity & Ethics

To support our ethics and legal compliance processes, we have established clearly defined policies and practices for employees through our [Ethics and Compliance program](#). We communicate our Ethics and Compliance program to employees through regular trainings, documentation and reporting channels where employees are encouraged to escalate questions or concerns. We welcome new employees to the program during their onboarding and refresh current employees and leaders on the program through annual training.

Our ethics reporting process provides employees clear steps on how to report unethical behavior. The program includes policies and controls to safeguard against retaliation of whistleblowers, as well as several avenues to escalate concerns, including our ethics reporting website, ethics hotline, or directly to Emerson compliance leadership. The ethics reporting website and hotline are operated by an independent third party and allow for employee anonymity.

d. Supply Chain Governance

Supply Chain

We work closely with supply chain partners all over the world to source high quality and cost-effective components, supply chain resiliency and reinforce the importance of business integrity. We operate our global supply chain network to a high level of ethical, human rights and environmental standards which are set and managed at the Emerson Electric corporate level. We regularly evaluate and update these standards, launch new initiatives, invest in better resources and systems and enhance our supplier engagement processes to make a positive impact for our customers and communities.

Responsibility Sourcing

Emerson developed its Global Responsible Sourcing Policy is applicable to all Emerson from 2024, which guides supplier performance management processes by establishing tiered supplier expectations. The minimum standard applies to all suppliers, who must meet Emerson Supplier Code of Conduct (iii) expectations. Emerson's purchase order Terms and Conditions and standard supply agreement explicitly state this minimum standard. The Responsible Sourcing Policy also sets forth evolving supplier expectations toward best practices, which include, but are not limited to providing evidence of actions to risk-mitigate human rights and labor violations and inhumane treatment, to calculate their greenhouse gas emissions and to set emissions reduction targets. Supplier performance and progress in these areas will be measured and incorporated into supplier business reviews and scorecards.

We conduct a self-assessment survey, where suppliers report their performance on these topics. These suppliers represent a majority of Emerson's direct material spend and are assessed on their adherence to our Supplier Code of Conduct and Responsible Sourcing Policy expectations.

1. EMERSON AUTOMATION SOLUTIONS AS – DESCRIPTION (Continued)

Supplier Selection and Monitoring

EAS follows a supplier selection and approval process when changes in suppliers are initiated. Any new supplier is requested to complete a Supplier Approval Form, including Human Rights clauses, before the supplier is registered in EAS's ERP system. Suppliers are monitored and followed up on individually in a Supplier Risk Assessment matrix which takes into consideration a range of key supply chain risk factors across EAS's list of suppliers.

Responsible Business Conduct Embedded Into Policies and Management Systems

Responsible business conduct is a cornerstone of all Emerson policies. In addition to the policies highlighted in the sections above, EAS is taking further steps to verify that specific requirements of the Norwegian Transparency Act (NTA) are complied with (see Section 3 of this Report). The risk for EAS is heavily mitigated by the fact that majority of spent is done internally with Emerson-related suppliers as well as with suppliers located in Norway and other European countries.

The EAS Board of Directors and the Senior Leadership Team are informed at the time of the review of policies related to the NTA requirements and review and endorse the required changes in business processes and the disclosure of the NTA report which is located on [EAS web-site](#).

Questions related to the Norwegian Transparency Act report can be addressed to info.no@emerson.com. Administrators of this mailbox will forward questions to relevant recipients, ensuring no time is lost with respect to EAS's duty to respond within the required timeframes.

2. RISK ASSESSMENT RELATED TO FUNDAMENTAL HUMAN RIGHTS AND DECENT WORKING CONDITIONS

a. EAS Business Operations Due Diligence

EAS's business operations focus on human rights and healthy working conditions through its active participation in Emerson's Environmental Social and Governance programs. This includes the conduct of annual employee surveys and mandatory participation in training programs concerning Emerson's codes of ethics. Employee surveys and training participation are followed up and employees are encouraged to escalate questions or concerns.

Following Emerson's Supplier Code of Conduct, we expect all suppliers to support Emerson's values, especially as they relate to ethics, human rights and the fair treatment of their workforce. Emerson's purchase order Terms and Conditions as well as our standard supply agreement explicitly state that we expect our suppliers to comply with the Emerson Supplier Code of Conduct.

b. EAS Supplier Due Diligence

The duty to carry out due diligence as set out in the NTA has been met through the performance of a supplier database risk assessment and a review of supply chain policies and procedures.

i. Supplier Risk Assessment

EAS has carried out a review of its supplier database based on accounting data for fiscal year 2024, in order to assess risks of adverse impact in the supply chain related to basic human rights and decent working conditions.

Suppliers have been analyzed by their country of incorporation and divided into risk categories based on the [Global Rights Index](#), in which countries are rated and categorized as "Red", "Orange", "Yellow" and "Green" based on records related to violation of basic human rights and decent working conditions. The due diligence also takes into consideration the type of goods or services sourced, such as professional services, components, electronics or raw material.

Red	High Risks
Orange	Medium/High Risk
Yellow	Medium/Low Risk
Green	Low Risk

Survey has been sent to 4 suppliers with highest spent during 2024 although they are mainly located in Norway and in the Netherlands.

ii. Review of Supply Chain Procedures

The following improvements have been implemented in EAS supply chain procedures:

1. The inclusion of parameters related to basic human rights and decent working conditions in EAS supplier evaluation and selection process and in the process for continuous monitoring of suppliers,
2. Extended use of written surveys distributed to a risk-based selection of global suppliers,
3. Performance of supplier audits through site visits with respect to suppliers considered to be of high risk of negatively impacting basic human rights and decent working conditions.

2. RISK ASSESSMENT RELATED TO FUNDAMENTAL HUMAN RIGHTS AND DECENT WORKING CONDITIONS (Continued)

iii. Outcome of Due Diligence Exercise

No actual adverse impact or significant risks of adverse impact on human rights and working conditions have been identified as a result of the due diligence exercise and the review of supply chain procedures.

While no significant risks or actual adverse impacts related to human rights and decent working conditions have been uncovered so far, EAS remains committed to conducting ongoing due diligence assessments in both our own business operations and towards suppliers and business partners, to identify and promptly respond to any significant risk or actual adverse impacts that may be uncovered during the process.



3. MEASURES TO BE IMPLEMENTED TO MITIGATE RISKS OF ADVERSE IMPACT

EAS will continue its efforts to mitigate risk of adverse impact on human rights and working conditions in the supply chain by communicating Emerson's Supplier Code of Conduct to all of our suppliers.

Specific measures to this end in the coming year include:

1. Follow up responses related to survey requests sent to suppliers,
2. Apply risk-based evaluation of suppliers in 2025 for further distribution of written survey requests,
3. Include human rights and working conditions in the supplier evaluation procedure.
4. Increased controls on global supplier risk-assessment for forced labor, including implementation of Sayari screening tool to monitor forced labor concerns within the Emerson supply chain.

CONTACT


Please direct any questions you may have with respect to EAS compliance with the Norwegian Transparency Act to the following address:
info.no@emerson.com .

SOURCES:

- i. [Emerson Norway | Emerson NO](#)
- ii. [Other Policies | Emerson US](#), including:
Emerson Global Human Rights Policy,
Emerson Statement on the California Transparency in Supply Chains Act and United Kingdom Modern Slavery Act of 2015
- iii. [Business Ethics | Emerson US](#)
- iv. [ESG Progress | Emerson GB](#)
- v. [Driving ESG](#)

Date: 04.11.2025

Signatures:



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