



Due diligence assessment for Wärtsilä Norway AS

The Act relating to enterprises' transparency and work on fundamental human rights and decent working conditions (Transparency Act) has come into force in Norway on 1st July, 2022. The objective of the Act is to promote enterprises' respect for fundamental human rights and decent working conditions in connection with the production of goods and the provision of services and ensure the general public access to information regarding how enterprises address adverse impacts on fundamental human rights and decent working conditions. An enterprise within the scope of the Act must carry out due diligence, account for due diligence and provide information on how the enterprise addresses actual and potential adverse impacts on fundamental human rights and decent working conditions.

At Wärtsilä, sustainability is at the core of our purpose and strategy. Wärtsilä complies with local legislation, regulations and agreements concerning human and labour rights. The [Code of Conduct](#) defines Wärtsilä's approach to responsible business practices and governs all our business operations and relations with our stakeholders. The Code of Conduct is extended to business partners, sub-contractors and suppliers with the [Wärtsilä Supplier Requirements](#).

Contractor [EHS requirements](#) is also linking to our Code of Conduct, Safety Handbook and Supplier Handbook.

The Wärtsilä general supplier requirements are applicable to all indirect and direct suppliers. We follow the compliance with the supplier requirements in the selection and onboarding of new suppliers, as well as in the company's continuous supplier performance management. The assessment consists of Compliance Assurance questionnaire based on online questionnaires, detailed assessment with on-site audits (with medium and high-risk suppliers), evaluation, and supplier rating from which the supplier receives an approved, approved with remarks, or banned status. The rating is maintained regularly and reviewed based on changes in the supplier's operations, organisation and performance. The general supplier requirements are included in our standard supply agreements as well.




Potential and actual adverse impacts and significant risks of adverse impacts relate to the traceability of the supply and work force in the entire supply chain. Wärtsilä requires compliance with all the requirements above and extends the supplier requirements to the entire supply chain. Wärtsilä requires the suppliers to ensure that its sub-suppliers fulfil the requirements of Wärtsilä. Selecting our suppliers after a careful assessment process reduces the risk of adverse impacts on fundamental human rights and decent working conditions in the whole supply chain.

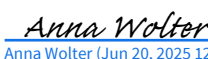
For the purpose of implementing measures to cease actual adverse impacts or mitigate significant risk of adverse impact Wärtsilä continues to follow the legislation, policies and practises in force at Wärtsilä. If a business partner or a supplier is detected to be in non-compliance with our sustainability policies, the co-operation with that supplier will cease. For other business partners Wärtsilä conducts due diligence such as external screenings and internal screenings.


Our conclusion is that the vendors we consider as a critical, will be evaluated through our Compliance Assurance questionnaire, and that needed actions will be taken based on the outcome of the rating. In general, we are using European vendors, which we consider as low risk countries.


On the Board of Wartsila Norway AS – Rubbestadneset 20.06.2025



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