



# **HONEYWELL NORWAY** **TRANSPARENCY ACT** **DUE DILIGENCE REPORT**

1 January 2024 – 31 December 2024

**Honeywell**

## Introduction

This report is prepared by Honeywell Norway to comply with the Act relating to enterprises' transparency and work on fundamental human rights and decent working conditions ("Transparency Act") for the reporting period 1 January 2024 to 31 December 2024 and applies to Honeywell AS and Honeywell Life Safety AS, as reporting entities under the Act.

## Company Organization

Honeywell AS and Honeywell Life Safety AS. Both are indirect wholly owned subsidiaries of Honeywell International Inc. ("Honeywell"), a global technology-driven industrial company headquartered in Charlotte, North Carolina. Honeywell operates in four business segments: Aerospace Technologies, Energy and Sustainability Solutions, Industrial Automation, and Building Automation.

Honeywell AS and Honeywell Life Safety AS have their corporate seat and registered office at Solbråveien 23, 1383 ASKER, Norway. Honeywell AS holds 100% shares and all voting rights in Honeywell Life Safety AS. Honeywell AS has no other subsidiary undertakings.

## Operations

Honeywell AS provides products and services in the Nordic region through its Industrial Automation (Honeywell Process Solutions) segment and offers safety and automation systems for various industrial sectors. Honeywell Life Safety AS belongs to the Building Automation segment and provides fire detection, voice alarm and public address, and emergency lighting solutions. Honeywell Norway employs close to 200 people and follows Honeywell's global policies, procedures, and guidance.

Honeywell Norway sources mainly electronic components, mechanical finished goods, and engineering services from strategic suppliers located in Norway and other European countries, primarily from territories nationally and in the Nordic region, through its site locations in Norway. Honeywell Norway operates in adherence with all of Honeywell's relevant global policies, procedures, and guidance, and always acts with both a global and local mindset.

## Human Rights & Decent Working Conditions

Honeywell is committed to sustainability and responsible business conduct in everything we do across our global operations and supply chain. We respect and protect fundamental human rights, labor rights and decent working conditions, for all Honeywell workers worldwide, including contingent workers, agents and candidates for hire, which are strongly embedded in our global policies, notably:

- [Human Rights Policy](#)
- [Code of Business Conduct](#)
- [Supplier Code of Business Conduct](#)
- [Sustainable Opportunity Policy](#)
- [Anti-Corruption Policy](#)
- [Whistleblower Program Statement](#)

These standards are based on international human rights principles and applicable laws and regulations. They are endorsed by Honeywell's Chairman and Chief Executive Officer and communicated internally and externally. We ensure compliance with these standards through robust governance and risk management processes, which include identifying, assessing, and mitigating potential adverse social and environmental impacts and monitoring adherence to Honeywell's core values. More

## Honeywell AS Honeywell Life Safety AS

### Company numbers

923 821 570

981 336 305

### Primary business address

Solbråveien 23

1383 Asker

Postbox 263

Norway

### Site operations

Project operational services.

Warehouse and distribution services.

### Average headcount FY24

196

### Business segments

Industrial Automation

Building Automation

### Business units

Honeywell Process Solutions

Honeywell Fire Safety

### Products and services

Safety and automation systems

Building energy management systems

Plant & integration controllers

Fire detection

Voice Alarm and Public Address (VAPA)

Emergency lighting

### Business relations

Prime contractor and subcontractor relations in offshore refineries, onshore industrial plants, pulp, and paper plants. Sales and support services to system integrators.

### Market

Nordics, including Denmark, Finland, Iceland, Norway and Sweden

### Website

<https://www.honeywell.com>

information on Honeywell's governance framework and how we address risks across Honeywell's business operations and supply chains, can be found in Honeywell's global reports, in particular:

- [2024 Impact Report](#)
- [Report on Due Diligence Processes to Identify and Address Environmental and Social Risks](#)
- [2025 Slavery and Human Trafficking Statement](#)

## Whistleblower Program

Honeywell fosters a culture where our employees and stakeholders can communicate openly and raise concerns without fear of retaliation, in compliance with applicable whistleblower protection laws. Honeywell's Whistleblower Program provides a platform for intake of concerns both locally and globally regarding actual or suspected violation of Honeywell's Code of Business Conduct, applicable law or Honeywell Policy. During the reporting period, we have increased awareness among employees and suppliers on Honeywell's local and global reporting channels and no-retaliation policy through our [Whistleblower Program Statement](#), [Report A Concern Mechanisms](#), on-site posters, frequent internal email communications and periodic trainings on the Honeywell Code of Business Conduct and policies.

## Salient Human Rights Risk Topics

The risks and impacts of human rights and workplace rights are identified, prevented, managed and mitigated at Honeywell's global enterprise level for all locations where we operate, including Honeywell Norway. Honeywell conducts periodic human rights impact assessments to better understand Honeywell's potential human rights impacts and opportunity areas for continuous improvement. Within Honeywell's operations, the salient risks topics may exist within the contingent labor population, particularly at the far lower levels of the upstream supply chain, in high-risk countries and in sectors where low-skilled labor is more common. At Honeywell, contingent workers, including contract service workers, subcontractors, and independent contractors, can only be retained through an enterprise vendor arrangement. Honeywell manages strong partnerships with these enterprise vendors, who are subject to pre-qualification and contractual obligations to ensure compliance with applicable labor standards. Given Honeywell's international footprint and diversity of our products and services, salient risks may also exist in the far upstream of Honeywell's supply chain. To address the potential salient risks, Honeywell has established standardized policies and processes to evaluate, monitor and audit suppliers against our Supplier Code of Conduct through a standardized supply chain due diligence program that includes the following elements:

1. **Screening of New Suppliers:** Honeywell has an ongoing policy of screening and vetting new suppliers. As part of the screening process, Honeywell considers reliable third-party sources that identify various compliance risks, including labor and human rights violations, fraud and illegal activities. Identified risks are reviewed and vetted by a subject matter expert.
2. **Supplier Monitoring:** Honeywell applies the same screening and review process to conduct a real-time continuous monitoring diligence program that applies to all existing suppliers.
3. **Supplier On-Site Social Responsibility Audits:** Honeywell has a risk-based program in place to conduct on-site audits of its higher-risk suppliers to ensure compliance with the Supplier Code of Business Conduct, including Honeywell's policies regarding slavery and human trafficking.
4. **Corrective Action and Remediation:** Honeywell implements corrective action plans to remediate risks or findings identified through Supplier Screening, Monitoring or Audits programs, up to and including suspension or termination of the supplier relationship.

Additionally, we have increased training on modern slavery risk including human trafficking prevention, which is offered to all applicable employees. The training addresses identification of red flags associated with human trafficking and forced labor, conducting human rights due diligence before working with suppliers to ensure Honeywell is not supporting human trafficking, even unintentionally, and reporting any violations of our Human Rights Policy. More information on how we address these salient risks across our operations can be found in [Honeywell's 2024 Impact Report](#).

## Health, Safety and Environment

Honeywell cares about health, safety and the environment, as outlined in our [Sustainable Opportunity Policy](#). [Honeywell's HSEPS Management System](#) sets a systematic framework for minimizing HSE risks and associated liabilities and to provide a framework for continuous improvement in risk management and ensuring conformity with applicable laws and stakeholder requirements. Accordingly, all Honeywell sites, including Honeywell Norway, have implemented an HSE Management System founded on common core principles and based on recognized third-party standards, including ISO 14001:2015 and ISO 45001 standards. Honeywell Norway uses detailed methods to identify and prevent hazards that could harm workers, including employees, contractors, and visitors. They apply and check the safety measures that they find based on these methods. All HSE-related incidents are reported via an enterprise management system software solution. Areas in which specific operational controls are required are listed on our [website](#) and include safety, industrial hygiene, loss prevention, environment, health, product stewardship, transportation safety, process safety management, construction safety, and remediation.

## Labor Relations and Stakeholder Engagement

Labor laws and regulations in Norway stipulate a high level of protection for employees. Honeywell is constantly monitoring and evaluating its obligations arising from those regulations to ensure its full compliance.

It is our priority to ensure that all employees work in a workplace environment that is safe and sound. We endeavor to assess possible hazards in the workplace and implement measures to eliminate or reduce the risks of workers being sick or injured at work. We conduct occupational health checks in cases where this is legally required. Full labor law compliance is also observed in other areas of labor law.

The collective labor agreements that cover Honeywell employees in Norway provide for high standards in areas like remuneration, working time, vacation, pension and benefits. Additionally, negotiations with EL & IT and Fellesforbundet happen on local level. Honeywell is committed to maintain these standards for its employees.

## Inclusion and Global Mindset

Inclusion and Global Mindset is a foundational principle at Honeywell, both because it's the right thing to do and because it is a fundamental enabler for our business. As such, Honeywell is committed to provide an inclusive work environment that fosters respect for all of our coworkers, clients and business partners.

## Stakeholder Engagement

We continue to engage with local stakeholders as an effective way to determine relevance and impact of human rights issues on the regional and local site level and in the supply chains of Honeywell Norway.

## Statement Approval

This report has been approved by the Board of Directors of Honeywell AS and Honeywell Life Safety AS.

DocuSigned by:



C07C512A294F48E...

---

Honeywell AS  
Honeywell Life Safety AS  
Pål Ottesen  
Chairman / Managing Director

### Labor Relations

#### Honeywell AS

- National association Federation of Norwegian Industries (Norsk Industri)
- Industrial Association for Electrical and Energy
- Norwegian Society of Engineers and Technologists (NITO)
- Society for natural scientists, technologists, and students (Tekna)

#### Honeywell Life Safety AS

- Confederation for Norwegian Enterprise (NHO)
- Nelfo
- Integra Industry
- National Convention for Electrical Trades