



TRANSPARENCY ACT REPORT 2024

Introduction

This report has been prepared in accordance with the Norwegian Transparency Act (the “Transparency Act”) section 5 and summarises the policies and procedures in Score Group (Score) with respect to safeguarding of human rights and decent working conditions, in addition to providing information on the implementation and results of due diligence checks.

About Score Group

Score Group is an engineering service provider, primarily to the oil, gas, power and naval sectors. We provide product maintenance and servicing, field support and engineering procurement for flow control equipment in addition to providing precision manufacturing and coating services for the power and aeronautic sectors.

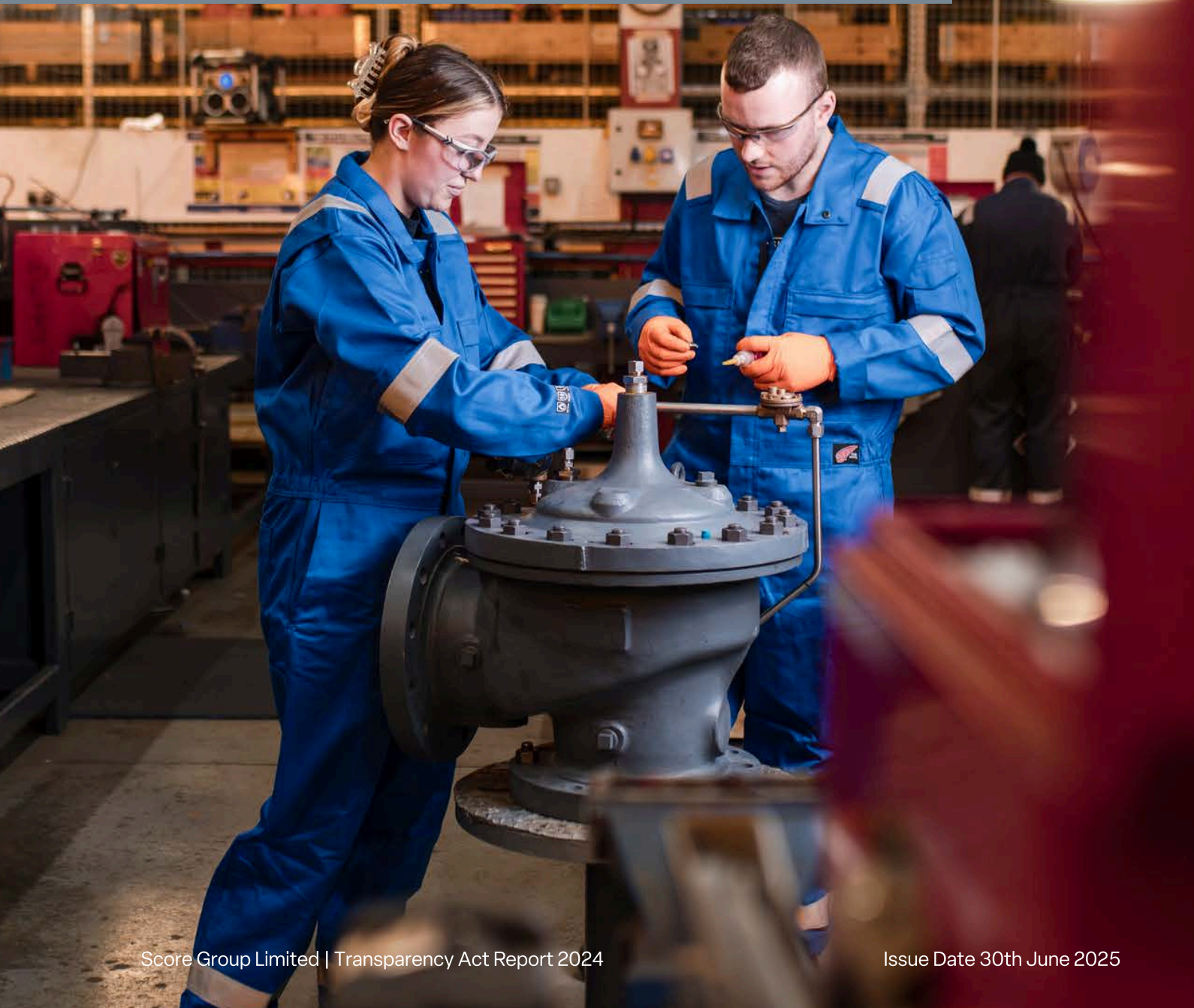
Score Group is headquartered in Peterhead, UK and has 30 facilities worldwide, employing 1,936 staff at 31st December 2024.

Score Group operates from two facilities in Norway, in Stavanger and Sandnessjoen

Our Commitment

Score Group acknowledges all internationally recognised human and labour rights standards as set out in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We align our work with the United Nation's Sustainable Development Goals (SDG), with our supporting work for each SDG described in our annual Environmental, Social and Governance (ESG) report.

Score Group is committed to protecting human rights within our own operations and to ensuring that our supply chain partners demonstrate the same respect for human rights and working conditions.



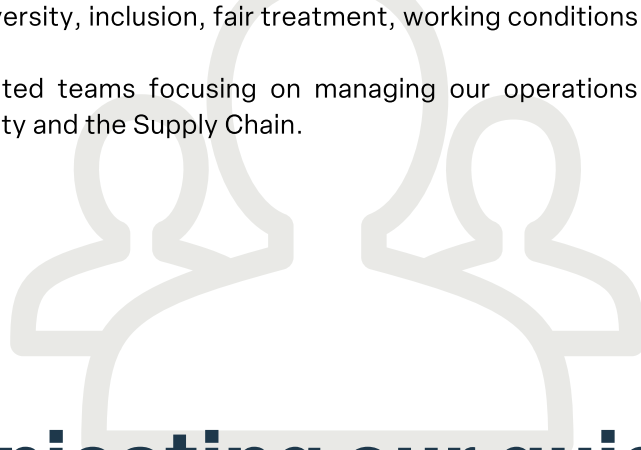
Governance

Responsibilities

Score Group's Board of Directors has oversight responsibility for the management of the group of companies and the setting of strategic direction, which is then furthered by the senior management teams. Strategies developed by the senior management teams give due consideration to social and governance factors, to ensure we protect human rights and provide decent working conditions.

Score Group's Board of Directors has established an Ethics sub-committee which brings together senior Legal and Human Resources staff, as well as Executive and Non-executive members of the Score Group Board. The Ethics Committee has oversight of our management of human rights within the Score Group organisation, with remit to investigate any areas of concern with regard to human rights issues including diversity, inclusion, fair treatment, working conditions and remuneration.

Score Group has dedicated teams focusing on managing our operations with respect to Human Resources, Health & Safety and the Supply Chain.



Communicating our guiding principles

Score Group's expectations are defined within our internal Code of Conduct (the "Code") and our Supplier Code of Conduct (the "Supplier Code").

The Code has been communicated to all staff by email in both 2021 and in 2022. Since 2022 this has taken the form of a compulsory e-learning course which all staff were required to complete. This e-learning course used fictional scenarios relevant to Score Group's operations to test whether learners had a good understanding of the contents and purpose of the Code.

The Code is available to staff on the company intranet and it is reviewed annually to ensure that it remains consistent with the expectations of the company.

The Supplier Code has been created to communicate Score Group's expectations to the companies within our supply chain. The Supplier Code has been issued to our main suppliers and is being included in our standard terms & conditions for all orders.

Due Diligence

In our own operations

Score Group’s Human Resources and Health & Safety teams are tasked with on-going monitoring of our operations to ensure that we are protecting human rights and providing decent working conditions for our staff.

On-going monitoring includes measures such as internal auditing, inspections, staff surveys, exit interviews, staff meetings. In addition, these teams can be freely contacted by staff who have concerns.

The Ethics Committee serve as the body with oversight of how human rights and working conditions are managed internally. Serious concerns from internal due diligence activities will be reported to the Ethics Committee.



In our Supply Chain

Score Group’s Supply Chain team are tasked with on-going monitoring of our Supply Chain to ensure that we only work with suppliers who demonstrate the same commitments as Score Group to protecting human rights and providing the right working conditions.

The Supply Chain team reinforce our expectation during meetings and communication with suppliers, in addition to ensuring that the Supplier Code is being shared and is understood.

The Supply Chain team conduct supplier pre-qualification checks. We additionally use any site visits by our staff, for expediting, audits, product inspections or project meetings, as an opportunity to observe whether our suppliers are complying with the Supplier Code.

These mitigations and other factors are part of a Supplier Human Rights Risk Assessment which has been conducted by Score. This risk assessment is now a continuously updated assessment of human rights risk within our supply chain which uses a range of factors to determine likely risk.

Serious concerns from due diligence activities conducting with the Supply Chain will be reported to the Executive Leadership Team.

Whistleblowing

Score Group provides the opportunity for any staff member to raise an issue with the Board of Directors through a confidential email, which is promoted on the company intranet. A member of the board will respond to any issue raised through this method.

Staff can alternatively opt to email a specific email address for whistleblowing. Any emails received within this inbox are handled confidentially to preserve anonymity, whilst still ensuring that the concerns are appropriately investigated.

Recovery Measures

In the event of human rights concerns being raised Score Group takes robust action to ensure that the infringements are addressed.

In our own operations

Concerns are investigated and findings reported to the Ethics Committee who determine the course of action to be taken to address concerns which are found to be valid. Where required containment actions will be put in place to address immediate risks.

In our Supply Chain

Concerns are investigated with the supplier involved. Dependent on the outcome of the investigation Score may seek that the supplier implements containment and corrective actions. Dependent on the nature of the issue Score may suspend all business with the supplier until the issues have been addressed, at which point a reassessment can be made.

2024 Risk Analysis

Score Group did not identify any serious areas of concern within our own operations or those of our supply chain during 2024.

Score Group did not receive any complaints of external origin related to human rights or workplace conditions during 2024.

Score Group believes that mature management processes, workforce stability and high levels of transparency support our assertion that the risks of significant concerns related to human rights or working conditions are currently low.

Within the supply chain, we are not aware of any major concerns related to human rights or working conditions at this time. We expect that the risk of adverse issues occurring is higher in the supply chain than in our own operations and will continue to assess risk on an on-going basis and develop our mitigating controls during 2025. Our Supplier Human Rights Risk Assessment now identifies key areas where we need to focus with additional actions which may include visits, phone interview or use of questionnaires.

Focus for 2025

Score Group has identified the following improvement actions for 2025.

- 1) Introduce simple human rights assessments which can be conducted by staff who are visiting suppliers. The results of these assessments will support risk assessment.
- 2) Ensure that all staff potentially conducting supplier visits on behalf of Score have completed e-learning on awareness for issues related to safety and human rights.

Further Information



If you require further information about the matters discussed in this Transparency Report please email:

ethics@score-group.com