

Explanation of the Transparency Act

TKS Heis AS

The purpose of the Norwegian Transparency Act, which entered into force on 1 July 2022, is for Norwegian companies to work for good working conditions and compliance with human rights in their supply chains. This report has been prepared in accordance with Section 5 of the Transparency Act and provides an overall presentation of how the Group works to ensure decent working conditions and respect for human rights in its own operations and supply chain. TKS Heis AS publishes its statement on this page. This is updated annually, or in the event of a change in risk in our supply chain.

1. Introduction

TKS Heis AS is a nationwide supplier of lifting devices. Our services include both installation and maintenance of lifts, stairlifts and other types of lifts in residential and commercial buildings. We are committed to quality, safety and accessibility, while also having a strong commitment to responsible business practices.

The company is part of the Innovalift Group, which in turn is owned by the Swedish investment company Latour AB. Through this ownership, we are covered by common guidelines for responsible corporate governance and ethical trade.

We want to act openly and accountably towards customers, employees and society in general.

2. Anchoring accountability

Accountability is integrated into our business practices and anchored in internal management systems. Our Code of Conduct sets out requirements for respect for fundamental human rights and decent working conditions, both in our own operations and in the supply chain.

We require suppliers to commit to the same standards through agreements and follow-up. This includes documentation requirements, applicant declarations and notification in the event of deviations. The work on the Transparency Act is anchored in our board, day-to-day management and is followed up continuously.



This file is sealed with a digital signature.
The seal is a guarantee for the authenticity
of the document.

Document ID:
F91521ECFC4E4E13AB14A98C5761EBF9

3. Due diligence assessments

The purpose of the Transparency Act is to promote companies' respect for fundamental human rights and decent working conditions, in line with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

Due diligence is intended to help companies to have a conscious attitude to the risk of human rights violations and indecent working conditions – among suppliers, business partners and other permanent relationships.

TKS Heis AS has carried out due diligence of all key suppliers and business partners. So far, no censurable conditions have been uncovered. At the same time, we have established routines for assessing new major suppliers, to ensure systematic mapping of their practices and potential negative impact on people and working conditions.

If circumstances are discovered that are not compatible with our requirements, we will first of all take this up with the supplier. If improvements are not made, we will consider terminating the collaboration and finding alternative suppliers.

4. Method and implementation

TKS Heis AS uses a structured system for due diligence assessments, in line with the Transparency Act and the OECD guidelines. The assessments are carried out on an ongoing basis and form the basis for how we identify and manage risk in both the supply chain and our own operations.

All suppliers and business partners are mapped about geographical location, industry, duration and scope of the delivery, as well as available documentation related to working conditions and ethical guidelines. The mapping is done in collaboration with ProTenCon, using their digital tools for assessment and risk classification.

The risk classification is based on both inherent risk – such as country and industry – and actual risk based on documentation and practice. Suppliers with elevated risk are followed up separately. Measures may include requirements for additional documentation, improvement plans, dialogue meetings, third-party audits or phasing out in the event of serious deviations.

All assessments and measures are documented and followed up. Routines have been established for notifying and handling reports of concern – both internally and externally.



This file is sealed with a digital signature.
The seal is a guarantee for the authenticity
of the document.

Document ID:
F91521ECFC4E4E13AB14A98C5761EBF9

5. Material risks

Through our due diligence assessments, we have identified several areas where there is an increased risk of human rights violations and unacceptable working conditions. These do not necessarily apply to uncovered conditions, but are considered to be areas with a special need for follow-up.

Geographical risk

Production in China and Eastern Europe entails an increased risk of long working hours, low wages, weak trade unions and limited transparency.

Industry-specific risk

Products with electronic components or metals may have links to value chains where child labour and forced labour occur, particularly in raw material extraction. Transport and logistics constitute a sector with a known risk of poorer working conditions, especially among subcontractors.

6. Uncovered risks

Through the due diligence assessments carried out in 2024/2025, no actual violations of fundamental human rights or decent working conditions have been uncovered at any of TKS Heis AS's suppliers, business partners or in its own operations.

Nor has the survey uncovered conditions that give cause for serious concern. However, some cases with limited documentation are followed up as part of our ongoing improvement work.

Nor have any notifications or reports of concern been received during the reporting period.

7. Measures to reduce risk

TKS Heis AS uses ProTenCon as a partner in the work with due diligence assessments. Through their digital solution, we have established a structured approach for mapping and following up suppliers. This gives us ongoing insight into the risk profile, degree of documentation and development over time.

Based on risk classification, we continuously assess which measures are necessary. Suppliers with elevated risk are followed up through dialogue and requirements for additional documentation, or if necessary, third-party audits. In cases where improvements are not made, it may be appropriate to terminate the collaboration. We follow up suppliers in geographical and industry risk areas, such as production in Asia and value chains for electronic components.



This file is sealed with a digital signature.
The seal is a guarantee for the authenticity
of the document.

Document ID:
F91521ECFC4E4E13AB14A98C5761EBF9

Internally, we are continuously working to strengthen our HSE routines, including notification and handling of deviations, to ensure a safe and fair workplace.

Environment-related measures

As part of the Innovalift Group and Latour AB, TKS Heis follows defined environmental commitments and long-term goals. We have taken action to achieve the following goals:

- Reduce energy consumption relative to net sales by at least 5% annually
- Transition to 100% renewable energy by 2030
- Contribute to Latour meeting SBTi requirements by 2025 with verified climate targets
- Reduce CO₂ emissions by 40% for scope 1+2 and 20% for scope 3 by 2030

8. Contact and access

TKS Heis AS responds to written inquiries about how we handle actual and potential negative consequences for fundamental human rights and decent working conditions, in line with §6 of the Transparency Act. E-mail can be sent to kjetils@tksheis.no.

We respond to inquiries within three weeks. If the request requires the collection of specific documentation, we will inform you of this and indicate the expected response time.

Signed by the Board of Directors of TKS Heis AS

Date: 7 August 2025

Chairman of the board: Andrea Veggian _____

Deputy chairman: Niklas Christian Nylund _____

Board member: Ida Ellinor Lindvall _____

Board member: Møyfrid Skrettingland _____

Board member: Per Olav Kilen _____



This file is sealed with a digital signature.
The seal is a guarantee for the authenticity
of the document.

Document ID:
F91521ECFC4E4E13AB14A98C5761EBF9

List of Signatures

Page 1/1



Explanation of the Transparency Act 2025.pdf

Name	Method	Signed at
Ida Ellinor Lindvall	BANKID	2025-08-11 11:30 GMT+02
Kilen, Per Olav	BANKID	2025-08-07 22:10 GMT+02
Niclas Erik Christian Nylund	BANKID	2025-08-07 14:10 GMT+02
Skrettingland, Møyfrid	BANKID	2025-08-07 12:16 GMT+02
Andrea Veggian	One-Time-Password	2025-08-07 10:27 GMT+02



This file is sealed with a digital signature. The seal is a guarantee for the authenticity of the document.

External reference: F91521ECFC4E4E13AB14A98C5761EBF9