

Statement Transparency Act

For the period 01.01.2024 – 31.12.2024

Last Updated: 20.06.2025

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1. Purpose

The purpose of the Norwegian Transparency Act, which came into force on July 1, 2022, is to ensure that Norwegian companies actively work to safeguard fundamental human rights and decent working conditions in their supply chains. The Red Cross Nordic United World College Foundation hereby publishes its statement, which is updated regularly or no later than June 30 each year in accordance with the Act.

2. Introduction

The Red Cross Nordic United World College Foundation is an educational institution with the mission to educate and unite people, nations, and cultures for peace and a sustainable future. As a non-profit organization, we reinvest all funds into the students and the operation of the school. The school's commitment to ethical and responsible practices is reflected throughout all areas of our work. This document outlines our efforts to identify and address risks related to human rights, working conditions, and ethical trade – in accordance with the requirements of the Transparency Act.

3. Anchoring of Responsibility

Our work with the Transparency Act is anchored in the organization's board.

We have initiated measures to strengthen responsibility in both our own operations and our supply chain. As part of this effort, we aim to further develop our routines and guidelines related to ethical requirements and supplier follow-up.

We believe it is important to embed responsible business practices throughout the organization, and our efforts to integrate considerations for human rights and decent working conditions into our processes are ongoing.

4. Due Diligence Assessments

The Transparency Act requires proportionate due diligence assessments. We therefore prioritize suppliers with whom we have the highest turnover and focus especially on industries and regions with known high risks of violations of human rights and working conditions.

As of 31.12.2024, our prioritization includes 50 suppliers, all located in Norway. We collaborate with a third-party organization that assists with continuous risk assessments related to our suppliers. This partner alerts us to potential violations of labor rights, legal violations, credit risk,

and reputational risk, which helps us monitor our entire supply chain and implement necessary measures quickly.

5. Methodology and Implementation

- Information gathering: We collect relevant documentation such as certifications and audit reports from our suppliers and require regular reporting from all prioritized suppliers.
- Investigation and dialogue: When high risk is identified, we follow up with suppliers as needed. Suppliers in high-risk industries are asked for more comprehensive documentation.

We implement these methods to maintain a transparent and responsible supply chain that safeguards human rights and working conditions.

6. Significant Risks

The most relevant risk for our organization, based on our current supply chain, relates to geographic risk, as all our prioritized suppliers are located in Norway. In general, the risk of serious violations of human rights and working conditions is low, but we remain vigilant against issues such as workplace abuse and unethical labor practices, even in low-risk countries like Norway.

That said, we closely monitor any political or economic changes that could impact risk. For example, we assess potential effects of national legislation that could influence working conditions or the demand for ethical guidelines in our supply chain.

7. Identified Risk

7.1. External Risk

During the 2024 assessment period, no significant external risks related to violations of human rights within our supply chain were identified. We conducted a thorough due diligence assessment together with our partners to ensure that all our suppliers operate in accordance with our ethical guidelines.

7.2. Internal Risk

Our operations are based in Norway and primarily consist of administrative and academic work. At the same time, we are an international boarding school with staff and students from various countries and cultures. We have reviewed internal conditions and assess the risk of violations of human rights and decent working conditions as low.

We are aware that there may be risk areas related to decent working conditions, particularly in terms of clear frameworks for working hours, health and safety, and whistleblowing. These are areas we aim to identify and improve through further development of our internal routines and systems.

We are working to improve our internal routines and systems, including a review of health and safety practices and personnel procedures. Our goal is to ensure that our employees have clear rights and that conditions are in line with both Norwegian legislation and international labor standards.

We have permanent employees with regulated wages and working conditions, and we have established routines for health and safety, personnel follow-up, and whistleblowing. This work is continuously developed to ensure a safe and inclusive working environment.

8. Measures to Reduce Risk

Although we have not identified specific risks this year, we aim to develop and strengthen our routines for ethical follow-up of our supply chain.

We foresee the following measures as part of our continued work:

- Requesting that suppliers confirm compliance with fundamental ethical guidelines.
- Establishing routines to assess supplier risk when entering or renewing agreements.
- Following up on any concerns or indications of unacceptable conditions should they arise.
- Updating our internal routines as we gain new knowledge of risks or changes in legal expectations.

Our partnership with a third-party solution provides us with digitized insight into supply chain risk. This allows us to log findings, preserve historical data, and track developments over time – laying the foundation for more systematic follow-up in the future.

9. Contact and Transparency

All inquiries related to the Red Cross Nordic United World College Foundation's work on the Transparency Act and human rights can be directed to info@uwcr.cn.no, with the subject line

“Transparency Act.” We typically respond within three weeks, with the reservation that more complex documentation needs may require additional time.

The Red Cross Nordic United World College Foundation is committed to continuously updating and improving its work under the Transparency Act. Our ambition is to identify risk early, prevent violations, and protect the rights of all workers – both internally and in our supply chain. Through our commitment to human rights and decent working conditions, we strive to be a leading actor in ethical and sustainable education.