



Transparency Act Ework Group Norway

2025

About Ework Group

Ework Group AB (publ) provides total talent solutions with a focus on IT/OT, R&D, Engineering and Business Development, and has today close to 12,000 independent professionals on assignment. With no professionals employed, Ework can unbiasedly match every assignment with the right skills from the whole market.

Ework Group AB is the Parent Company of the Ework Group. Operational activities are conducted through the Swedish Parent Company, the subsidiary Ework Group Public AB, and subsidiaries in Norway, Denmark, Poland, Finland and Slovakia. The head office is in Stockholm, and there are regional offices in Gothenburg, Malmö, Linköping, Jönköping, Västerås, Kalmar, Luleå, Helsinki, Oslo, Copenhagen, Warsaw, Wroclaw and Gdansk, with an upcoming expansion in Belgium. Ework Group has approximately 300 employees where 30 of them are employed at the Norwegian office.

For more information about Ework, please read our [Annual report](#).



Ework Group values transparency, ethical responsibility, and sustainable business practices, as highlighted in our [Annual Reports](#). As the Transparency Act is a Norwegian legislation, the reporting according to that Act is performed by Ework Group Norway AS and the due diligence process is conducted on our Supplier base at Ework Norway. In parallel, our management and quality systems are managed from our Parent Company and the work is done in close collaboration with the Group Management. We also strive to use these assessments as an inspiration for how to improve our responsibility work throughout the entire group.

Ework Norway began reporting under the Transparency Act in spring 2023 and continues to build on this foundation. We continuously conduct due diligence assessments of key parts of our Supplier base as part of our ongoing commitment to responsible business practices.

This approach allows us to attain a clear understanding of our potential impact on society and enables us to take necessary measures to address actual and potential adverse impacts on fundamental human rights and decent working conditions. By examining our supply chain and engaging in dialogue with our Suppliers, we aim to mitigate negative consequences associated with our business operations. Through sharing our challenges, actions, and accomplishments, we aim to build trust, engage in meaningful dialogue, and contribute to a sustainable and socially responsible business ecosystem.



In this report, we will provide an overview of our progress on due diligence of our Supplier base. We will focus on due diligence efforts, examining potential adverse impacts within our supply chain and outlining risk mitigating measures. By sharing our actions, challenges, and accomplishments, we aim to build trust, engage in meaningful dialogue, and contribute to a sustainable and socially responsible business ecosystem.

Ework Group use the terms Partners & Professionals when referring to our Suppliers and Consultants on assignments. However, as the Transparency Act includes internal Suppliers as for instance Suppliers to our office, we will use the terms Suppliers (those on assignment) and internal Suppliers (those delivering to our office). The Suppliers on assignment are in main focus due to the large share of them.

How do we work to positively influence our business environment?

We have a close collaboration with our Suppliers to ensure their awareness and compliance with relevant legislations and principles, this to promote responsible practices throughout our supply chain. With over 600 active Partners & Professionals on assignment in Norway, both domestic and foreign, we have the possibility to make a positive difference in our business environment.

Our commitment to accountability and transparency is reflected in our internal guidelines & policies and Code of Conducts, where we hold ourselves and our Suppliers accountable for upholding fundamental human rights and decent working conditions. We conduct due diligence assessments, manage risks on daily basis, maintain open communication channels, and provide effective complaint mechanisms. Mentioning that we have both internal and external whistleblowing services to always secure a safe way to report any unworthy circumstances. We [regularly report](#) on our efforts, progress, and challenges in addressing adverse impacts.

Due diligence and risk assessments of our Supplier Base

Our primary focus is on facilitating an efficient and flexible utilization of skilled professionals in our clients' projects and operations. By connecting organizations with qualified experts, we enable agility, innovation, and cost-effectiveness in project staffing and management. Our services encompass for instance talent sourcing, contracting, and administrative support. Which makes us accountable for ensuring an ethical responsible Supply chain.

Ework Group have had routines for quality assurance of all our Suppliers since the origin of the Company. These routines are continuously improved, and the improvements have been intensified in alignment with the requirements of the Transparency Act and other changes in the legislation. An example is the information our Suppliers get when being onboarded and what they need to declare in order to sign a contract with us. We have embraced the opportunities of this Act and will continue to use it as a part of our risk assessments and our strategic business management.

All Ework Group Suppliers on assignment must fill in a Supplier form and sign our [Supplier Code of Conduct](#). Ework Norway's Suppliers need to document that they are registered in Norwegian Company registers (if domestic) and that they have a Liability and Company insurance. In addition to our formal routines for quality assurance, we maintain an active and continuous dialogue with our Suppliers. The close relations and dialogue are an important aspect of our business as this is vital in order to deliver the best competence to our Clients, in addition to ensure that we cooperate with serious and reliable Suppliers who for instance have Professionals with decent working conditions. We recognize that safeguarding the rights and well-being of all workers, regardless of their origin or contractual arrangement, is of utmost importance.

Ework Norway are conducting a risk assessment of our Supplier base several times a year. Based on our internal statistics and extensive knowledge we are able to identify the highest-risk areas at the given time. By using this method, we can proactively address potential concerns. Our risk assessment methodology is based on, and follows ISO3100:2018.

Risks related to wages and working conditions, particularly among foreign Suppliers, remain a recurring focus in our assessments. We continuously monitor these areas across all regions where Ework operates. We also maintain oversight of Suppliers delivering services through migrated or name-given professionals (found by the Client), where our visibility may be more limited.

Internal Suppliers operating in high-risk sectors, such as food delivery and transportation, continue to be part of our risk landscape and are included in our broader monitoring efforts. Our assessment processes are guided by the OECD Guidelines for Responsible Business Conduct, which we apply as an integrated and ongoing part of our due diligence to continuously identify and mitigate risks.

Monitoring of our Suppliers and measures to mitigate risks

As part of our continued effort, we have, in addition to our regular Supplier onboarding routines, maintained a Supplier assessment process where we are sending a letter to chosen Suppliers and internal Suppliers to assess and gather information.

The primary objective is to gain insights into the risk of potential non-compliance and to thoroughly inform Suppliers of their responsibilities and the need to take necessary actions. Our entire Supplier base is regularly assessed, and recipients of the letters are selected based on our evaluation of those with the highest potential risk and impact. Letters are sent on an ongoing basis to both foreign and Norwegian Suppliers as part of our continuous due diligence efforts.

We support our Suppliers by clarifying our requests and asking for additional feedback and documentation in order to gain a more comprehensive understanding of their approach to employee welfare and their relationships with their own Suppliers. We continue to experience a sufficient response from most of our Suppliers and we are glad to see that the majority of them were doing their own Supplier assessments. We can see that there is a general good focus on compliance with the Transparency Act in our assessed Supplier Base. While foreign Suppliers generally have less knowledge, we have seen a clear increase in awareness compared to previous assessments.

By closely examining a significant part of our Supplier base, we have gained further insights into the practices and operations of our Suppliers across different countries, regions and industries. This assessment has allowed us to identify areas where improvements are necessary and to engage in constructive dialogue with our Suppliers to address any identified risks or concerns.

We believe in fostering open communication and transparency with our Suppliers, and we strive to ensure that all parties are aligned with the objectives of the Transparency Act

Action plan

In order to mitigate and preferably cease risk of adverse impacts, to always comply with different legislations and to continuously improve our risk management, we have identified the following focus areas:

- Continuously improve our routines for controlling our entire Supplier base - Work is ongoing to digitalize and automate our quality control routines, aiming to improve efficiency, traceability, and consistency across assessments.
- We are working to strengthen our ability to proactively receive and act on feedback from Suppliers and stakeholders, by developing more accessible and transparent channels for input and dialogue.
- Continue to accelerate the ongoing improvements of internal Policies and documents
- Ensure efficient internal communication and training. E.g. by updating our intranet and hold information meetings and training sessions
- Ensure efficient communication externally, e.g. by actively inform our Suppliers of new Code of Conduct

Action plan

In alignment with the Transparency Act and our broader due diligence work, Ework has conducted a formal double materiality assessment (in accordance with ESRS 2, IRO-1) to systematically identify and prioritize environmental and human rights risks, impacts, and opportunities across our value chain. The process, carried out between July and November 2024 with support from an independent consultancy, strengthens our foundation for proactive risk mitigation, stakeholder responsiveness, and long-term sustainability alignment. The analysis incorporated stakeholder input from across the organization and established a framework for continuously mapping and updating material risks—both from an impact and financial perspective—relevant to responsible business practices.

The double materiality assessment will be a yearly activity as part of our action plan for years to come, to ensure that we systematically identify and prioritize environmental and human rights risks, impacts, and opportunities across our value chain.

Based on our continuous focus on compliance and risk assessments we are improving our routines for controlling our entire Supplier base in a more extensive matter than we have done in the past, not only as a due diligence process, but in our daily routines. These updated routines will enable us to effectively identify and address any potential vulnerabilities or breaches and help us to avoid internal Suppliers who do not fully comply to relevant legislations.

For questions or requests for more information, please fill out our Request for feedback-form on our homepage. For Norwegian go [HERE](#) and English go [HERE](#).

Stockholm, Sweden, June
2025 Karin Schreil

Oslo, Norway, June
2025 Kjetil Amundsen

Stockholm, Sweden, June
2025 Johanna Eriksson

