



## **INFORMATION ABOUT SCHIBSTED'S WORK WITH HUMAN RIGHTS AND DECENT WORKING CONDITIONS**

The new Transparency Act, which entered into effect on 1 July 2022, obliges Schibsted to carry out due diligence assessments in line with the Organisation for Economic Co-operation and Development's guidelines for multinational companies, respond to requests for information from the general public and account for our work with due diligence assessments. The following email should be used for sending information requests to Schibsted\*: [transparencyact@schibsted.com](mailto:transparencyact@schibsted.com).

### **About Schibsted**

Schibsted is a family of digital brands with a strong Nordic position, and close to 6,000 employees. Millions of people enjoy interacting with our companies and more than 60 brands every day through our online marketplaces such as FINN, DBA, Blocket and Oikotie; our media houses including Aftenposten, VG, Svenska Dagbladet and Aftonbladet; and digital services like Lendo. We also help new promising businesses grow. More information about Schibsted can be found [here](#).

### **Policies and framework**

Several of the Schibsted brands are independently covered by the Transparency Act, and both Schibsted and our brands work actively to contribute to promoting human rights and workers' rights. We therefore choose to cooperate with responsible suppliers and partners. Schibsted has in 2022 adopted a new Code of Conduct (which will be published in Q3 2022) describing our commitment to conduct our business in compliance with the UN Global Compact. The Code of Conduct include principles of human rights, labor rights, business ethics, gender equality, anti-discrimination, forced labour, child labour and the environment.

## **Human rights and decent working conditions**

At Schibsted, we work systematically to incorporate the human rights aspect into our business and towards our partners and suppliers. We do this, among other things, by giving our employees reasonable salaries, regulated working hours and we have zero tolerance for child labour in our own business - and in the supply chain. We work to reveal whether Schibsted contributes to potential human rights violations and decent working conditions, and we show a high degree of caution when we have businesses or partners in areas where human rights and workers' rights normally have tougher conditions. Schibsted has initiated several internal processes to ensure accountability in the supply chains we are part of and we expect our suppliers to comply with our Supplier Code of Conduct.

## **Due diligence and overall risk assessment**

Schibsted is now establishing processes for due diligence in the group. We have completed one overall risk assessment to identify the most significant risk areas in our company in terms of human rights and decent working conditions. The work we have carried out has not identified actual negative consequences or significant risk of negative impact on human rights.

Based on the risk assessment, we have identified the following areas that will be prioritised as further focus areas:

- Working conditions and risk of social dumping in our supply chain related to distribution
- Risk of hate speech and harassment on our platforms
- Journalist safety
- Handling of personal data
- Acquisitions of plates and ink used for printing and staple thread

In several of these areas, we have well-established systems and routines for preventing and - if necessary - prohibiting any negative consequences. This applies in particular to ensuring good pay and working conditions in our supply chain, ensuring that there is no hate speech and harassment on our platforms, ensuring the security of our reporters and the handling

of personal data. We are constantly working to evaluate and improve our routines so that we do not cause, contribute to or are directly involved in violations of human rights and decent working conditions.

### **Next steps**

We are now making plans to further strengthen our work to reduce risk in the areas we

have identified. This includes, among other things:

- Improving our procurement procedures and supplier follow-up
- Internal competence development in the field of human rights
- Implementation of strengthened contract requirements in risk-exposed contracts
- In-depth investigations of the human rights situation in the printing material supply chain

The work with due diligence assessments is a continuous process where the purpose for us at Schibsted is real improvement for people in our own business and our supply chain.

*\*Schibsted includes Schibsted ASA, Schibsted Products and Technology AS, Schibsted Nova AS and Schibsted Norge AS.*