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Transparency statement 2025

Company: Safe4 Security Group AS
Reporting year: 2025
Date of publication: 01.06.2026
Data classification: Public
Approved by: Board of Directors and CEO

1. Introduction

This statement is published pursuant to §5 of the Norwegian Transparency Act and describes how Safe4 Security Group AS has fulfilled its obligations for the calendar year 2025.

Safe4 is committed to safeguarding fundamental human rights and promoting decent working conditions in its operations and supply chains. We view transparency and ethical responsibility as essential to our long-term credibility, and this report documents our continued efforts to comply with the Act and relevant international frameworks.

2. About the company

Safe4 Security Group AS is a Norwegian provider of advanced alarm, security and IoT solutions across the Nordic region and the UK. Our business includes development of digital platforms, delivery of integrated systems and sourcing of third-party hardware and support services.

By the end of 2025, Safe4 Security Group AS employed 20 full-time equivalents (FTEs), with an additional 20 employees across its subsidiaries. The company also holds a 49% ownership stake in a joint venture in the United Kingdom.

3. Governance and internal framework

Safe4's work under the Transparency Act is formally anchored in the company's Board of Directors. Operational responsibility rests with the CEO and is followed up through a dedicated management working group. This group ensures that due diligence activities are integrated across relevant business functions and aligned with Safe4's strategic priorities.

The internal framework established in connection with the 2024 reporting cycle has been maintained and remains in force throughout 2025. This framework includes:

- A comprehensive Code of Conduct covering human rights, anti-corruption, environmental responsibility, whistleblowing, privacy, loyalty, conflicts of interest, and working conditions
- A supplier responsibility annex, forming part of Safe4's standard procurement framework
- A formal due diligence procedure defining scope, roles and risk-based processes in accordance with the OECD Guidelines
- A routine for transparency requests, including standard templates and internal response timelines
- A transparency request log for systematic documentation of public inquiries under §6
- A secure whistleblower channel available in Norwegian and English on Safe4.com
- A dedicated digital compliance portal providing role-based access to all relevant policies and procedures, with confirmation tracking

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No material changes have been made to the governance structure or internal framework during 2025. The existing policies and procedures have been reviewed and assessed as adequate for the current scope and scale of Safe4's operations.

4. Due diligence methodology

Safe4 continues to apply a risk-based and prioritized methodology in accordance with the OECD model and §4 of the Transparency Act. Due to the nature and scale of our operations, we do not conduct full due diligence on all suppliers. Instead, we focus our assessments on prioritized supplier categories where there is a higher likelihood of adverse impacts. These include:

- Suppliers of hardware and physical components, including those who manufacture products directly and those who outsource production, whether locally or internationally
- Service providers in low-wage sectors, especially cleaning and facility services

These categories were selected based on geographic exposure, labor risk indicators and established sector profiles, and remain unchanged from the previous reporting period.

5. Risk assessments in 2025

For 2025, Safe4 reviewed the risk assessments conducted in the previous year for the three suppliers within the prioritized categories: two hardware component suppliers and one cleaning service provider.

Through ongoing dialogue with all three suppliers during 2025, no changes in supplier circumstances, production structures, or risk indicators were identified. All three suppliers - one cleaning service provider and two hardware suppliers - continue to operate within their respective risk classifications: Moderate risk for the cleaning service provider and low risk for both hardware suppliers. Throughout 2025, Safe4 has maintained regular contact with all three suppliers across various operational matters. No adverse findings, incidents, or concerns related to human rights or working conditions have surfaced through this dialogue, and all suppliers continue to adhere to Safe4's Code of Conduct and Supplier Responsibility Annex.

6. Measures and improvements

The new foundation established in connection with the 2024 reporting cycle has been carried forward into 2025. Safe4's primary focus during this period has been on maintaining and operating the existing framework rather than introducing new measures.

Key ongoing activities include:

- Continued availability of all policies and procedures through the digital compliance portal
- Ongoing dialogue with prioritized suppliers
- Annual review of the supplier risk assessment register

Safe4 considers the current framework to be proportionate and effective for the company's current operational scope. Should material changes occur in the business, supply chain, or risk landscape, additional measures will be evaluated and implemented accordingly.

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7. Uncertainty and limitations

Safe4 acknowledges that some limitations persist, particularly in complex or multi-tiered supply chains. For hardware suppliers that rely on subcontractors or operate in opaque jurisdictions, traceability remains a challenge. We remain vigilant and will continue to improve our understanding and oversight of indirect risks.

8. Planned activities for 2026

Safe4 will continue to build on its existing due diligence framework in 2026. Planned activities include a reassessment of suppliers within the prioritized risk categories using updated indicators, an evaluation of whether additional supplier categories should be included in the prioritized scope, continued integration of due diligence into everyday procurement routines, and a review and update of governance documentation in line with regulatory developments and industry best practices.

9. Requests for information

No requests for information under §6 of the Transparency Act were received during 2025.

Safe4 welcomes public inquiries regarding how we address actual and potential adverse impacts in our operations and supply chain. Requests may be sent to: compliance@safe4.com

All requests are handled according to our internal routine and responded to within the legal deadline.

10. Approval and publication

This statement has been approved by the Board of Directors of Safe4 Security Group AS and is made publicly available at www.safe4.com. It will be updated annually and forms part of Safe4's commitment to open and responsible business practices.

Oslo, 22nd of April 2026

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