

COMPLIANCE WITH "ÅPENHETSLOVEN" - THE TRANSPARENCY ACT

Background: Applicability for Oslo International School and Purpose of the Act

Reporting on status related to "Åpenhetsloven" is required for entities and organisations meeting at least two of the following criteria:

- ☐ Yearly revenue of 70 MNOK
- ☐ Balance of 35 MNOK
- ☐ More than 70 employees

Oslo International School meets all three criteria.

The purpose of the act is described as follows:

«The Act shall promote enterprises' respect for fundamental human rights and decent working conditions in connection with the production of goods and the provision of services and ensure the general public access to information regarding how enterprises address adverse impacts on fundamental human rights and decent working conditions. »

General description of Oslo International School (OIS)

Oslo International School provides a broad, stimulating, and balanced education that is anchored in a diverse, dynamic, and supportive school community. Founded in 1963, we help develop the unique potential of all our students to become inspired global citizens.

OIS offers an internationally recognised curriculum in a school culture that emphasises cooperation and global awareness. Our rigorous and balanced academic programme helps every child develop their unique potential. The excellent results our students achieve in national and international exams are testament to our effective teaching.

At OIS there are more than 600 students from close to 50 countries, and there are about 110 staff from approximately 25 countries.

Organisation

The service provided by OIS is education, and the organisation is structured as follows:

- pre-school
- primary
- lower secondary
- upper secondary
- support staff

OIS's management team consists of representatives from each of these categories.

Ensuring human rights and decent working conditions – employees

OIS is compliant with the rules and regulations set out in "Arbeidsmiljøloven" (the Working Environment Act) regarding HMS (helse, miljø og sikkerhet) / EHS (Environment, Health and Safety).

The compliance is continuously followed up through regular meetings between Management and the HMS-committee.

Additionally, there is also close cooperation and regular meetings between OIS's management and the unions.

The central elements of OIS staff's employment are regulated in the "Local Pay and Conditions Agreement", which are negotiated bi-annually and signed by Head of School and the employees, represented by the Head of [the largest local union] Parat.

All staff members at OIS must have the needed qualifications and permits for employment in Norway and all payments are made electronically to their respective bank accounts.

OIS is compliant with the applicable laws and regulations related to employment and payroll, such as:

- ferieloven (the Annual Holidays Act)
- obligatorisk tjenstepensjon (the Mandatory Pension Act)

Additionally, OIS's employees benefit from additional insurances related to life, accident, and travel.

Ensuring human rights and decent working conditions - suppliers

OIS's main suppliers are local firms providing services related to facility maintenance and related services.

International purchases are mainly related to purchases of schoolbooks and related material. OIS's suppliers are registered in the public registries, and OIS only makes electronic payments to the suppliers.

Information regarding negative implications and risks for negative implications identified during the analysis of OIS's compliance with the Transparency Act.

During our analysis of OIS's compliance with the Transparency Act, we have not found any material negative implications or risks.

We therefore do not see any need for initiating additional actions or activities related to compliance with the Transparency Act.

