

# Redegjørelse Åpenhetsloven

Sist oppdatert: 26 juni 2024, 06.12



## **DITEC INTERNATIONAL AS**

**Organisasjonsnr:** 932 375 214  
Frida Hansens vei 5, 4016 STAVANGER

### **Kontaktinformasjon:**

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## Virksomhetsidé

We're on a mission to create the ultimate paint protection system to preserve vehicles in the world. Today, Ditec International, operates with distribution and royalty contracts in Norway, Sweden, Denmark, Spain, Portugal, US, South Korea.

Ditec International was established in 1977 and currently have a revenue of 16MNOK (2023) and have 2 full time employees.

And in the supply chain we operate as the developer of products and systems, A-Z, in paint protection and detailing/washing chemicals. We source finished products developed upon requested abilities and functionalities, to our distributors (customers) in their markets.

Our suppliers are mainly located in Sweden, Germany, Japan and US.

## Organisasjonsstruktur og ansvarsområder

Ditec International operates with a well-defined structure that promotes clarity and efficiency. Our dedicated and small team, with specialized expertise, collaborate effectively across departments. Open communication, accountability, and continuous learning are core principles. Strong leadership sets the overall direction, while functional leaders manage specific areas like operations and sustainability. We emphasize teamwork and value employee contributions through a supportive environment that fosters personal growth and initiative. This structure ensures we have the expertise and coordination to succeed.

## Virksomhetens visjon

We're on a mission to create the ultimate paint protection system to preserve vehicles in the world. We'll achieve this by building an organization that empowers people through resource and knowledge sharing, innovation and product development. Through top-of-the-class products, procedures and certified personnel, we will change paint protection the Ditec way.

Our core values;

Challenge: We will always strive to develop the best possible products and methods.

Commitment: We follow the system, to ensure quality from start to finish.

Curiosity: We challenge ourselves, share knowledge and resources to improve and grow.

These are the values that guide us on our mission.

## Oppsummering

This report summarizes Ditec International's efforts to ensure ethical and responsible business practices. Following the Norwegian Transparency Act, Ditec has conducted due diligence assessments to identify and address any potential negative impacts on human rights and working conditions within their business and supply chain. They are committed to continuously improving this process and proactively mitigating any identified risks. Through regular assessments and updates to their action plan, Ditec strives to maintain responsible practices throughout their operations.

Patrick Hammeren

**Daglig leder, firma**

Patrick Hammeren

**Styrets signatur:**

Tore Havn

**Styreleder**

Tore Havn

Stein Kjetil Holvik

**Styremedlem**

stein kjetil Holvik

Erik Olderkjær Knudsen

**Styremedlem**

Erik O. Knudsen

Glenn Brun Henriksen

**Styremedlem**

Glenn brun Henriksen

## **Forankring av menneskerettighetsarbeid**

We have undergone training to understand the requirements of the Transparency Act, and have held meetings to have a common understanding of our responsibilities together with management and the Board.

We have drawn up ethical guidelines for our suppliers, which we will use the next year to implement and thus make our suppliers accountable. It is very important to us that our suppliers in other countries also conduct their business in line with the legal requirements of the Transparency Act and ILO core conventions.

## Varslings- og klagemekanismer

We encourage both our own employees and employees of our subcontractors to report any unacceptable conditions in the workplace. We have established whistleblowing procedures where you can report directly to us at Ditec International. Contact information can be found on our website.

In the event of a report, we as the recipient have a duty to:

- Investigate the notification within a reasonable time
- Ensure that the whistleblowing employee is taken care of and does not become a victim of retaliation
- Carry out a fair process to investigate the report
- Take necessary actions to ensure that Ditec International in co-operation with Ditec International, in co-operation with any subcontractors to which the report relates, ensures a safe working environment for employees

## **Slik jobber vi med aktsomhetsvurderinger**

Ditec International manufactures car care products in various countries. It has been important for us to understand the geographical and industry-specific risks associated with the production of our products and in the countries where we have production.

At Ditec International, we have 10 suppliers that are relevant to investigate, all of which are located in low-risk countries. We have a close and good dialogue with our suppliers and have visited several of the factories ourselves to document that everything is running smoothly. In this work, we have not found any human rights violations or risk of negative consequences related to decent working conditions. We therefore consider the risk to be low at all our suppliers at present.

For further documentation of our work with suppliers, we have sent out surveys to our suppliers and will follow up on any deficiencies at our suppliers in the coming year.

In addition, we will carry out due diligence specifically on human rights and decent working conditions when entering into new contracts.



## Våre viktigste funn

We have not found any violations of human rights or decent working conditions at our suppliers when we have visited factories and conducted investigations. Nor have we found any violations within the company.

However, we are conscious and aware that there are some industry-specific risks that we must monitor and do our utmost to minimise. Examples of industry-specific risks are:

- Child labour in manufacturing companies
- Inadequate security of work premises
- Lack of protective equipment and use of chemicals that can have health consequences
- Working time regulations such as lack of payment of overtime, decent wages and breaks
- Discrimination
- harassment
- Social dumping

## Våre viktigste tiltak

We will continuously monitor our suppliers in relation to the risk of violations of human rights or decent working conditions. We are also in the process of familiarising our suppliers with our legal requirements regarding the Transparency Act and what this means for them as our suppliers.

Furthermore, we have sent out a survey to all suppliers to get additional documentation in place related to their status, and will follow up with further dialogue and request more documentation if needed.

We have a process when entering into agreements that they are good suppliers, and will include our survey related to the Transparency Act in new contract rounds.

Denne rapporten er utarbeidet ved å bruke  
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# Ditec International-2


Final Audit Report

2024-06-28

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 Agreement completed.

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