



Rheinhold & Mahla

Since 1887



Transparency Act – Report 2024

R&M Ship Interior AS



Transparency Act – Report 2024

R&M Ship Interior AS is subject to the Transparency Act concerning fundamental human rights and decent working conditions.

A report has been prepared regarding the due diligence assessments conducted for the company. The report has been signed by the company's board and managing director.

Name	Role
Vollrath Schuster	Chairman of the Board
Erik Wiedenhof	Board Member
Maria Apneseth	Managing Director

General Information about the Company

R&M Ship Interior AS was founded in 2005 and is a wholly owned subsidiary of Rheinhold & Mahla GmbH in Germany. The company currently has 53 employees, consisting of 15 administrative staff and 38 employees working on various projects. We primarily operate in Norwegian shipyards but also engage in occasional international activities. In 2024, the company had a turnover of 202 MNOK, with 83% of the revenue generated in Norway and the remaining 17% distributed across Europe, Brazil, and Asia. The company is certified according to ISO 9001.

R&M Ship Interior AS adheres to the UN Guiding Principles on Business and Human Rights. Our suppliers and partners are expected to comply with applicable regulations and international laws regarding wages and working conditions for their employees. We also require them to be familiar with our ethical guidelines. Our *Terms and Conditions for Suppliers and Subcontractors* are available on our website.

The company is subject to the Transparency Act. In the spring of 2023, a dedicated project group was established to focus on compliance with the Act. The process of mapping and assessing risk factors was anchored at the executive level and approved by the board. The project group carried out the mapping, classification of suppliers and partners, and risk assessments





Due Diligence Assessments and Priorities

The project group responsible for the due diligence assessments includes:

- Managing Director
- Finance Manager
- HR/HSEQ Manager

An analysis of suppliers indicates the following distribution of purchases by country:

- Norway: 75%
- Europe (excluding Norway): 22%
- Other: less than 3%

The majority of purchases consist of materials for ship interiors and labor for interior installation from subcontractors. Additionally, we procure minor services such as transport, tools, cleaning, office supplies, and IT services.

Planned Measures

In the first quarter of 2025, a new risk assessment of suppliers will be conducted based on the **ITUC Global Rights Index 2024**. Products will be categorized using a risk scale from 1 to 3, based on risk assessments from www.anskaffelser.no. Based on the results, we will classify suppliers and partners as high, medium, or low risk.

In addition, we have analyzed suppliers based on turnover and categorized them into three groups:

- **Group 1:** Suppliers with a turnover above 1,000,000 NOK
- **Group 2:** Suppliers with a turnover between 100,000–999,999 NOK
- **Group 3:** Suppliers with a turnover below 100,000 NOK

Our plan to move forward is to focus on the largest suppliers with high and consistent turnover, where the risk is significant. Based on the risk analysis, we have selected suppliers from both Group 1 and Group 2 for further review.

Group 1:

- Signed agreements defining requirements for human rights and decent working conditions upon contract signing, in accordance with the *Terms and Conditions for Suppliers and Subcontractors*.
- Auditing of high-risk suppliers.





Group 2:

- Inform suppliers upon ordering about where to find our ethical guidelines.
- Auditing of high-risk suppliers.

Group 3:

- Evaluating suppliers in case of significant changes.

Molde/ Hamburg 31.01.25



Chairman of the board



Managing Director