



Field Geospatial Group  
**Transparency Act – Due Diligence assessment 2025**  
04.05.2026

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Field Geospatial AS

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NO 832 436 542 MVA

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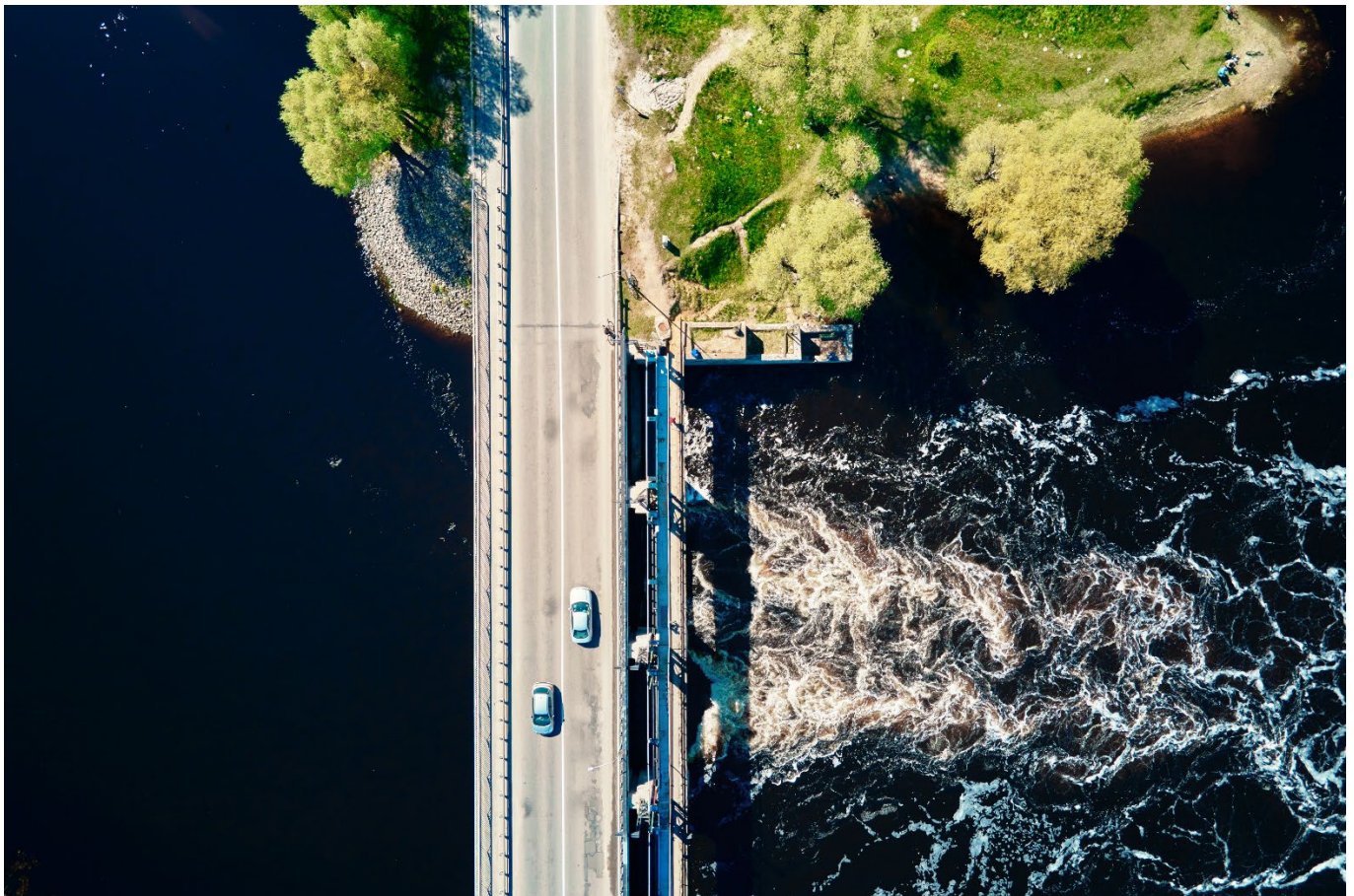
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Norway

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[www.fieldgeo.no](http://www.fieldgeo.no)

# Transparency Act

## Due Diligence assessment 2025





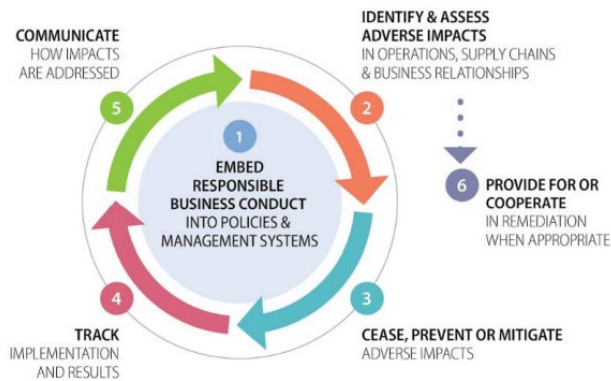
## 1.0 Due Diligence assessment

### 1.1. Abstract

Respecting human rights is crucial for our company. These fundamental principles are ingrained in Field's corporate values, Code of Conduct and policies. Our commitment to human rights is an ongoing journey, where we aim for continuous improvement in our performance and behaviour. This report outlines where we as a company are today and how we will approach the future to ensure that we contribute to a responsible and positive development within this area in collaboration with our partners and suppliers. This report will be updated and published by 30 June each year and otherwise in the event of significant changes in the company's risk assessments.

### 1.2 Introduction

This report is based on the UN's guiding principles for business and human rights and the OECD's model for due diligence assessments, OECD Guidelines for Multinational Enterprises on Responsible Business Conduct'. The model outlines six steps that businesses can follow to adopt responsible and sustainable business practices.



Transparency Gate presents: Due Diligence Guidance for Responsible Business Conduct. Source: OECD Publishing (2008).

It is important to note that being proficient in due diligence does not imply that a business has no negative impact on people, society, and the environment. Instead, it means that the business acknowledges and addresses these challenges in a transparent and collaborative manner, while engaging with its stakeholders to find the best possible solutions. Field Geospatial views this as a continuous process that has just started and will strive to gradually enhance the process in the time to come. Regular due diligence reviews should be conducted at a minimum of annually, taking a proportionate and risk-based approach.




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### 1.2.1 Board review

The board and CEO of Field Geospatial AS and Field Geospatial Holding AS hereby confirm that they have received and read the due diligence report that forms the basis for the 2025 business year:

Signed by:  
  
D80131826F9F491  
Karin Anita Svindseth  
Chair

Signed by:  
  
60C147270BE747B  
Kenneth J. Asbjørnsen  
Board member

Signed by:  
  
CE58F3A5FA83406...  
Marit Høvik Hartmann  
Board member

Signed by:  
  
72D46005905E4F1...  
Svein Harald Friisk  
Board member

Signed by:  
  
32EBB3C75AA44CF...  
Bernt Larsen  
Board member

Signed by:  
  
E06EF028E6D5437...  
Mikko Samuli Salonen  
CEO



### **1.2.2 Key information about the company**

#### **Name of the company:**

Field Geospatial Group: including Field Geospatial Holding AS, Field Geospatial AS, Field Aviation AS, Field Finland OY and Field Sweden AB.

#### **Address head office:**

Drammensveien 260, Vækerø Park,  
0283 Oslo  
Norway

#### **Main products and services:**

Geodata competence, Proprietary software and geospatial technologies, Aerial & land surveying, Mobile mapping & geospatial services, Mapping & modelling, Land and property consultancy.

#### **Description of the company's structure:**

Field Geospatial Holding AS and Field Geospatial Group is represented in 5 different countries. Norwegian subsidiaries in the group are Field Geospatial AS, and Field Aviation AS for airborne operations. The Finnish operations are run through Field Finland OY and the Swedish operation are covered by Field Sweden AB. Field Data S.L.U (Spain) and Field Estonia OÜ covers production in their respective countries and are mainly subcontractors for operations in Norway, Sweden and Finland.

#### **Turnover in the reporting year:**

NOK 370 million in Field Geospatial Group

#### **Number of employees:**

225 employees in Field Geospatial Group

#### **Is the business covered by the Transparency Act?**

Yes

#### **Significant organizational changes since the previous reporting period:**

N/A

#### **Contact regarding information in the report:**

[post@fieldgeo.no](mailto:post@fieldgeo.no)



### **1.2.3 Key information about the supply chain**

#### **General description of the company's supply chain:**

Our supply chain consists of a network of suppliers that deliver services necessary for our operations. The majority of our suppliers are located in Nordics and Europe, where regulatory standards for labor rights and working conditions are high.

We also source certain products or services from suppliers outside Europe, including Asia, where there may be a higher risk related to human rights and working conditions. Our supply chain typically includes first-tier suppliers (those we contract directly with).

We maintain ongoing communication with our key suppliers and include basic requirements for responsible business conduct in our agreements. Our supply chain covers areas such as rental of airplanes, processing of geospatial data from airborne datacapture and software licenses.

#### **Is the business a supplier to the public sector?**

Yes.

### **1.3 Methods**

#### **1.3.1 Risk-based approach**

A risk-based approach is used by mapping areas with the highest risk of negative consequences. This has been done by utilizing one or more of the following parameters:

- Focusing on suppliers from countries with negative index scoring for human rights, labor rights, environment, anti-corruption and transparency.
- The size of the supplier and how important part of the company's operation and deliveries.

#### **1.3.2 Findings**

Findings of negative conditions will be handled as follows:

- continue the collaboration in order to most effectively influence the supplier,
- interrupt the relationship temporarily while initiated risk-reducing measures are continued, or
- ultimately withdraw from the collaboration.

If such findings, Field Geospatial is committed to adhering to the core principles of the Transparency Act, which emphasize cooperation and continuous improvement as the preferred approach.



### **1.3.3 Field Geospatial has introduced**

- Guidelines and monitoring system to ensure accountability.
- Initiated integration of findings of the analysis into the company's operations to address adverse impacts.
- Will continuously monitor the company's results and progress over time using the 'Complete Control' software.
- Will report on how the consequences are being addressed and managed minimum annually.

### **1.4. Results**

Below are the results of the inaugural assessments and analyses.

#### **1.4.1. Actual negative consequences uncovered**

Limited occurrences.

#### **1.4.2. Significant risk of negative consequences uncovered.**

Through our due diligence assessments, we identified certain suppliers operating in regions or industries with elevated risks concerning fundamental human rights and decent working conditions. However, responses to our supplier questionnaire and subsequent evaluations revealed only limited instances of concern. No significant adverse impacts were detected. Field Geospatial will continue to monitor these suppliers and engage in dialogue to ensure ongoing compliance and improvement.

#### **1.4.3. Measures that the company has implemented to stop negative consequences and to limit significant risks of negative consequences.**

Field Geospatial is committed to influencing our suppliers through proactive monitoring, open dialogue, and transparent reporting. To formalize this commitment, all relationships involved in our projects from tender-processes are required to sign Field Geospatial's Letter of Conduct. By signing this document, suppliers affirm their commitment to follow the basic human rights established in the Universal Declaration of Human Rights, the Convention on the Rights of the Child and the ILO Conventions: Declaration of Human Rights, the Convention on the Rights of the Child and the ILO Conventions:

- UN Human Rights Policy
- UN Convention on the Rights of the Child section 32
- ILO Convention no. 29, 87, 98, 100, 105, 111, 138 and 182

Should proactively monitoring and open dialogue efforts prove insufficient in addressing identified concerns, preventive and corrective measures can be implemented. These may include temporarily suspending the partnership during the implementation of corrective actions or, if issues persist without remediation, responsibly transitioning to alternative suppliers.



#### **1.4.4. Measures that the company plans to implement to stop negative consequences and to limit significant risks of negative consequences.**

Field Geospatial is committed to strengthening its supplier oversight by continuing to monitor existing partnerships and expanding this monitoring to include a broader range of suppliers. This proactive approach aims to identify and address potential adverse impacts on human rights and working conditions across our supply chain. By enhancing our monitoring efforts, we strive to ensure compliance with the Norwegian Transparency Act and uphold our commitment to ethical business practices.

#### **1.5 Actual results and future expected results of the measures**

##### **Process targets and progress in the reporting year:**

Goal: Continue monitor risk of the larger and most used suppliers that have participated in the due diligence earlier, in addition to include a broader range of suppliers and suppliers from subsidiaries outside of Norway, to achieve an even better mapping of risk.

Status: Done

#### **1.6 Conclusion**

The assessments conducted this year on the Transparency Act did not identify any significant negative consequences or risks. However, we recognize the need for continued collaboration with our partners and suppliers to fully comprehend the entire supply chain. This ongoing process serves as a risk management strategy, involving the evaluation, communication, and resolution of any impacts that may arise.

Field Geospatial is committed to upholding responsibility throughout our value chain, which includes personnel, the working environment, the environment, and social responsibility. This commitment aligns with legal requirements stated in Section 3.3 of the Accounting Act regarding social responsibility, as well as Section 26 of the Equality and Discrimination Act.