

Maritech – Statement under the Transparency Act 2024

About this statement

This statement has been prepared and published in accordance with §5 of the Norwegian Transparency Act.

About Maritech

Maritech is a global software company specializing in the seafood and logistics industries, in addition to IoT solutions for the energy sector. Our supply chain consists of approximately 400 suppliers, including both large international corporations and smaller, local businesses. We support responsible business practices and are committed to identifying and mitigating risks related to human rights throughout our value chain.

Our responsibility

We acknowledge our responsibility to ensure a responsible supply chain. We maintain open communication channels and have an internal whistleblowing system that provides employees and stakeholders with a confidential platform to report concerns related to human rights, working conditions, or unethical practices. This mechanism ensures swift review and follow-up and supports our efforts in transparency and accountability. Such mechanisms help us identify and address risks at an early stage.

Policies and governance structure

Maritech's commitment to human rights and decent working conditions is formalized in our internal policy, aligned with the Transparency Act and OECD guidelines. This policy forms the foundation for our due diligence assessments, risk management, and corrective actions.

Key components of the policy:

- Internal Code of Ethics
- Supplier Code of Conduct
- Due diligence framework structured according to the OECD's six-step model:
 1. Anchoring in board-approved policies
 2. Risk assessment based on country, service complexity, and supplier insight
 3. Measures to stop or reduce risk
 4. Monitoring and updating risks
 5. Transparent communication and annual reporting
 6. Remedial actions in case of violations

Governance and responsibility

The Board and CEO hold overall responsibility. The CFO leads the work on mapping, monitoring, and risk management. Procurement and finance collaborate on initiatives and follow-up. This approach ensures accountability and consistent implementation.

Stakeholder dialogue

We recognize the importance of engaging both internal and external stakeholders. We have several mechanisms to ensure open communication and early risk detection.

- Whistleblowing system for employees and suppliers
- Prequalification and questionnaires
- Confirmation of compliance with the Supplier Code of Conduct
- Dialogue in cases of high risk

Follow-up and monitoring

Maritech uses a continuous improvement approach by monitoring and updating risk assessments and actions. The risk register is continuously updated. Annual assessments are conducted in collaboration with procurement, finance, and operations.

- Repeated risk assessments
- Targeted follow-up where risk is elevated
- Incidents are documented and escalated if necessary
- Results from improvement actions are used to adjust strategy
- Effectiveness of measures is evaluated and improves our procedures

Risk Assessment Approach

We follow OECD guidance. We analyze supplier data through public information, questionnaires, and dialogue. We assess:

- Country of operations (with reference to the Global Rights Index)
- Nature and complexity of the service
- Supplier responses
- Use of subcontractors or sensitive materials

Risk Assessment

- No violations of human rights or labor standards were identified.
- However, risk remains especially in:
 - Use of hired labor
 - Production of technical components (metals, minerals)
 - Electronics and IT equipment in hardware solutions

Even without concrete findings, these are considered structurally higher risk and will be prioritized going forward.

Risk Mitigation Measures

- Annual risk assessments and monitoring
- Procedures for follow-up when risk is identified
- Collection of information from relevant suppliers
- Distribution of Supplier Code of Conduct to suppliers

Further Work

- Dynamic risk updates
- Focused follow-up of hardware suppliers with identified risk
- In new agreements or purchases, implementation of due diligence procedures and requirement to comply with our Supplier Code of Conduct

Ongoing Follow-up


To comply with the Transparency Act, we carry out regular evaluations. In the event of a breach of regulations or ethical standards, an improvement process is initiated with a fixed deadline for remediation. The impact of implemented measures is systematically evaluated and used as a basis for improvements in future assessments and routines.


Access and Information


In accordance with §6 of the Transparency Act, we respond to information requests related to our work on human rights and working conditions. Requests can be sent to office@maritech.com and will be answered within three weeks, as required by law. We welcome transparency and ongoing dialogue with all relevant stakeholders.


Molde, 25.06.2025


The Board of Maritech AS

Name: 
Wesley Jiang
Title: Chairperson

Name: 
Edoardo Bounous
Title: Board member

Name: 
Katherine Edenbach
Title: Board member

Name: 
Andre Lillebakk
Title: Board member

Name: 
Sølvi Slåtten
Title: Board member

Name: 
Thomas Brevik
Title: General Manager