

Maritech – Statement under the Transparency Act 2025-2026

About this statement

This statement has been prepared and published in accordance with §5 of the Norwegian Transparency Act. It covers the reporting period from mid-2025 to mid-2026.

About Maritech

Maritech is a global software company specialising in the seafood and logistics industries, in addition to IoT solutions for the energy sector. Our supply chain comprises approximately 230 active suppliers, including international corporations and smaller, local businesses.

During the reporting period, Maritech AS was acquired by CAI Software LLC. The acquisition has been integrated into our ongoing due-diligence work; our approach and procedures under the Norwegian Transparency Act remain consistent with prior periods, with alignment to the broader group compliance context now in progress.

We are committed to identifying and mitigating risks related to human rights and decent working conditions throughout our value chain.

Our responsibility

We acknowledge our responsibility to maintain a responsible supply chain. We have open communication channels and 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. Such mechanisms support early identification and follow-up of risks.

Policies and governance

Maritech's commitment to human rights and decent working conditions is formalised in our internal policy, aligned with the Norwegian Transparency Act and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. The policy is the foundation of our due-diligence assessments, risk management, and corrective actions.

Key components of the policy:

- Internal Code of Conduct
- Supplier Code of Conduct
- Due-diligence framework following the OECD 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 risk

5. Transparent communication, including the annual statement
6. Remediation in case of breaches

The Board holds overall responsibility. The Finance function leads the operational work on supplier mapping, risk assessment, and follow-up, in cooperation with procurement where applicable. This approach ensures accountability and consistent implementation.

Stakeholder dialogue

We recognise the importance of engaging both internal and external stakeholders. Mechanisms in place include:

- Whistleblowing system for employees and suppliers
- Pre-qualification and questionnaires
- Confirmation of compliance with the Supplier Code of Conduct
- Direct dialogue where elevated risk is identified

Follow-up and monitoring

Maritech applies a continuous-improvement approach. Risk assessment is conducted as a recurring annual cycle, supplemented by a monthly operational review where new suppliers and material new commitments are assessed.

Risk assessment approach

We follow OECD guidance. Supplier data is analysed through public information, questionnaires, and direct dialogue. We assess:

- Country of operation (including reference to the ITUC Global Rights Index)
- Nature and complexity of the service or product
- Supplier responses to our questionnaire and Supplier Code of Conduct
- Use of subcontractors or sensitive materials

Risk assessment – findings for the 2025-2026 period

- No actual breaches of human rights or working conditions have been identified.
- Our supplier portfolio remains concentrated in low-risk jurisdictions and predominantly delivers services and products with low inherent risk.
- We focus on suppliers within hardware procurement due to the inherent risks in this area.
- Structurally elevated risk areas (hired labour, technical components and electronics, IT hardware) remain a priority focus even where no specific findings have arisen.

Risk mitigation measures

- Recurring risk assessment, annual and monthly

- Targeted follow-up where elevated risk has been identified
- Distribution of our Supplier Code of Conduct and use of our standard questionnaire
- Documentation of supplier responses and any corrective actions

Further work

- Continued monitoring under the established monthly review cadence
- Continued supplier engagement on the Supplier Code of Conduct and questionnaire
- Alignment with the broader parent-group compliance context as it develops

Access and information

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


Molde, 18.06.2026

The Board of Maritech AS



Name: Cort Townsend

Title: Chairperson



Name: Edoardo Bounous

Title: Board member

Signed by:
Stephanie Nashban
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Name: Stephanie Nashban

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Name: Andre Lillebakk

Title: Board member



Name: Einar Vaagen

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Name: Thomas Brevik

Title: General Manager