



Redegjørelse for 2024 i henhold til Åpenhetsloven

Innledning

Warner Music Norway AS' (heretter WMN) virksomhetsområde er innspilling, markedsføring, salg og distribusjon av musikk. Selskapet representerer anerkjente etiketter som Atlantic, Warner Records og Parlophone. Blant selskapets største artister finnes Coldplay, Ed Sheeran, Susanne Sundfør, Chris Holsten med flere. Warner Music Norway AS er en enhet i konsernet Warner Music Group, som er representert i mer enn 70 land. Selskapets kontorer ligger i Oslo.

WMN følger norsk lov om virksomheters åpenhet og arbeid med grunnleggende menneskerettigheter og anstendige arbeidsforhold (Åpenhetsloven). Loven pålegger større virksomheter å gjennomføre aktsomhetsvurderinger for å unngå negative konsekvenser for menneskerettigheter, samt sørge for anstendige arbeidsforhold i egen virksomhet og i virksomhetens leverandørkjede. Denne redegjørelsen knytter seg til selskapets regnskapsperiode 1. oktober 2023 – 30. september 2024.

Etiske retningslinjer

WMN har utarbeidet etiske retningslinjer og forplikter seg til å fremme og respektere menneskerettigheter, anstendige arbeidsforhold og miljø. Dette er nedfelt i konsernets «Code of Conduct» samt i WMNs interne retningslinjer og policies.

Tiltak for å begrense risiko i leverandørkjeden

WMN forventer at alle selskapets leverandører deler vår holdning til etikk og etterlevelse i tråd med vår «Code of Conduct». Vi forventer at våre leverandører og avtalepartnere respekterer grunnleggende krav til menneskerettigheter, arbeidstakerrettigheter og miljø. Samtidig forventer vi at våre leverandører skal kreve det samme fra sine leverandører.

Tiltak for å sikre anstendige ansettelsesforhold for egne ansatte

WMN er underlagt og følger norsk lovverk for helse, miljø og sikkerhet på arbeidsplassen, og tilsvarende for likestilling og fravær av diskriminering. Vår «Code of Conduct», interne retningslinjer og arbeidsreglement beskriver innenfor hvilke rammer WMN forventer at ansatte skal opptre, både internt overfor kollegaer, men også eksternt overfor alle typer forbindelser.

Aktsomhetsvurdering

WMNs aktsomhetsvurderinger er en pågående prosess, hvor selskapet arbeider med å identifisere potensiell risiko, samt å fremme tiltak for reduksjon eller fjerning av mulig skade der dette måtte avdekkes.

Resultatet av risikokartlegging vil dokumenteres i en skriftlig redegjørelse årlig. Den skriftlige redegjørelsen fra våre aktsomhetsvurderinger legges i tråd med åpenhetsloven ut på selskapets nettside. Vi opplyser i tråd med åpenhetsloven i årsberetningen om hvor redegjørelsen er tilgjengelig og offentliggjør redegjørelsen innen 30. juni hvert år, samtidig som redegjørelsen oppdateres ved vesentlige endringer i risikovurderingene.

WMN har foretatt forenklede vurderinger med hensyn til våre lokale leverandører. Vi vil også igangsette et arbeid som innebærer en mer detaljert gjennomgang der vi evaluerer egne rutiner med den hensikt å konkret vurdere alle relevante leverandører årlig.

En vesentlig del av WMNs innkjøp er konserntjenester basert på internasjonale avtaler gjort av Warner Music Group konsernet og som inngår i konsernets aktsomhetsvurderinger. WMN er ikke kjent med at det er avdekket noen faktiske negative konsekvenser eller vesentlig risiko for negative konsekvenser gjennom selskapets aktsomhetsvurderinger. Faktiske negative konsekvenser er negative konsekvenser for menneskerettigheter eller anstendige arbeidsforhold som har resultert i en skade og vesentlig risiko for negative konsekvenser er vesentlig risiko for skade på menneskerettigheter eller anstendige arbeidsforhold som ikke har skjedd enda.

Tiltak

I de tilfeller våre aktsomhetsvurderinger skulle avdekke negative konsekvenser eller vesentlige risikoer vil vi iverksette handlingsplaner, internkontroller, samt vurdere behovet for kontraktsbruddsanksjoner. Hva som gjøres i hvert enkelt tilfelle vil avhenge av risikoens størrelse og alvorlighetsgrad.

Intern og ekstern varsling

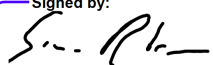
WMNs varslingsrutiner er nedfelt i konsernets «Whistleblowing Procedure» som dekker både intern og ekstern varsling. I tillegg har WMN utarbeidet en egen «Sexual Harassment Policy». Disse dokumenter klargjør hvilke varslingskanaler de ansatte kan benytte seg av i de tilfeller man opplever eller blir gjort kjent med forhold knyttet til arbeidsplassen som ikke er i tråd med selskapets policies eller etiske verdier.

Kontakt

I henhold til åpenhetsloven har enhver ved skriftlig forespørsel til selskapet rett til informasjon om hvordan vår virksomhet håndterer faktiske og potensielle negative konsekvenser knyttet menneskerettigheter og anstendige arbeidsforhold i våre leverandørkjeder. Dette omfatter både generell informasjon og informasjon knyttet til en særskilt vare eller tjeneste som virksomheten tilbyr. Forespørsler kan rettes via e-post til wmnorway@warnermusic.com.

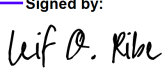
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Mark Fry
Styrets leder

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Simon Robson
Styremedlem

Signed by:

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Ina Margrete Fladsrud
Styremedlem

Signed by:

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Leif O. Ribe
Styremedlem / Daglig leder

DocuSigned by:

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Maria Svedenström
Styremedlem

Certificate Of Completion

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Ina Margrete Fladsrud
ina.fladsrud@warnermusic.com
Security Level: Email, Account Authentication (None)

Signature

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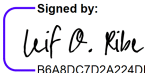
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Leif O. Ribe
leif.ribe@warnermusic.com
General Manager
Security Level: Email, Account Authentication (None)

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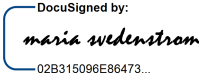
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maria.svedenstrom
maria.svedenstrom@warnermusic.com
Head of Legal & Business Affairs Nordics
WM DENMARK
Security Level: Email, Account Authentication (None)

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Electronic Record and Signature Disclosure:

Not Offered via Docusign

Mark Fry
mark.fry@warnermusic.com
Security Level: Email, Account Authentication (None)

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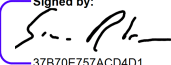
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Signer Events	Signature	Timestamp
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