



Transparency report

2022-2023

1 – Introduction

Digital transformation happens continuously and has become a part of working life as natural as the lunch break. Therefore, regular professional training is needed to remain relevant in the job. Noroff has educational offers for everyone, no matter where you are in your life and career. Noroff is part of the solution.

We have programs that are not only future-ready, but also practical and in-demand by today's employers. Our students will learn what is needed now, and we have a close dialogue with the industry to ensure that our programs are as relevant as possible.

Our teaching staff maintains a high standard and has practical industry experience. Every year they prepare thousands of students for the jobs employers are struggling to find people for.

Noroff delivers education adapted to all phases of life through flexible educational courses. We focus on digital teaching, both online and on our modern campuses in Oslo, Bergen, Stavanger and Kristiansand. Our teachers are hands-on, eager to give everyone an excellent learning experience.

We have grown to become Norway's largest Higher Vocational College and have several bachelor programs with an attractive combination of practical and theoretical expertise. For working professionals we also offer effective bootcamps to top-up your skills in digital subjects.

2 – Our companies

The Noroff enterprise consists of the following companies:

- Noroff Holding AS – Top level enterprise
- Noroff Fagskole AS – Our school offering Vocational level education. Located in Kristiansand, Oslo, Bergen and Stavanger.
- Noroff University College AS – Our school offering Bachelor level programs. Located in Kristiansand and Oslo
- Noroff Accelerate AS – Our entity for offering shorter industry courses. Located in Bergen, Oslo and Sweden
- Noroff Education AS – Our enterprise common services provider (Finance, ++). Located in Kristiansand, Oslo, Bergen and Stavanger
- Nackademin AB(51% owned by Noroff) – Company offering vocational programs. Located in Stockholm, Sweden.

Here are some statistics and demographics for our companies:

Company	Total	Education	Vocational	University	Accelerate
Number of employees	241	60	117	35	29
Share of female employees	36%	40%	36%	32%	38%

3 – Our vision and mission

Our vision for the future is “a world where the education of today meets the needs of tomorrow”. And we contribute to this future through our mission to “provide people from all walks of life with the knowledge, skills and competencies required to build next-generation careers.”

Simply put, our commitment is to keep everyone up to date, formulated by our two strategic goals: To deliver employability and an excellent student experience.

Employability is delivered through *what we teach* – all courses are designed to meet industry needs and to arm each student with state-of-the-art skills to maximize job readiness. Industry integration is key when developing, producing, and teaching new and existing courses.

Student experience is fundamentally about maximizing the students’ chances of success and is delivered through *how we teach*. We serve a broad range of people, from young students to businesses and working professionals, and the learning experience needs to cater to people from all walks of life. This requires us to adopt new technologies to deliver flexibility, engaging and effective learning, strong student communities and perfecting both the online and physical learning environment.



WHY – Our vision guides us

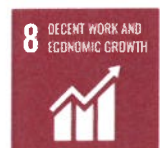
“A world where the education of today meets the needs of tomorrow”

HOW – Our mission drives us

“We provide people from all walks of life with the knowledge, skills and competencies required to build next-generation careers”

WHAT – Our winning aspiration is what the destination looks like

“Become the leading, Nordic provider of employable skills in tech and digital media, delivering engaging learning and high-quality content”

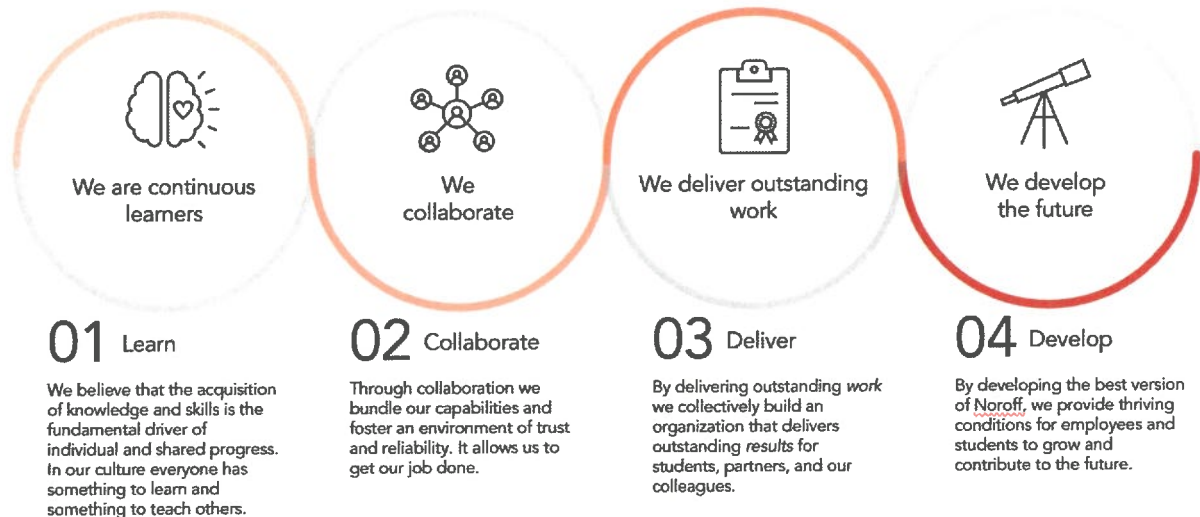


Our contribution to the UN
Sustainable Development
Goals

4 – Our values

To accomplish our mission and our goals of delivering employability and an excellent student experience, we must all work together and pull in the same (and the correct) direction. This is easier said than done. To guide our everyday decisions, we have created a cultural foundation expressing clearly which behaviours we value the most in our organization.

Our vision and mission are supported by our four values expressing clearly which behaviours we value the most



Continuous learning

We believe that the acquisition of knowledge and skills is the fundamental driver of individual and shared progress. In our culture everyone has something to learn and something to teach others.

You are continuous learners by:

- Creating a plan for your professional development
- Prioritizing and allocating time in your hectic schedule to learn and develop
- Sharing insights and relevant knowledge with your peers
- Encouraging curiosity and valuing good questions rather than perfect answers

Collaboration

Through collaboration we foster an environment of trust and reliability. It allows us to get our job done and not worry about everything else.

You collaborate by:

- Defining your role and responsibilities together with your team
- Sharing information your colleagues need to succeed
- Asking for assistance when you need it and offering to help others
- Listening first and seeking to understand a problem before solving it
- Communicating effectively – ensuring that your message is not just delivered but also received and understood the way you intended

Outstanding work

By delivering outstanding work we collectively build an organization that delivers outstanding results for students, partners, and our colleagues.

You deliver outstanding work by:

- Setting clear goals for you and your team and measure the result
- Prioritizing your work – getting things done is better than doing everything
- Giving and receiving regular feedback, encouraging continuous improvement
- Recognizing outstanding work of others by letting them know
- Having fun in the process and making each day count

Developing the future

By developing the best version of Noroff, we provide thriving conditions for employees and students to grow and contribute to the future.

You develop the future by:

- Staying updated on relevant trends and sharing your knowledge
- Asking questions – why are we doing things the way we do them and how can we improve?
- Looking for new solutions and innovations within your area of responsibility
- Making informed decisions based on data and involvement from relevant parties
- Daring to experiment and recognizing mistakes as opportunities for learning and improvement

5 – Governing documents

Any findings from the annual evaluation and assessment of the criteria in the OECD Due Diligence list may trigger one or more of the following actions :

- Update our risk categories/assessment accordingly
- Update Code of ethics and conduct to reflect any new findings
- Update Policy for unacceptable behaviour or actions according to new findings
- Update our reporting and whistleblowing arrangement as needed

We believe that one key to success is to include stakeholders in a good form and way. By doing so we find that we achieve some valuable goals.

- We create and strengthen awareness
- Employees and others are informed about our relevant regulations, laws and ethics
- Employees and others are informed about consequences in case of breaches
- Our reporting system of any misconduct or unacceptable actions are well known

6 – Actions (Tiltak)

During this year's annual assessment, we have not detected any negative impact or consequences related to human rights, decency, ethical behaviour or any other of the OECD Due Diligence categories of concern. All our employees are contracted according to Norwegian laws and according to comparable positions/conditions at similar companies in Norway and/or according to decent conditions in the geographical area where they are located.

Since we primarily deal with delivery of learning activities related to technology and media in an office environment we have limited physical risk elements like chemicals and/or hazards in dangerous construction environments. However, we continuously strive to keep a good work environment, and work/life balance are amongst those elements we keep close attention to through our annual work environment survey. Results from the survey is shared throughout our organisations for awareness and for deciding key actions for improvements.

Noroff is organised with an enterprise management. This assures a fairness and equality in employment and contract negotiations. When assigning individual contractors located internationally, we have a clear focus on assuring decent salary level, terms and conditions according to the geographical area where they live.

In regards of third party assessments and management we have introduced a contract management tool, and any new supplier are upon registration evaluated according to their OECD perspectives.

7 – Noroff risk management and mitigation.

Noroff keep a close attention to a set of risk categories. These categories, including more detailed risk elements are part of our regular follow up and reporting.

1. Anti-Bribery & Corruption, Anti-Money Laundering
2. Financial Fraud
3. Crisis Management
4. Contract management
5. Immigration, recruitment
6. Advertising and marketing
7. Intellectual property
8. Accreditation management
9. Reputation
10. Health, safety and whistleblowing
11. Third party management
12. Employment
13. Data protection
14. IT security(Including cyber)
15. New entity acquisitions

Each of these categories have their own sub sections with clear areas of attention.

8 – Implementation

Through our staff handbook all employees are given an introduction to what Noroff expects and requires from our employees, and also in the handbook all employees have access to governing documents, and forms for reporting any irregularity/misconduct that is detected or experienced.

At Noroff we have implemented a set of general principles all employees are to follow. Our “Code of ethics and conduct” together with our “Policy for unacceptable behaviour and actions” make up a solid toolkit to mitigate and manage most of the risk elements in our organisation. Ranging from practical operational risks like financial crime to ethical regulations for how to behave and assure transparency, equality etc. Noroff has a dedicated system for reporting any unacceptable behaviour or actions our employees may encounter or detect. The form for reporting is readily available in our staff handbook.

We aim for all employees to keep in mind some general principles in their day to day operations and conduct. These are:

- Honesty.
- Integrity.
- Transparency.
- Equality, non-discrimination, and impartiality.
- Loyalty, fairness, and good faith.
- Compliance with all legal requirements and regulations in force in the countries in which Noroff operates.
- Observance of the most stringent rules for conduct in its relations with Public Administration in full respect of their institutional functions.
- Clarity.
- Respect for individuals.
- Protection of the environment, health, and safety, regarding the workplace.

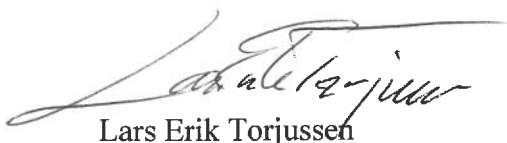
These are implemented in our organisations through our Code of ethics and conduct. Noroff governing documents apply to all our employees and individual contractors. Including teachers, admin and management staff.

9 – Contact

For any inquiries related to the content in this document or related questions please contact us by using [Support](#)

10 – Signature

Kristiansand, June 29th 2023



Lars Erik Torjussen