



UN Global Compact

Communication on Progress

2017

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Statement of Continued Support

29 September 2017

EG's position as one of the leading IT service companies in Scandinavia is built on close relationships with our customers, on industry knowledge and on solid IT skills.

More than 40 years of industry experience has given us great insight into our customers' businesses. Our industry-specific solutions are based on best practice processes within the industries in which we have a strong market position. Over the years, we have accumulated experience and refined solutions which create value for companies in a number of industries, including manufacturing, construction, retail, trade and transport, government, professional services and utilities. We serve more than 12,000 customers from our over 27 locations in Denmark, Sweden and Norway.

I am pleased to confirm that EG A/S reaffirms its support of the ten principles of the United Nations Global Compact in the areas of human rights, labour, environment and anti-corruption.

Our overall CSR policy, which includes our code of conduct and business ethics, has been approved by EG's management team and the board of directors. Our CSR policy is based on the ten principles of the UN Global Compact.

We have identified a number of prioritised issues and have initiated the process of optimising them. We will follow up on our progress on a yearly basis.

In this annual communication on progress, we describe our actions to continually improve the integration of the UN Global Compact and its principles into our business strategy, culture and daily operations.

We also commit to sharing this information with our customers, employees, suppliers and other stakeholders using our primary channels of communication.

Best regards

Mikkel Bardram
CEO, EG A/S





Human Rights Principles

Commitment

EG supports and respects the protection of internationally proclaimed human rights, and we make sure that we are not complicit in human rights abuses.

We respect cultural differences and do not do business with a supplier if the supplier practices discrimination at work based on race, religion, gender, age, nationality or sexual orientation.

We currently employ about 2,000 people of a least 10 different nationalities at our 27 Scandinavian locations. 31 percent of these employees are women and 69 percent are men.

No employee should ever be exposed to any physical punishment, threats of violence or physical, sexual,

psychological or verbal harassment or maltreatment in the work place or in work-related situations.

EG supports the Universal Declaration of Human Rights.

We respect human rights within our sphere of influence and operate our business in a transparent and trustworthy way. EG sees no significant risk that the company or its suppliers violate the UN Global Compact principles 1-2.

Implementation

We take several steps to implement our CSR policy and code of conduct in our Scandinavian organisation. We will continue to make sure that all our managers and subcontractors are familiar with our policy on human rights.

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Human Rights Principles

All EG employees with management responsibility undergo performance evaluation, which includes feedback from employees on their ability to provide an open and respectful work environment.

Action	KPI	Status	Target
Management training and 360-degree feedback	Management quality must be above index 79 (index 2013 + 5 %)	82	79

We inform all our subcontractors of our view on human rights, and they must comply with the principles in order to work with us.

Action	KPI	Status	Target
All subcontractors must sign an agreement declaring that they comply with the UN Global Compact	No cases involving human rights violations	No cases	No cases

EG defines data privacy as a human right, and we want to be a 100 % trusted data partner. Our public and private customers must feel comfortable about the way we handle the data they entrust us with.

Action	KPI	Status	Target
Implementing group standards for data protection	All employees must be familiar with and have signed the Information Security Policy for the EG group	Work in progress	100 % in 2018

Performance evaluation

In the past year, EG has not been subject to any investigations, legal cases or incidents involving human rights violations. No incidents or violations of the human rights principles have been reported to the management team.



Labour Rights Principles

Commitment

EG upholds the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation.

EG commits to providing a competitive salary package, a safe and comfortable working environment, openly communicated career paths and well-established performance and development evaluation tools.

We respect the rights of workers and operate a business with safe and attractive working conditions.

EG sees no significant risk that the company or its suppliers violate the UN Global Compact principles 3-6.

Implementation

We constantly work to implement our CSR policy and code of conduct in our Scandinavian organisation.

All EG employees undergo annual performance reviews to set individual plans and targets for advancement.

In accordance with the Danish Working Environment Act, EG conducts a workplace assessment every three years and continuously carries out follow-up actions.

Action	KPI	Status	Target
Workplace assessment	All employees must participate in a workplace assessment every three years	90 %	100 %

We monitor employee satisfaction on an annual basis in order to detect employee issues in general and assess whether follow-up actions are required.

Action	KPI	Status	Target
Monitoring employee satisfaction	The overall employee satisfaction must be at least index 75	74	75

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Labour Rights Principles

We monitor the overall sickness absence in EG on a monthly basis in order to detect employee health issues and assess whether follow-up actions are required.

Action	KPI	Status	Target
Monitoring the overall sickness absence	The overall sickness absence must be at or below the industry average (2.6 %)	3 %	2.5 %

EG has a dedicated health and safety committee in place to regularly assess and evaluate the working environment at EG.

Action	KPI	Status	Target
Central and local working environment activities	No reported occupational injuries	Two cases	No cases

We have updated our employee handbook to include guidelines on labour rights principles.

Action	KPI	Status	Target
Implementation of an employee handbook	All employees must read and sign the employee handbook as part of our onboarding procedure	100 %	100 %

Performance evaluation

In the past year, EG has not been subject to any investigations, legal cases or incidents involving labour rights violations. No incidents or violations of the labour rights principles have been reported to the management team.



Environmental Protection Principles

Commitment

EG supports a precautionary approach to environmental challenges and undertakes initiatives to promote greater environmental responsibility. Also, we encourage the development and diffusion of environmentally friendly technologies.

EG actively supports sustainable environmental progress through the development and distribution of IT solutions for various industries that enable them to reduce energy and material waste and transportation.

We recognise that unnecessary travel by car and plane has a negative impact on the environment, and we constantly work to minimise this impact by promoting virtual meetings, investing in more environmentally friendly cars and using public transportation where possible.

Implementation

We constantly strive to become a more sustainable and environmentally friendly company.

We have improved and optimised our headquarters in Denmark to be more energy-efficient, and we are

continuously upgrading our company car fleet to include more environmentally friendly vehicles.

Our waste management, including the handling of chemicals and dangerous materials, is in compliance with all applicable national laws and regulations, and we continually educate our employees in this area.

We have published our company CSR policy and code of conduct on our website. A "no more than" policy on CO2 emission is enforced on company cars.

We strive to reduce our CO2 emission in a number of ways, including optimising our car fleet and reducing the number of physical meetings.

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Environmental Protection Principles

We aim to operate our buildings as energy-efficiently as possible.

Action	KPI	Status	Target
Implementation of any findings in energy assessment reports	A rating	B rating	A rating

Furthermore, we take steps to ensure that our waste management vendors comply with all legal, ethical and environmental principles when handling our waste.

This includes the handling of mobile phones and used data equipment.

Performance evaluation

In the past year, EG has not been subject to any investigations, legal cases or incidents involving violations of the environmental protection principles. No incidents or violations of the environmental protection principles have been reported to the management team.



Anti-Corruption Principles

Commitment

Corruption and bribery are recognised as barriers to sustainable development and free trade, and EG supports the work against corruption in all its forms, including extortion and bribery.

EG acknowledges that small business gifts and reasonable entertainment, including meals, are accepted ways to build relationships and generate goodwill between business partners. However, this practice must always be carried out in a transparent manner, and only to an extent appropriate to our integrity guidelines and business ethics.

Implementation

Guidelines for handling issues of corruption, hospitality (gifts and entertainment) and donations are provided to employees through our business ethics document, our CSR policy and our code of conduct.

The guidelines are also implemented in our employee handbook.

Action	KPI	Status	Target
Implementation of a zero-tolerance policy	No cases that call for legal action	No cases	No cases

A code of conduct addressing bribery has been distributed to the organisation, and bribery is covered by our whistleblower hotline.

Action	KPI	Status	Target
Internal whistleblower programme	No cases that call for legal action	No cases	No cases

Performance evaluation

In the past year, EG has not been subject to any investigations, legal cases or incidents involving violations of the anti-corruption principles. No incidents or violations of the anti-corruption principles have been reported to the management team.

