



## EG Code of Conduct

**As a regional leader within the IT industry, we strongly believe that it is in the mutual interest of both EG and our suppliers to meet the present and future requirements of markets and society.**

### CSR in EG A/S

In EG, we strongly believe that it is in the mutual interest of both EG and our suppliers to meet the present and future requirements of markets and society. This includes demonstrating responsibility towards the environment and the people taking part in the development and delivery of our solutions and services.

In order to make our position clear to all suppliers, we have established the EG 'Code of Conduct', which describes EG's corporate social responsibility requirements, and also applies to our suppliers. It is our intention to maintain this code in a spirit of constructive dialogue and in partnership with suppliers, for the mutual benefit of both parties.

### Code of Conduct

EG's Code of Conduct is our commitment to conduct our business with integrity in all our actions. As a part of that, EG and our suppliers must as a minimum comply with national laws and regulations as well as the principles expressed in the UN Global Compact initiative or principles similar to the ones expressed herein.

### Working Hours and Salary

EG recognises the need for a sound balance between working time and leisure time for all employees. Our ability

to attract and retain a skilled and productive workforce is paramount to our competitiveness. Consequently, we have an intense focus on the well-being and development of our employees:

- We comply with all national laws governing the workforce in the geographies where we operate.
- We follow any negative development in sick leave statistics monthly.
- We conduct employee satisfaction surveys once a year. Many leaders have employee satisfaction as one of their incentives.
- We train our leaders in ethical conduct and sustainable development of the workforce.

### Child Labour

EG does not accept the use of child labour as a part of the full-time work force. This includes employing children under the age of 15, children younger than the legal minimum age, or children younger than age of completing compulsory school. Juveniles (children between the age of 15 and 18) are only allowed to be employed provided that the work complies with local laws and the ILO Minimum Age Convention.



### **Human Rights and Discrimination**

EG respects cultural differences and does not do business with a supplier if the supplier practices discrimination at work based on race, religion, gender, age, nationality or sexual orientation. No employees 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.

### **Health and Safety**

EG supports the fundamental human right to have sound working conditions. Both EG and our suppliers must ensure a good and safe working environment, which complies with all applicable rules and laws.

### **Environment**

Environmental considerations are an integral part of EG's business practices, and we expect nothing less from our suppliers. We conduct our business operations with care for the environment and comply with all applicable environmental laws and regulations.

### **Corruption and Bribery**

Corruption and bribery are recognised as barriers to sustainable development and free trade. EG does not accept these practices and therefore does not offer or accept any kind of undue payment in any of our business transactions. We expect our suppliers to act accordingly.