



**UN Global Compact**  
**Communication on Progress**  
**2016**

# Contents

- 3 Statement of Continued Support**
- 4 Human Rights Principles**
- 5 Labour Rights Principles**
- 6 Environmental Protection Principles**
- 7 Anti-Corruption Principles**

Version 1.1  
2016





## Statement of **Continued Support**

*October 3, 2016*

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.

Close to 40 years of industry experience has given us great insight into our customers' businesses. Our sector-specific solutions are based on best practice processes within the sectors in which we have a strong market position. Over the years, we have accumulated experience and refined solutions which create value for companies in the following sectors: manufacturing, construction, retail, trade & transport, government, professional services and utilities. We serve more than 12,000 customers from our over 25 locations in Scandinavia.

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 our prioritised sustainability 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

Erik Kaae  
Interim CEO, EG A/S





## Human Rights Principles

### Commitment

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 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 has a dedicated health and safety committee in place to regularly assess and evaluate the working environment in EG. EG sees no significant risk that the company or its suppliers violate the UN Global Compact Principles 1-2.

### Implementation

We have taken several steps to implement our CSR policy and code of conduct in our Scandinavian organisation and to extend them to our suppliers, and we will continue

this work throughout 2016 and 2017. We monitor the overall sickness absence in EG on a monthly basis in order to detect employee health issues and assess if follow-up actions are required. No negative developments have occurred during 2015.

In accordance with the Danish Working Environment Act, EG conducts an APV (workplace assessment survey) every three years and continually carries out follow-up actions. We have updated our employee handbook to include guidelines in regards to human rights principles.

### Performance evaluation

We have published our CSR policy and code of conduct on our website. We have included human rights principles in our employee handbook and we have included the theme in our whistleblower hotline. In the past year, EG A/S 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 commits to provide a competitive salary package, a safe and comfortable working environment, openly communicated career paths and well-established performance and development evaluation tools. EG respects the right of workers and operates its business with safe and attractive working conditions. We respect the freedom of association and collective bargaining and have zero tolerance for forced labour, child labour or discrimination.

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

### Implementation

We began the work of implementing our CSR policy and code of conduct in our Scandinavian organisation and extending them to our suppliers in 2015, and we will continue this work throughout 2016 and 2017.

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

All EG employees with leadership responsibility undergo performance evaluation which includes feedback from employees on the ability to provide a safe and developing work environment.

### Performance evaluation

We currently employ more than 1,800 people of six different nationalities in our 25 Scandinavian locations.

Annual performance reviews have been carried out for all employees in all locations.

We have published our CSR policy and code of conduct on our website. We have updated our employee handbook to include guidelines in regards to labour rights principles.

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 a sustainable environmental progress through the development and distribution of IT solutions for various industries that reduce waste of energy, materials and transportation.

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

### Implementation

We began the work of implementing our CSR policy and code of conduct in our Scandinavian organisation and extending them to our suppliers in 2015, and we will continue this work throughout 2016 and 2017. 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 eco-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.

### Performance evaluation

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 have taken steps to ensure that our vendors in waste management comply with all legal, ethical and environmental principles when handling our waste; this includes the handling of mobile phones and used data equipment. In the past year,

EG has not been subject to any investigations, legal cases or incidents involving violations to 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.

## **Gifts and entertainment**

EG acknowledges that minor business gifts and moderate entertainment, including meals, are accepted ways to build relationships and generate goodwill between business partners. This practice must however always be conducted in a transparent way, and only to an extent appropriate to our integrity guidelines and business ethics.

## **Implementation**

We began the work of implementing our CSR policy and business ethics in our Scandinavian organisation and extending them to our suppliers in 2015, and we will continue this work throughout 2016 and 2017.

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

## **Performance evaluation**

We have published our company CSR policy and code of conduct on our website. A code of conduct addressing bribery has been distributed to the organisation, and bribery has been included in our whistleblower hotline.

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

