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UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS AUGUST 2015



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CEO statement

ProData Consult has been a proud member of the United Nation Global Compact since 2014. Already having a strong CSR profile mainly focusing on the United Nations Declaration of Human Rights and supporting organizations forwarding this message, we joined the UN Global Compact initiative to take advantage of an already existing program which would ensure us the implementation of a 360 degree CSR program, but mainly to help us to do our part in making this world a better place.

ProData Consult is a Danish based IT Consultant Company. The company delivers some of the strongest and most advanced IT consultants to cutting edge technology projects in Northern Europe. The company grew more than 35% last year and grossed close to EURO 56 million. It is now present in Denmark, Norway, Sweden, Holland, Poland and Germany.

The management of ProData Consult realizes and accepts that making a statement and a commitment such as this one, placing moral above money, can result in lost business. Last year we declined delivery in at least 1 instance to a project involving offensive weapon systems.

With this annual report on progress we want to reconfirm and recommit ourselves to the ten principles of the United Nations Global Compact Initiative covering Human rights, Labour, the Environment and Anti-corruption and urge other companies to do the same.

July 24, 2015

Søren Rode, CEO

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Human Rights

Principle 1:

Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2:

Make sure that they are not complicit in human rights abuses.

Actions

- ProData Consult re-formulated our Code of Conduct as a result of joining the UN Global Compact Initiative. The internationally proclaimed human rights are now an integral part of our Code of Conduct.
- The revised Code of Conduct was released to all employees October 2014 and is now an integral part of our company awareness. All employees read it and know this is the values the company is based upon and have to agree with and abide by.
- Our participation in the UN global Compact, our Code of Conduct and the full UN Human Rights Declaration was further published on our updated website(s) in 2015.

- ProData Consult has in 2014 and 2015 financially supported Amnesty International, Youth for Human Rights and Unicef and thus directly contributed to organizations advocating and working on protecting these rights.
- ProData Consult has a publicly know policy of not delivering to any public administration or company abusing Human rights.
- The Company has internal policies and processes where any client or project potentially violating above human rights has to be approved by Management.
- Within the last year we declined our services to a specific project involving software development to be used in offensive weapon systems and thus to a project potentially making us complicit in human right abuses. No other possible issues covering this point were reported or detected.

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Measurement of outcome:

- No violations of Human rights have been detected.
- An increased internal awareness about Human rights has been created.
- A new Code of Conduct was formulated integrating Human rights.
- Thank you letters from receiving organizations, promoting and protecting Human rights, were received acknowledging our donations.
- One project which potentially could make us complicit in human rights abuses were detected and stopped.

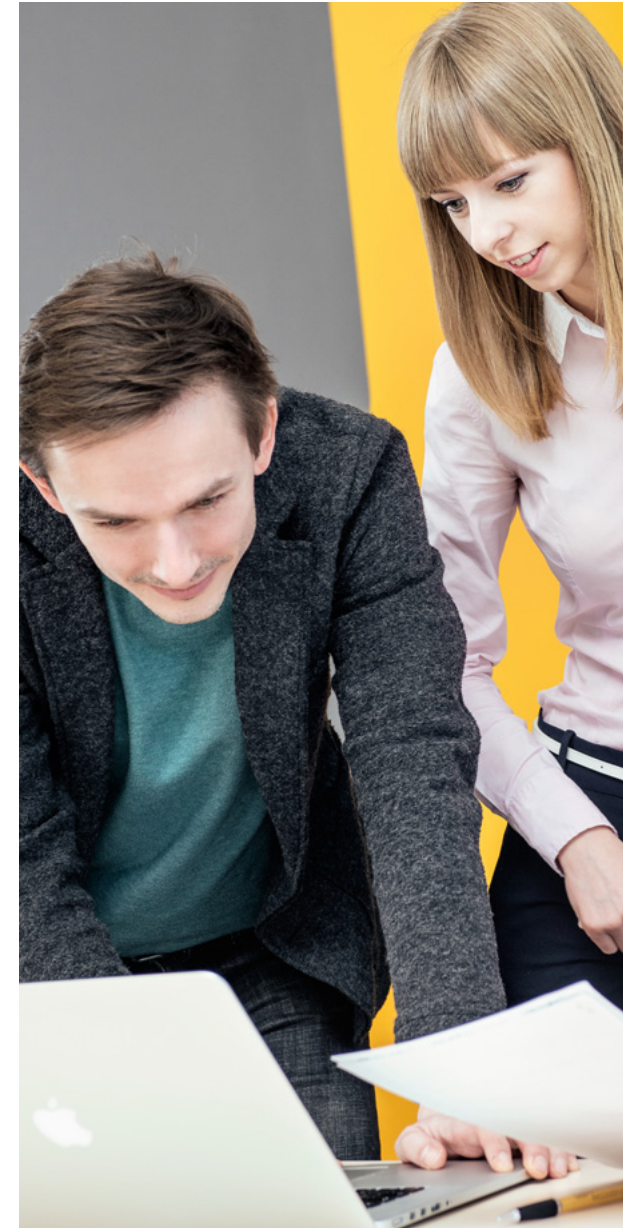


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Principle 3:

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4:

The elimination of all forms of forced and compulsory labour;

Principle 5:

The effective abolition of child labour;

Principle 6:

The elimination of discrimination in respect of employment and occupation.

Actions

- ProData Consult fully supports freedom of association and right and all employees have the right to collective bargaining.
- We support the elimination of all forms of forced or compulsory labour.
- ProData Consult will work for the effective abolition of child labour and will not deliver to any company or organization profiting on this.
- ProData Consult financially supports Unicef and thus an organization working on abolishing child labour in all its forms.
- ProData Consult re-formulated our Code of Conduct as a result of joining the UN Global Compact Initiative. Non-discrimination and labour rights are an integral part of our Code of Conduct.
- The revised Code of Conduct was released to all employees October 2014. All employees read it and know this is the values the company is based upon and that they have to agree with and abide by this Code.
- We do not discriminate due to race, sex, political or religious beliefs or sexual observation and have a no tolerance policy on any cases of discrimination discovered.
- ProData Consult welcomes a diverse labour force and sees differences as strengths. We work towards having as diversified a labour force as possible.

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Measurement of outcome:

- No instances of forced and compulsory labour nor child labour were detected.
- No cases of discrimination were detected.
- An increased internal awareness about Labour and non-discrimination has been created.
- A new Code of Conduct was formulated integrating Labour and non-discrimination.
- Although we operate in a traditionally male dominated business segment (IT), we have succeeded in going from an administration with less than 25% women employed in 2010, to +50% women employed by 2015.
- We had an inspection from the Danish Labour Environment Control authorities in June 2015 in our Danish headquarters where +50% of all our administrative staff are situated and passed this inspection to the highest level receiving a "Green Smiley" – meaning the company lives up to the highest labour environment standards and processes.



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Principle 7:

Businesses should support a precautionary approach to environmental challenges;

Principle 8:

Undertake initiatives to promote greater environmental responsibility;

Principle 9:

Encourage the development and diffusion of environmentally friendly technologies.

Actions

- Internally we recycle all paper.
 - In 2014/2015 we implemented a new automated and digital contract system making our contract flow 100% paperless thus saving substantial amounts of paper for us and our hundreds of sub-contractors and clients.
 - More than 75% of our purchased groceries are organic.
 - All our major vendors are certified CO2 neutral.
- We are encouraging reduced printing and we consider the environment in all outgoing mails from all employees in all countries.
 - ProData Consult re-formulated our Code of Conduct as a result of joining the UN Global Compact Initiative and environmental awareness and precaution is now an integral part of our Code of Conduct.
 - The revised Code of Conduct was released to all employees October 2014. All employees read it and know this is the values the company is based upon and that they have to agree with and abide by this Code.
 - We are delivering to and contributing to a large number of IT projects focused around energy savings and environmentally friendly technologies. This includes several large Scandinavian Energy providers and public power suppliers, thus directly contributing and being an instrumental partner in both the development and diffusion of new and innovative technologies directly benefitting our environment.

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Measurement of outcome:

- All paper is recycled.
- We have substantially reduced our paper usage by digitalizing our contract system and thus making it paperless.
- More than 50% of all groceries are organic.
- An increased internal awareness about the environment has been created.
- A new Code of Conduct was formulated integrating the Environment.

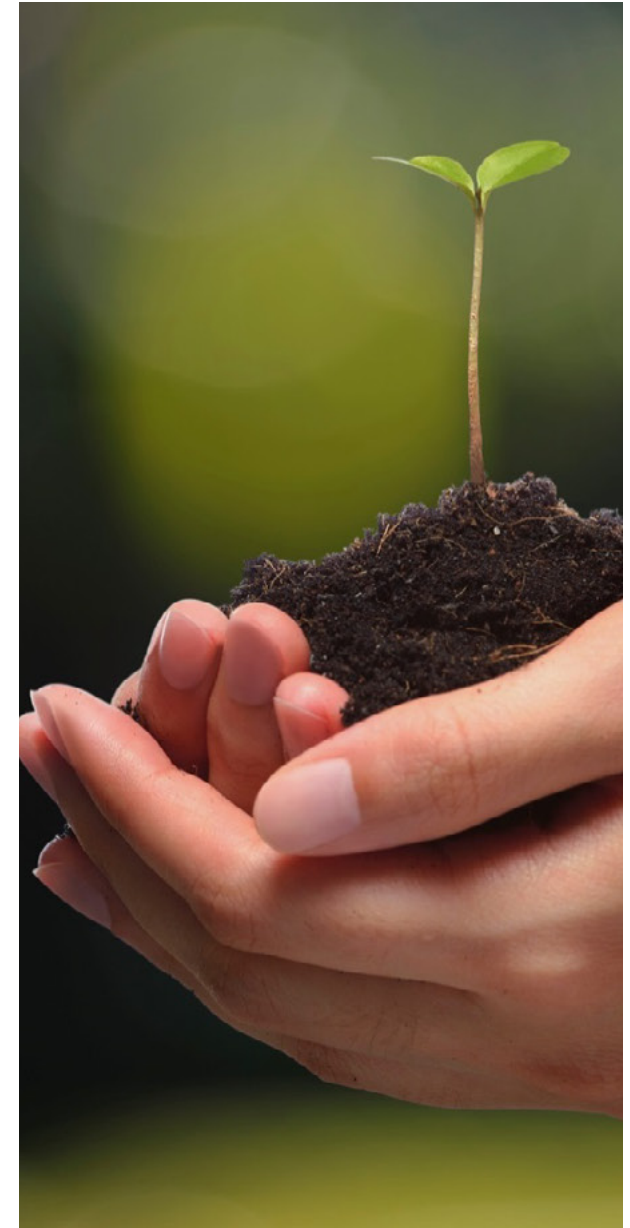


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Anti-corruption

Principle 10:

Businesses should work against corruption in all its forms, including extortion and bribery.

Actions

- ProData Consult re-formulated our Code of Conduct as a result of joining the UN Global Compact Initiative. Anti-corruption is now an integral part of our Code of Conduct.
- The revised Code of Conduct was released to all employees October 2014. All employees read it and know this is the values the company is based upon and that they have to agree with and abide by this Code.
- We run an honest, open and transparent company with these values as core values for our company. We only want to win business based on delivering best quality service for best price, nothing else.

- All expenses related to building relations with clients and sub-contractors have to be approved by Management (CEO level).
- We further started supporting Transparency International financially to contribute to a more transparent and less corrupt world.

Measurement of outcome:

- No incidents of corruption were detected and Management can guarantee that no such incidents have occurred.
- An increased internal awareness about anti-corruption has been created.
- A new Code of Conduct was formulated integrating anti-corruption.

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ProData Consult - the leading provider of IT Consultants



IT Consultants

Time and Material



Nearshoring

IT Development in Warsaw



Vendor Management

Administration of consultant suppliers



Management

Management Service and Business Development



Online Administration Module

Effective administration of consultants

- ProData Consult is a full-service Consultant Company.
- The largest IT consultant provider in Denmark within our segment.
- With a mission to: Help our clients with their IT by delivering uncompromising quality.
- With direct representation in: Denmark, Sweden, Norway, Poland, The Netherlands and Germany.



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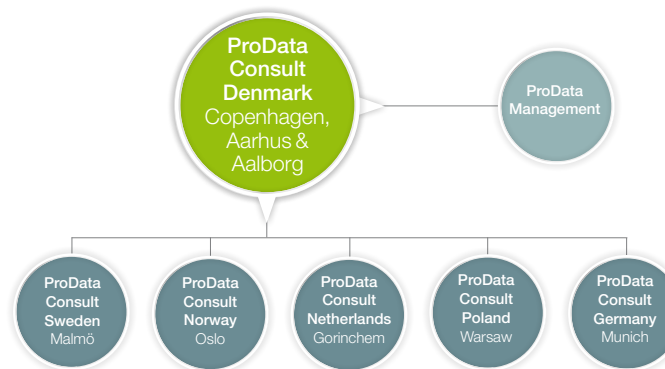
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ProData Consult - a full-service consulting company

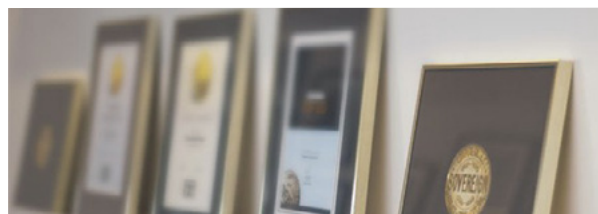
ProData Consult A/S is one of the largest independent IT consultant companies in the Nordic region. The company is headquartered in Copenhagen, with branches / subsidiaries in Denmark, Sweden and Norway as well as Germany, the Netherlands and Poland.



Our extensive national and international network of IT consultants enables us to identify and present the right IT consultant for your business. We ensure that our consultants have industry-relevant experience and possess the right skills to do the job.

Award-winning consulting company

The growth and results of the company throughout the years has been honoured by a number of awards. ProData Consult has been awarded Best IT Consultancy Company by Computerworld/IDG five times within the last ten years.



Growing IT consulting company

Founded in 1994 by IT consultants, ProData Consult is now owned by a leading group of employees and board members. The company has experienced steady growth over the years, and has continuously expanded a national and international network of consultants in Scandinavia and Europe. We deliver consistent positive financial results.

In 2014, ProData Group grossed €56 million.

