



# UN Global Compact Communication on Progress 2015

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## Statement of **Continued Support**

*October 15, 2015*

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

More than 35 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: Production, 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 complete 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 10 Principles of the UN Global

Compact. We have identified our prioritised sustainability issues, and have initiated the process of optimising these. 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 share this information with our customers, employees, suppliers and other stakeholders using our primary channels of communication.

Yours sincerely

Leif Vestergaard  
CEO, EG A/S



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



## 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 workplace 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 risks that the company or its suppliers violate the UN Global Compact Principles 1-2.

### Implementation

We have recently begun the work of implementing our CSR Policy and Code of Conduct within our Scandinavian

organisation and towards our suppliers, and we will continue this work throughout 2015 and 2016.

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.

In accordance with the Danish Working Environment Act, EG conducts APV (Workplace Assessment Surveys) every three years, and continually carries out follow-up actions. We will update our Employee Handbook to include guidelines in regard to Human Rights principles.

### Performance Evaluation

We have published our CSR Policy and Code of Conduct on our website.

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 our 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 risks that the company or its suppliers violate the UN Global Compact Principles 3-6.

### Implementation

We have recently begun the work of implementing our CSR Policy and Code of Conduct within our Scandinavian organisation and towards our suppliers, and we will continue this work throughout 2015 and 2016.

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

performance evaluations which include feedback from employees on the ability to provide a safe and developing work environment.

We will update the Employee Handbook to include guidelines in regard to the Labour Rights principles.

### Performance evaluation

We currently employ more than 1800 people from six different nationalities in our 25 Scandinavian locations.

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

We have published our CSR Policy and Code of Conduct on our website.

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, which 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 have recently begun the work of implementing our CSR Policy and Code of Conduct within our Scandinavian organisation and towards our suppliers, and we will continue this work throughout 2015 and 2016.

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 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 CO<sub>2</sub> emission is enforced on company cars.

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 have recently begun the work of implementing our CSR Policy and Business Ethics within our Scandinavian

organisation and towards our suppliers, and we will continue this work throughout 2015 and 2016.

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.

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.



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