

## TABLE OF CONTENT

Message from the CEO

Human Rights

Labour

Environment

Anti-corruption

ProData Consult fact-sheet

# UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS AUGUST 2016



## TABLE OF CONTENT

Message from the CEO

Human Rights

Labour

Environment

Anti-corruption

ProData Consult fact-sheet



### CEO statement

ProData Consult has been a proud member of the United Nation Global Compact since 2014. When we joined the United Nation Global Compact we incorporated the ten principles as an integrated part of our Code of Conduct. The ten principles is therefore a big part of the values we live and the way we run our organization.

ProData Consult is a Danish based Business and IT Consulting Company. The company delivers some of the strongest and most advanced business and IT consultants to cutting edge technology projects in Europe. The company grew significantly the last

year and grossed more than EURO 62 million, and the company is represented in Denmark, Norway, Sweden, Holland, Poland and Germany.

The management of ProData Consult acknowledges and accepts the responsibility which follows when you manage a larger European company. We take our role of contributing to the local, but also global community very serious. This is also why we have uphold our actions from previous years, while taken new initiatives to abide by the ten principles, but more importantly to do our part in making this world a better place.

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 Anticorruption and urge other companies to do the same.

August 1, 2016

Søren Rode, CEO

## TABLE OF CONTENT

Message from the CEO

Human Rights

Labour

Environment

Anti-corruption

ProData Consult fact-sheet

## 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

- The internationally proclaimed human rights are an integral part of our Code of Conduct. It is a central part of those values on which we build our company.
- Our participation in the UN Global Compact, our Code of Conduct and the full UN Human Rights Declaration have a permanent page on our websites.
- The Code of Conduct is the first thing you see when you enter our office. This way we are reminded every day, which values our company is built upon.
- ProData Consult has a publicly known 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 have to be approved by Management.
- ProData Consult has since 2014 financially supported Amnesty International, Youth for Human Rights and Unicef and thus directly contributed to organizations advocating and working on protecting these rights.

## Measurement of outcome:

- No violations of human rights have been detected.
- Thank you letters from receiving organizations, promoting and protecting human rights, were received acknowledging our donations.
- More than 500 visits on our website page, describing the full UN Human Rights Declaration.

## TABLE OF CONTENT

Message from the CEO

Human Rights

Labour

Environment

Anti-corruption

ProData Consult fact-sheet

### Labour

#### 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 all employees have the right to collective bargaining.
- We support the elimination of all forms of forced or compulsory labour.
- ProData Consult financially supports Unicef and thus an organization working on abolishing child labour in all its forms.
- Non-discrimination and labour rights are an integral part of our Code of Conduct.

- We do not discriminate due to race, sex, political or religious beliefs or sexual orientation 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 a diversified labour force.
- All employees have once a year a personal and private interview with the line manager, with the purpose to optimize the employees wellbeing in the company.
- During 2016 we have renewed our office facilities in accordance to the wishes of the employees, but also in accordance to best practice of creating a healthy office environment.

### Measurement of outcome:

- No instances of forced and compulsory labour nor child labour were detected.
- No cases of discrimination were detected.
- Although we operate in a traditionally male dominated business segment (IT), we have an administration with +50% women employed by 2016.
- No work injuries were reported.

## TABLE OF CONTENT

Message from the CEO

Human Rights

Labour

Environment

Anti-corruption

ProData Consult fact-sheet

## Environment

### 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

- 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.
- We have digital contract system making our contract flow 100% paperless.
- Internally we recycle all paper.

- All our major vendors are certified CO2 neutral.
- More than 75% of our purchased groceries are organic.
- We are encouraging reduced printing and we consider the environment in all outgoing mails from all employees in all countries.
- In 2016 we have decided to make our consultant magazines digital, thus reducing the paper usage for hard copy magazines.

## Measurement of outcome:

- All paper is recycled.
- For a third year in a row, we have managed to reduce our paper usage.
- An increased internal awareness about the environment, and how you affect the environment in your everyday work, has been created.
- Fewer expenses to hard copy magazines.

## TABLE OF CONTENT

Message from the CEO

Human Rights

Labour

Environment

Anti-corruption

ProData Consult fact-sheet

## Anti-corruption

Principle 10

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

### Actions

- Working against all forms of corruption are an integral part of our Code of Conduct. It is a central part of those values on which we build our company.
- 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 support Transparency International financially.
- We advise and support our freelance business partners within taxation and revision, in order to make sure they abide by the tax regulation and rules.

### 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.

## TABLE OF CONTENT

Message from the CEO

Human Rights

Labour

Environment

Anti-corruption

ProData Consult fact-sheet

## ProData Consult - the leading provider of Business & IT Consultants



### **Business & 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 Consulting Company.
- The largest business and IT consultant provider in Denmark within our segment.
- With a mission to: Help our clients with their business and IT by delivering uncompromising quality.
- With direct representation in: Denmark, Sweden, Norway, Poland, The Netherlands and Germany.



## TABLE OF CONTENT

Message from the CEO

Human Rights

Labour

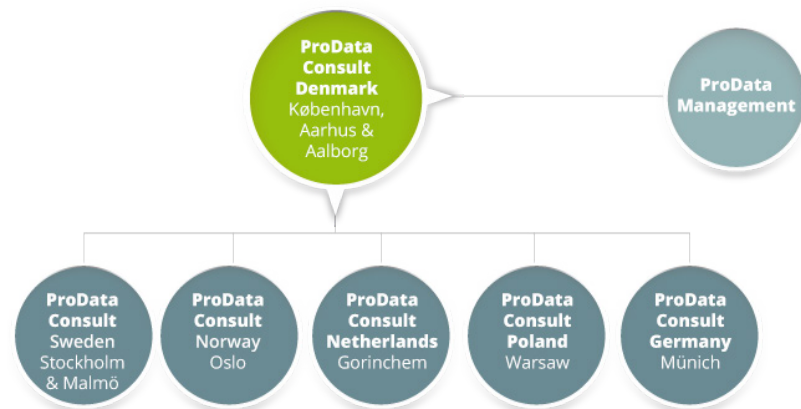
Environment

Anti-corruption

ProData Consult fact-sheet

## ProData Consult - Business and IT consultants

ProData Consult is one of the largest independent consultancies 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 business and IT consultants enables us to identify and present the right consultant for your business. We ensure that our consultants have industry-relevant experience and possess the right skills to do the job.

ProData Consult is a consulting company characterized by competitive pricing, flexibility, quick delivery, security and stability as well as the highest standards of IT competencies. We believe cooperation and personalized service is paramount.

### Growing 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 2015, ProData Group grossed €62 million.

