

# NC TopCo CSR Policy and report on progress 2016/2017

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## **UN Global Compact CEO Statement of Commitment for NC TopCo A/S**

NC TopCo A/S is a signatory to the United Nations Global Compact.

We hereby reaffirm our commitment to the principles of the Global Compact for NC TopCo A/S and its subsidiaries. NC TopCo A/S is committed to continuously improve the sustainability performance and follow the United Nations Global Compact's principles relating to labor practices, human rights, environment and anticorruption.

In the CSR Policy and report on progress for 2016/2017 we describe our focus areas, objectives and actions to continuously improve the integration of the Global Compact and its principles into our business strategy and daily operations.

We have attached our CSR Policy and report on progress for 2016/2017 covering from January 2016 to December 2016.

Sincerely yours,



Nicholas Hjorth

CEO

## **NC TopCo CSR Policy**

At NC TopCo A/S (TopCo), we base our CSR efforts on the UN Global Compact's ten principles in the areas of human rights, labour, environment and anti-corruption. In all our activities, we want to respect human rights, workers' rights and the environment, and to counteract corruption.

At TopCo, we are proud that we are helping to make Denmark, Norway and EU more efficient through the provision of IT solutions that contribute to economic, commercial, social and environmental sustainability both for our customers and for society as a whole.

### **Focus areas and objectives**

In accordance with our commitment to the Global Compact, we are especially focused on employees, environment, climate and value creation for our customers. Within these areas, we strive to make a positive contribution that, as a minimum, reflects TopCo's size and importance within the global IT industry.

We aim to ensure that our customers get real business value out of a partnership with TopCo.

Just as we need to be aware of our responsibilities in connection with delivering IT solutions, we also have a major responsibility towards our employees. We want to be an inclusive workplace where the individual employee thrives and has the opportunity to develop. We believe it is important for our employees to have good work/life balance, and we also aim to support our employees in pursuing a healthy, active lifestyle. We therefore have a canteen scheme, a fruit scheme and a number of sports clubs. Furthermore, we also pay for gym subscriptions for employees once they have been with the company for two years in Denmark.

Our Employee Net Promotor Score (eNPS) survey conducted in Denmark and Poland in 2016 emphasizes that our efforts and focus works effectively. Our overall eNPS score in 2016 is +51.8 on a scale from of -100 to +100 and an average benchmark score in Denmark around +20. A score above 0 (zero) is perceived as acceptable.

We have an objective to minimise our impact on the environment and climate. Through our Environmental Policy we specifically focus on reducing our environmental impact by, among other things, sending waste printouts and other paper for recycling.

The setting up of special bins for sorting papers and documents has created an increased focus on the area among the employees, which seems to have created a more environmentally conscious culture. We will continue to focus on this area in 2017.

Furthermore, we want to instil in our employees an environmental and climate awareness that extends beyond the workplace, and going forward we will identify further focus areas such as e-tendering.

Within the human rights area we strive to ensure a gender balance, which is in line with the distribution of the candidate target group, primarily IT graduates. Since this group has a male overrepresentation we have through various events been trying to attract more women to the company. We now have 12 % women, which is higher than the distribution in the candidate target group.

We also aim to maximize cultural diversity among employees by hiring employees with different ancestry. This means that we currently have more than 10 different nationalities among employees.

We will continue to focus on these areas in 2017.

In 2017 we will also ensure compliance with the new EU requirements for personal data, which we be effective from 2018.

We reject any form of corruption in relation to our customers, partners and suppliers as described in our Code of Conduct.

Netcompany has limited administrative resources. In relation to the relevant CSR issues, we focus our human and financial resources on actually handling problems rather than on drawing up detailed reports on what we are doing.

### **Means and methods**

The CSR Policy is put into effect through a number of other documents, including the Environment Policy, the Security Handbook and ATP, and in the day-to-day management of NC TopCo.

NC TopCo works with CSR by:

- Creating IT solutions that benefit our customers and society as a whole – we are making Denmark, Norway and EU more efficient.
- Working to reduce our own and our suppliers' impact on the environment and climate.
- Human rights - where we strive to ensure a gender and ancestry balance.
- Counteracting any form of corruption:
  - There are controls within the company, which secures that all costs are legally attached to an appendix and that all costs always are approved by 2 independent parts. We hereby secure that all money can be tracked, and that a single person cannot draw liquidities out of the company for e.g. corruption. We have in 2016 not had any

instances, that we have been knowledgeable about, regarding corruption or bribery among the employees of NC TopCo or its subsidiaries.

- Supporting EU:
  - Netcompany is developing the Frontex Digital Workplace solution that helps the EU agency to coordinate collaboration between member states to handle the refugee crisis in Europe and hotspots around the world and to secure that human rights are respected by the EU member states when handling immigrant border access and application for asylum.
- Supporting and optimising Danish society:
  - Netcompany has supported the Municipality of Gentofte's App Camp – a competition to develop the most innovative and mobile apps for individuals and local authorities. See more at: <http://www.gentofte.dk/om-kommunen/gentofte-app-camp-2012>.
  - Netcompany has accommodated participants in the Danish Ministry of Finance's "Code in the holiday" project, in which students spend the summer improving open-source software for public authorities.
  - Netcompany supports Denmark's sporting culture as main sponsor of the junior and elite cycling teams that make up Netcompany – Cycling Cultures (former Team Lyngby CC).
- Supporting and optimising the Norwegian society:
  - Netcompany has created the Norwegian Customs app - an official app made by the Norwegian Customs where you can check if your goods are within the legal quota, and where you can pay the taxes for goods over the quota. The app enables the Norwegian Customs to fulfill their border control duties on a digital platform.
- Supporting and optimising the education system:
  - Netcompany has participated in advisory boards for the development of the new Software Engineering line at the University of Southern Denmark and the Software Development and Technology line at the IT University of Copenhagen.
  - Every year, Netcompany gives a number of guest lectures at Danish universities in which we give perspective to the students' theoretical foundation with practical examples from the business world.
  - Every six months, Netcompany offers practical placements for 8 to 10 undergraduate engineering students. The placement scheme is a compulsory part of the undergraduate engineering programme.
  - Netcompany supports the academic environment at Danish, Norwegian and Polish universities through its sponsorship of student associations as well as through social and academic events.
  - Netcompany runs networks for IT students across Danish, Swedish and Norwegian universities.

- Netcompany organises the annual Danish championship in programming, where IT students compete to see who can solve programming tasks quickest.
- Giving plates to Reden [The Nest] in Copenhagen, an organisation that works to combat human trafficking and support women who are victims of human trafficking.
- Giving surplus food to Mændenes Hjem, a shelter for homeless men.
- Supporting Kræftens Bekæmpelse [an organisation to fight cancer]

### **UN Global Compact**

The Global Compact is a UN international initiative to strengthen CSR efforts. Affiliated companies undertake to comply with the Global Compact's ten principles.

NC TopCo joined the UN Global Compact in January 2013.

In accordance with the UN Global Compact's ten principles, Netcompany undertakes to:

- support and respect the protection of internationally proclaimed human rights
- make sure that it is not complicit in human rights abuses
- uphold the freedom of association and the effective recognition of the right to collective bargaining
- support the elimination of all forms of forced and compulsory labour
- support the effective abolition of child labour
- eliminate discrimination in respect of employment and occupation
- support a precautionary approach to environmental challenges
- undertake initiatives to promote greater environmental responsibility
- encourage the development and diffusion of environmentally friendly technologies
- work against corruption in all its forms, including extortion and bribery.