

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 2017

TABLE OF CONTENT

Message from the CEO

Human Rights

Labour

Environment

Anti-corruption

ProData Consult fact-sheet

CEO statement

Since 2014, we have been a proud member of the United Nation Global Compact. When we joined the United Nation Global Compact we incorporated the ten principles as an integrated part of our Code of Conduct, and the principles are 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. We deliver some of the strongest and most advanced business and IT consultants to cutting edge technology projects in Europe. In 2016 we grew significantly and grossed more

than EURO 93 million, and we are represented in Denmark, Norway, Sweden, Holland, Poland and Germany.

At ProData Consult we acknowledge and accept the responsibility which follows when you manage a larger European company. We take our role of contributing to our local community around Europe very serious.

We continuously work hard to uphold our existing initiatives taken the past years, but we also have an ongoing effort in taking new actions to abide by the ten principles.

With this annual report 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, 2017

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.

TABLE OF CONTENT

Message from the CEO

Human Rights

Labour

Environment

Anti-corruption

ProData Consult fact-sheet

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 is financially supporting Amnesty International, Youth for Human Rights and Unicef with a yearly donation. Thus we are directly contributing to organizations advocating and working on protecting human rights. We have done this since 2014.
- The Code of Conduct has during 2016 been added to our employee handbook, which is required for all new employees to read.

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 600 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.

TABLE OF CONTENT

Message from the CEO

Human Rights

Labour

Environment

Anti-corruption

ProData Consult fact-sheet

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, 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 a diversified labour force.
- All employees have once a year an employee development interview and conversation with the line manager, with the purpose to give the employees the opportunity to influence on their own personal and professional development, in the company.

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 2017.
- 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.

TABLE OF CONTENT

Message from the CEO

Human Rights

Labour

Environment

Anti-corruption

ProData Consult fact-sheet

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.

MEASUREMENT OF OUTCOME:

- All paper is recycled.
- For a fourth 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.

TABLE OF CONTENT

Message from the CEO

Human Rights

Labour

Environment

Anti-corruption

ProData Consult fact-sheet

ANTI-CORRUPTION

PRINCIPLE 10

Businesses should support a precautionary approach to environmental challenges.

TABLE OF CONTENT

Message from the CEO

Human Rights

Labour

Environment

Anti-corruption

ProData Consult fact-sheet

ACTIONS:

- Working against all forms of corruptions 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. This year we have likewise made two events about this topic.

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.
- Two events about correct taxation and revision with more than 250 participants.

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.

A 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 2016, ProData Group grossed €93 million.

