

Oslo, April 5 , 2018.

UN Global Compact 2018

Presentations Data AS in Norway is proud to be a member of the Global Compact community and will continue to support the 10 principles as a part of our daily strategy and work.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in black ink that reads 'Monica Flo'.

CEO
Presentations Data AS

COP – Communications on Progress

Description of actions

Human Rights

Principle 1. Business should support and respect the protection and internationally proclaimed rights.

Commitment

Presentations Data states in our vision and in our mission that we believe in high ethical standards in everything we do and believe that starting with ourselves, our employees, our customers, suppliers and partners will eventually see it as the truth. Our vision of business is: “We shall all succeed” We use this vision as guidance for all business decisions we make, every day.

Systems

Policies are described in our Employee handbook, in our HSE policies and monitored by our HR manager and the HMS responsible.

Activities

- Regular information meetings and seminars to ensure the understanding of our ethical way of treating each other.
- Ensuring that the working tools are as good as possible to avoid damage to our employees.
- Ensuring that safety gears are up to date.
- Ensuring that working environment including workplace are made to avoid damage to health
- Promoting physical activities and sports.
- Sponsoring breakfast, lunch and after work dinner at the employees service.
- Company doctor at the employee's service when needed.
- Bi-weekly meetings for all departments
- An organization designed for better quality in our productions process.
- Several large companies acknowledge the fact that we together work according to the ethical standards in Global Compact.
- Healthy environment internally with stable working force and no accidents.
- Health insurance for all employees
- An internal school/academy for training: Pdata Academy.
- New 2018: Evaluations of a new ERP system including reporting and routines for the whole company.

Principle 2. Business should make that they are not complicit in human rights abuses.

Commitment

Nothing in our business should be in contradictory with human rights, on the contrary; the solutions that we supply will help enlighten and spread information and is a great tool in the work for better environment and education.

Systems

We use products from all over the world in our solutions and a part of our contracts with our suppliers is the commitment to Global Compact principles and requirement for traceability.

Activities

Limiting the number of suppliers to increase safety and traceability. Reminding our customers of the fact that we are a member of Global Compact and recommend the same for them. Increase management resources to ensure strong follow-up and regulations towards our suppliers.

Performance

80% of supplier's volume through traceability and human rights documentations.
Continue to update the forms with the demands that we need the suppliers to sign.

Principle 3. Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Commitment

All our employees are free to bargain through any union, group or by themselves. We encourage all employees to engage in our business as being our major asset. This must also apply to all our suppliers and their subcontractors which we state in all our contracts. They must also show documentations that this is a fact.

Systems

Yearly meetings with management to ensure that each employee is satisfied with salary and other working related issues. Yearly salary raise will follow the union or the government in addition to individual salary updates.

Activities

All employees are free to engage in union work.

Performance.

Less than 3% turnover per year and none due to working conditions or salary.
New 2017: 15 of the now 24 employees are on the owner side and have their own representative on the board.

Labour.

Principle 4. Business should uphold the elimination of all forms of forced and compulsory labor.

Commitment

We accept no form of compulsory or forced labour; not from our suppliers or their subcontractors, nor from our customers.

Systems

Yearly meeting with our suppliers to ensure that they have control over their production and sub suppliers. New suppliers will go through the same control procedures and they must show documentation that commits them to Norwegian law.

Activities

Going through all our suppliers to get the paperwork and the control systems in place.

Performance

We continually checking new suppliers.

New 2017:15 employees are owners and have their own board representative.

Principle 5. Business should uphold the effective abolition of child labour.

Commitment

We do not accept child labour in any form. We also think it is important to raise the issue with business colleagues in general to state our commitment and raise the problem with our relations.

Systems

Apart from general awareness in our business, we again make sure in all our contracts with suppliers and also with customers that is in not acceptable. There are to be no exceptions.

Activities

Background checking on suppliers and customers and claiming documentation that state that the same controls are being done by our suppliers and customers.

Performance

This is at an acceptable level with our suppliers.

Principle 6. Business should uphold the elimination of discrimination in respect of employment and occupation.

Commitment

Workplace diversity is a priority in recruitment. We hire for skills but take responsibility for race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs and political beliefs.

Systems

The management controls all hiring processes includes the theme discrimination in every yearly in-depth conversation with employees.

Activities

We hire for skills and we have today among our 27 employees a sound mix of men and women, young and older and we have 6 different nationalities represented.

Performance

We always strive to keep a gender diversity. New 2017: New CEO hired; being a woman.
New 2018: Two women recruited to the management team

Environment.

Principle 7. Business should support a precautionary approach to environmental challenges.

Commitment

Audiovisuals as a business is an effective driver for environmental friendly way of working. With our solutions our customers save paper and reduce environmental emissions from traveling. We have an internal commitment to environmentally friendly way of running our business, taking care of re-circulated products and train our employees accordingly.

Systems

We train our employees on a regular basis and we reevaluate our systems every second year by the help of an organization named Miljøfyrtårn (DNV) that certify our systems. Last certificated this March (2018).

Activities

We work on two levels: our line of business is environmentally friendly, thus every sale is a step in the right direction. Secondly we work hard to remind our people of the way we handle our environment and it is very obvious to all visitors that this is a part of our business by showing our recycling systems etc. openly. New initiative 2018: Re use of products and solutions in different markets.

Performance

The technical solutions are improving by the day and we promote them as much as we can. We are also working restlessly to improve on our environmental precautions.

Principle 8. Business should undertake initiatives to promote greater environmental responsibility

Commitment

We are committed to do our best for a better environment and showing all our suppliers and customers that even a small company can take responsibility for the environment.

Systems

We have a set of control rules that we check on regularly and once a year to evaluate the results and how we are doing.

Activities

We show our environmentally standing in every document and marketing tool including website, etc. We educate our staff and we promote it in our dealings with other companies. We promote our main efforts openly in our offices to remind visitors and ourselves of why and what we are contributing to. We collect all old products from our solutions to recycling. We are enrolled in a through system with gathering and collecting of paper, plastic, batteries and electrical recycling.

Performance

We are constantly evaluating new ways of treating the environment better. New 2018: Again approved as an environmentally friendly company by Miljøfyrtårnet

Principle 9. Business should encourage the development and diffusion of environmentally friendly technologies.

Commitment

To encourage and develop environmentally friendly technologies is our business.

Systems

Our solutions will save the environment due to dramatically less travelling, taking away the need for printing and increasing the efficient of the way people are working. To make sure our products aren't polluting we have an extensive recycling system.

Activities

Every day business; every sale is a step towards the goal of better environment.

New 2018: Finding second-hand markets for our hardware (schools or non-profit organizations).

Performance

We encourage our customers to make investments in better technology. We will continue our work and our success is the success of the environment.

Principle 10. Business should work against corruption in all its forms, including extortion and bribery.

Commitment

We strive to hold high ethical standards in our way of doing business. We are chosen by our suppliers because of our long term commitment to quality and our quality of business.

Systems

Our quality system is the part of our quality management. The quality system consists of process descriptions and related documents such as law, regulations, decisions of municipalities and service declaration.

Activities

We systematically review the quality system in order to ensure that there is consistency between process and practical execution.

Performance

Quality audit shall contribute to continuous assessment, improvement and development of our processes descriptions and guidelines.