



**THE UNITED NATIONS GLOBAL COMPACT  
COMMUNICATION ON PROGRESS 2017**

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# MESSAGE FROM THE CEO



Copenhagen, March 2017

H.E. Ban Ki-moon  
Secretary-General United Nations  
New York, NY 10017  
USA

Dear Mr. Secretary-General,

I am pleased to confirm that Conscia supports the ten principles of the Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Conscia will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles and support any specialized UN Global Compact issue platform that our company may join at a later date. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy. This includes:

- A statement signed by the chief executive expressing continued support for the Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the Global Compact.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the Global Compact principles in each of the four issue areas (human rights, labor, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Sincerely yours,

Name: Mogens Bransholm

A handwritten signature in blue ink, appearing to read 'Mogens Bransholm', written over a horizontal line.  
CEO

## ABOUT US

### What we offer

Conscia builds IT infrastructure and offers 24/7 services for Network, Data Center, Security and Mobility. In close cooperation with our customers, we focus on getting the biggest benefits from the newest technologies. We strive to be the highest skilled within our area of expertise, and we combine deep professional knowledge with an attitude centered on completing every project successfully and maintaining fast and efficient task completion.

At Conscia, we are specialists in every field we operate. We were awarded Cisco EMEAR Services Partner of the Year 2017 and Cisco Enterprise Partner of the Year 2016.

Conscia's expertise and unique service offering ensure continuous development and stable operations for our customers. We are ambitious and hold high standards, and we actively work on creating the best possible work environment for our employees. Great Place to Work Institute ranked Conscia Europe's fourth Best Workplace in 2015.

### Our services include:

- Specialists within Cisco's Data Center portfolio: Cisco UCS, ACI and HyperFlex.
- Specialists in IT networking/infrastructure with extensive experience within the design of some of the biggest and most business-critical networks.
- Ensuring that our customers can keep up with the development in Mobility.
- Moreover, Conscia offers IT security solutions.

## HUMAN RIGHTS – UN GLOBAL COMPACT PRINCIPLES

### *Principle 1 & 2:*

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*BUSINESSES SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS.*

*BUSINESS SHOULD MAKE SURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES.*

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#### **Conscia Takes Responsibility**

Conscia supports all human rights within national laws as well as international laws. We strive to make the world a better place, and we acknowledge the importance of supporting the local community as well as helping out in a larger perspective. Conscia contributes to “Børnenes IT Fond”, “Save the Children Denmark” and “Red Cross”.

On top of supporting national and international organizations – Conscia also cooperates with several other businesses in strengthening the local society on an educational and environmental level.

#### **Mentor Program with Brøndby Gymnasium**

Together with Brøndby Gymnasium, Conscia provides students an opportunity to experience a real-life work environment, as well as an insight to the technology industry. Students experience our strong company values and great working environment.

#### **Engaging IN the IGU program**

Conscia takes social responsibility by engaging with the IGU program (“Integrationsuddannelsen” in Danish).

#### **Recycling and Environment Friendly Products**

A good working environment is primarily about having strong values. Concerning technology, Conscia operates with WEEE Compliant Cisco hardware, which means that returned equipment from customers will be sent to Cisco, and Cisco will secure a reasonable handling of the hardware. Moreover, we recycle our waste products and make sure that Conscia act environmentally responsibly at all possible times.

Conscia also offers our customers advise on energy consumption through Conscia's advanced online service portal CNS. CNS provides an overview of networking devices and their energy consumption as well as the potential reduction of power consumption that a replaced item can ensure.

## LABOUR – UN GLOBAL COMPACT PRINCIPLES

### Principle 3:

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*BUSINESSES SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING.*

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Conscia values our employees highly; they are the core of the company. Therefore, we recognize the fundamental right of all associates to form trade unions and to join these trade unions of their own free will. Associates will neither receive undue advantage nor suffer any disadvantage because of their membership in trade unions.

Within the framework of respective legal regulations, as long as these are in harmony with the ILO Convention no. 98, we respect the right to collective bargaining for the settlement of disputes pertaining to working conditions, and endeavor together with our partners to work together in collective negotiations and in a constructive manner marked by mutual confidence and respect.

#### **Activities**

Conscia has an ongoing dialogue with our employees to always understand how the working environment can be improved. This includes examples like improvements of chairs, lounge facilities and lunch servings.

#### **Performance**

We are tracking our performance in employee satisfaction, where we in 2017 on a scale from 1-5 was ranged 4.5 on the question 'How satisfied are you with working at Conscia'. This is in-line with previous results, where Conscia was ranked number one in Denmark in 2014 and number four in Europe in 2015 by "Great Place to Work".

## Principle 4 & 5



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*THE ELIMINATION OF ALL FORMS OF FORCED AND  
COMPULSORY LABOR & EFFECTIVE ABOLITION OF  
CHILD LABOR.*

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Conscia has a zero tolerance for forced labor and child labor. We do not believe that any instances of either have occurred within our business or business partners.

## Principle 6:

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*THE ELIMINATION OF DISCRIMINATION IN RESPECT  
OF EMPLOYMENT AND OCCUPATION.*

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We uphold and affirm that there is and must be equal opportunity among our employees, regardless of the color of their skin, race, gender, age, nationality, social origin, handicap, or



sexual preference. We respect the political and religious convictions of our employees and collaborates as long as the convictions are based on democratic principles.

We strive to improve equality in society by mentoring students of all social classes at Brøndby Gymnasium. Moreover, Conscia supports the protection of international human rights by engaging with the IGU program (“Integrationsuddannelsen” in Danish).

## ENVIRONMENT – UN GLOBAL COMPACT PRINCIPLES



### Principle 7:

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*BUSINESSES SHOULD SUPPORT A PRECAUTIONARY  
APPROACH TO ENVIRONMENTAL CHALLENGES.*

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We are approaching environmental challenges within IT waste, by operating with WEEE Compliant Cisco hardware, which means that returned Cisco equipment will be sent to Cisco for adequate handling of the hardware.



## **Principle 8:**

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### ***BUSINESSES SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY***

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We continuously strive to minimize waste in Conscia. E.g. we have a partnership with the Danish Red Cross, who collects plastic bottles etc. from the offices and receive the bottle deposit. That way, we ensure that plastic is recycled, and we contribute to an international aid organization.

Conscia also offers our customers advise on energy consumption through Conscia's advanced online service portal CNS. CNS provides an overview of networking devices and their energy consumption as well as the potential reduction of power consumption that a replaced item can ensure.

## **Principle 9:**

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### ***ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES***

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Conscia observes all requirements in relation to current legislation about disposal of electronic waste. We are continuously focused on the environment and work to prevent dangerous products that constitute a threat to health and to the environment.

Conscia provides environmentally friendly office supplies for all offices, to enable good health conditions for employees and for the environment.

## **ANTI-CORRUPTION – UN GLOBAL COMPACT PRINCIPLES**

## **Principle 10:**

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### ***BUSINESSES SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY.***

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Conscia does not participate in any extortion, corruption or bribery. Fair competition is at the core of Conscia's values. We understand the importance of anti-corruption laws, and we ensure that all employees and business partners comply with the laws. We enforce a zero-tolerance policy in this matter.

## COMMITMENT FOR NEXT COP

- Conscia will continue to help local communities by mentoring, providing IT-solutions etc. When new ideas come to mind, we rarely fail to implement it, and it is a goal to begin more projects similar to our cooperation with Red Cross.
- Conscia has established a whistle-blower process for all employees in 2016, so they have the opportunity to report any illegal or unethical behavior anonymously.

