



# Communication on Progress 2018

## UN Global Compact

Statutory Statement pursuant to sections 99 a and 99 b of the  
Danish Financial Statements Act for the financial year 2018

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Conscience driven. Value adding

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# 1 Statement from the CEO

At NNIT we are committed to developing our business based on the combination of running a profitable company with continued growth, while acting in a socially responsible manner.

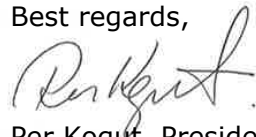
Our DNA emerges from the regulated pharmaceutical industry and significantly reflects our approach to quality and business ethics as well as our definition of corporate responsibility.

Our Corporate Social Responsibility Policy integrates and reflects our business objectives and our core business values: open and honest, conscience driven, and value adding – while keeping in mind that corporate responsibility must be carried out through the mutual commitment of management and employees as an integrated part of our daily work.

The company's 'Business Ethics' outline the responsibilities of employees and directions to protect NNIT from malpractice that may undermine NNIT's business integrity. Approved by NNIT's management board and the Board of Directors, it provides the fundamental guidance for responsible and proper business conduct at NNIT.

With this document, we confirm our support of the ten principles of the United Nations Global Compact and describe our actions to continually improve the integration of the principles in our business.

Best regards,

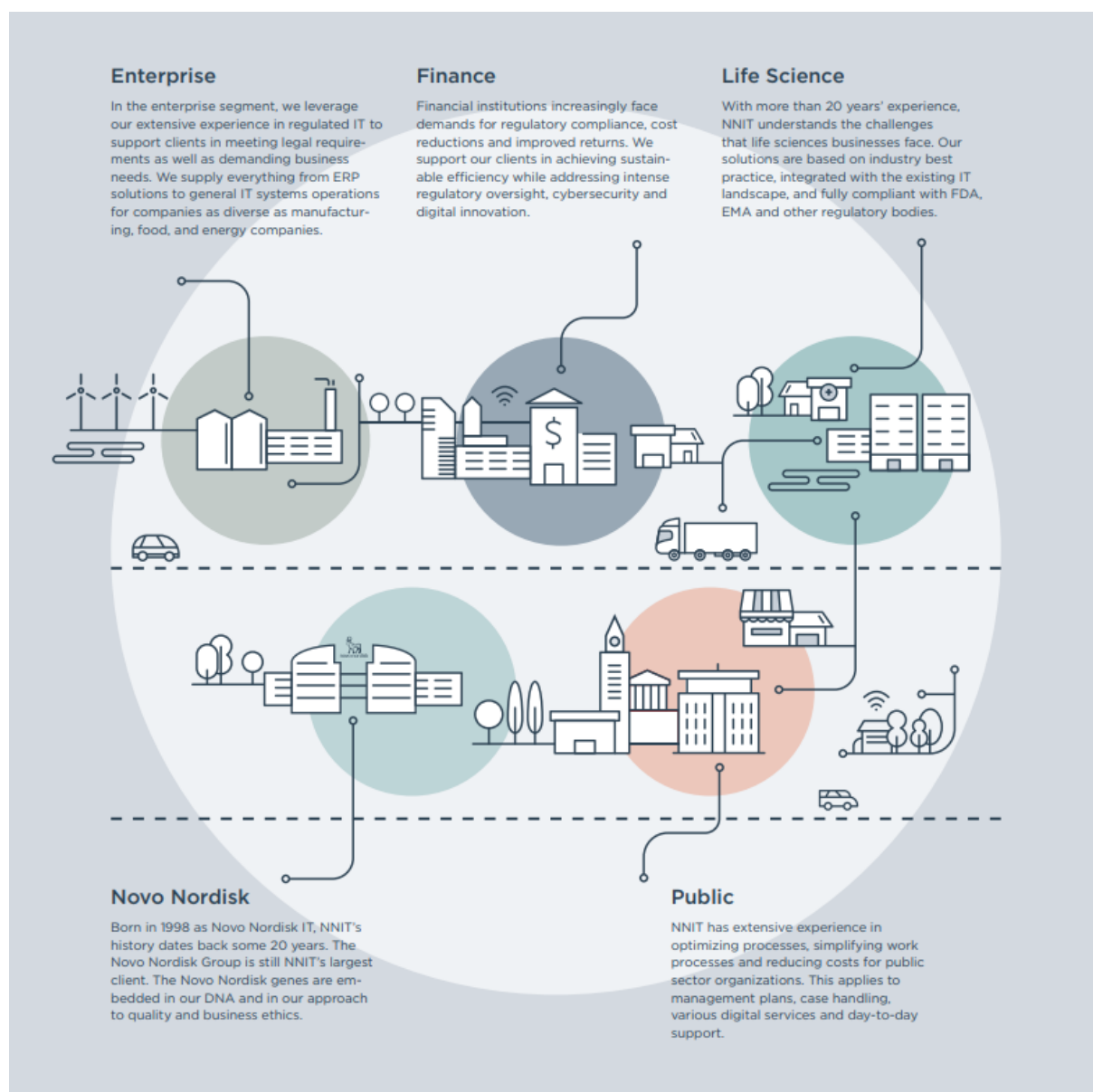


Per Kogut, President and CEO

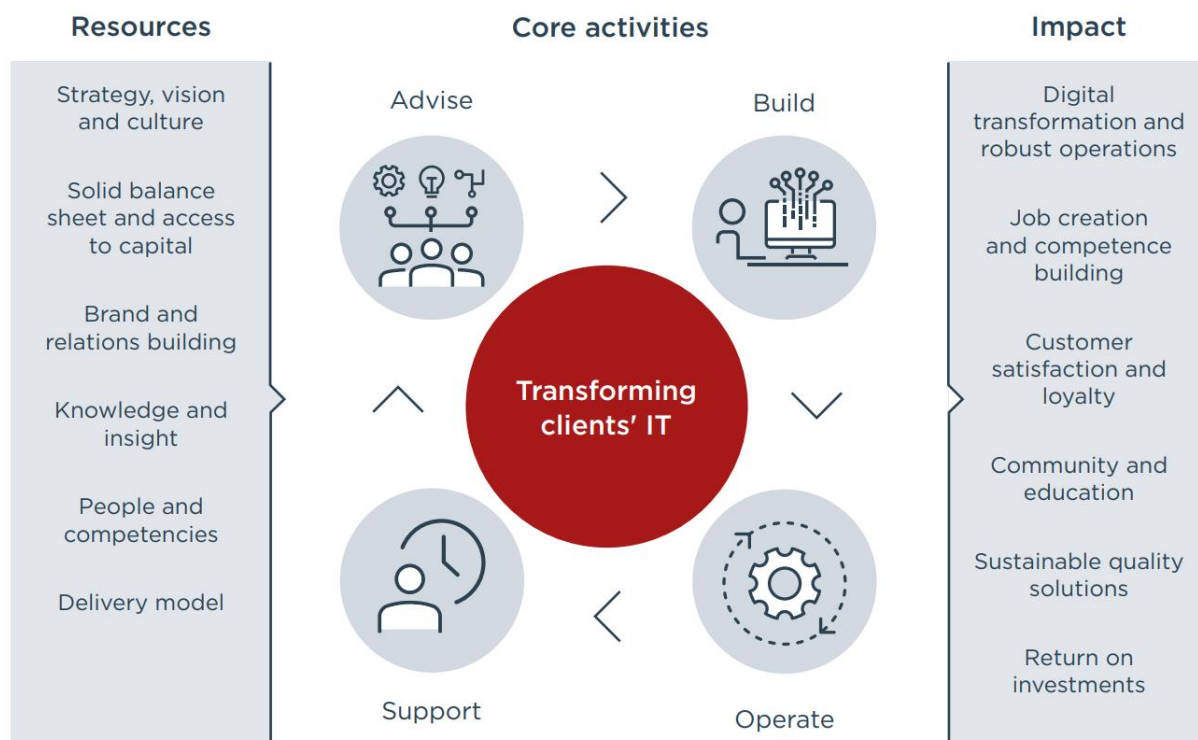


## 2 One world, one NNIT

NNIT is a leading provider of IT transformation services and consultancy. We offer a wide range of IT services and solutions to international life sciences companies and for the Danish private and public sector.



As a wall-to-wall provider, NNIT delivers IT services within all categories spanning advisory, business solutions, application outsourcing, infrastructure outsourcing and support.



## Resources

### Strategy, vision and culture

Combined with a strong company culture and heritage, NNIT's strategy and vision guide our management and employees, providing a strong foundation for further development and growth.

### Solid balance sheet and access to capital

As a listed company and with a strong balance sheet NNIT has access to capital for investments and strategic growth.

### Brand and relations building

NNIT is a strong IT and consultancy brand that combined with strong client, investor and employee relations presents a significant resource for further positioning.

### Knowledge and insight

NNIT is built on a comprehensive knowledge base; in IT development, implementation and operations.

### People and competencies

NNIT's business results continue to rely on highly skilled, passionate and loyal employees, who are able to transform their IT knowledge into value-adding solutions for our clients.

### Delivery model

NNIT operates a global delivery model with delivery centers in Denmark, China, Philippines and the Czech Republic, the latter including a multi-lingual service-desk currently supporting ten different languages.

## Impact

### Digital transformation and robust operations

NNIT helps clients integrate digital technology into all areas of their business, resulting in fundamental changes to how they operate and deliver value to their own customers. As their digital innovation partner, we help them explore new ways to deliver superior client-perceived value.

### Job creation and competence building

NNIT continues to create jobs while also building talent and competencies in IT.

### Customer satisfaction and loyalty

Impeccable customer satisfaction and loyal client relationships are the cornerstone of NNIT's business and are considered a prerequisite for further growth.

### Community and education

NNIT supports initiatives that inspire the young generation to explore the potential of IT and technology - ultimately strengthening the talent pool, not just for the benefit of NNIT, but for society in general.

### Sustainable quality solutions

NNIT is based on high quality and value-adding IT services that build credibility and position the company for further business.

### Return on investments

NNIT intends to deliver a competitive return to its shareholders through a dividend pay-out ratio of at least 45%.

Rooted in the pharmaceutical industry, NNIT supplies services that meet the highest requirements for quality, security and standardization.

NNIT operates with a well-integrated global delivery model with delivery centers located in Western Europe, Asia and North America. Our global presence allows us to remain competitive against offshore-based vendors and to deliver 24/7 customer support making optimal use of normal work hours in different time zones.

Employing 3,298 staff, covering 62 nationalities located in 11 different office locations around the world, NNIT is a global organization.

## 2.1 Risk related to Corporate Social Responsibility

NNIT operates in a highly competitive and rapidly changing global marketplace. In order to sustain profitable growth, NNIT considers risk management a necessity and has adopted a structured approach to address this area. In NNIT, risk management contains four elements: risk identification, risk assessment, identification of mitigating actions and risk reporting.

NNIT identifies risk using a combination of a bottom-up and a top-down approach. Key risks are initially identified within each divisional area and reported to Group Management together with information on what has been done and what is intended to be done. High risks are aggregated and a broad list presented in an annual risk report and challenged by Group Management and finally by the Audit Committee of the Board as well as the Board of Directors. Group Management continuously follows up and reports monthly on risk development with mitigating actions to the Board of Directors.

A risk outline providing an overview of the key risks important to NNIT's business including the mitigating actions undertaken by the company is presented in NNIT's Annual Report 2018, pages 33-35.

The main drivers for NNIT's actions on corporate social responsibility are business related. Employee recruitment and retention issues are important focus areas. Thus, failing to implement and preserve sound social responsibility may impair our attractiveness as an employer and consequently put our business at risk if we are not fully equipped to meet our customers' demands.

As such, the main risks identified in relation to Corporate Social Responsibility are related to company brand and reputation. Measures installed to mitigate such risks are described in the risk management chapter in the Annual Report 2018, pages 33-35.

## 3 Human Rights Principles

### 3.1 Commitment

NNIT acknowledges the requirements of The Universal Declaration of Human Rights and The United Nations Convention against Corruption, and we ask of all our employees that they work actively to ensure continued compliance in all their work.

In all aspects, NNIT respects and acknowledges cultural difference and disassociates itself with discrimination based on race, religion, gender, age, nationality or sexual orientation.

NNIT places high priority on a sound and healthy work environment, as it is a precondition for flexibility, adaptability and personal development.

### 3.2 Implementation

As part of the company's internal processes, NNIT has developed a Working Environment Process that covers all activities that are required to ensure a healthy working environment.

A Working Environment Council was established in NNIT in 1999 and has since continuously worked to create optimal work conditions for employees and secure the absence of work place accidents.

Following Danish legislation, NNIT carries out the mandatory APV (workplace assessment survey) every two years. Actions based on the results of the survey are taken.

### 3.3 Performance evaluation

In accordance with NNIT's Corporate Social Responsibility Policy, published on the company's website, NNIT has committed itself to proper and diligent conduct in its entire operations.

An APV (workplace assessment survey) is carried out every second year. In May 2017, it revealed no critical items, nor any cross-organizational issues. A new APV will be carried out in 2019.

NNIT has not been subject to any investigations, legal cases or incidents involving human rights violations in 2018.

## 4 Labor Rights Principles

### 4.1 Commitment

NNIT acknowledges the requirements of the International Labour Organization's conventions and declarations, including the Rio Declaration on Environment and Development, convention no. 155, as well as the Declaration of Fundamental Principles and Rights at Work.

### 4.2 Implementation

NNIT's Code of Conduct forms the basis for diligent and proper conduct of business in NNIT. All employees are trained in the Code of Conduct, and all suppliers undergo an approval process to ensure they meet NNIT's safety and quality requirements as well as our business standards. NNIT expects all suppliers and subcontractors to share the fundamental principles of NNIT's responsible sourcing standards and that they meet and comply with the requirements of United Nations Global Compact.

All employees in NNIT further participate in annual performance reviews, and individual development plans are made for all employees.

Also in 2018, NNIT has monitored absence related to sickness on a monthly basis to be able to react if a negative trend is discovered.

### 4.3 Performance evaluation

NNIT employs more than 3,000 people, located in 8 different geographies, covering some 58 nationalities. Individual development plans and performance reviews have been carried out for all employees in all locations.

NNIT's Corporate Social Responsibility Policy is publically available from the company's website, confirming NNIT's commitment to sustainable and socially responsible behavior.

A total of 6 work place accidents were reported in 2018 (eight in 2017), none of which involved terminal or permanent injuries.



## 5 Environmental Protection Principles

### 5.1 Commitment

NNIT's business activities comprise IT and advisory services, including general office activities and business travel, primarily in connection with servicing clients. Although these services and business activities do not directly affect the environment, the associated energy consumption, first and foremost, and business travel do have an impact. While such activities are necessary when working in a global business, NNIT continuously aims to reduce the use of resources and the environmental impact of its business activities. The company thus maintains focus on how to reduce energy consumption in all business areas.

### 5.2 Implementation

The company's headquarters in Copenhagen as well as its established datacenter have been constructed with emphasis on sustainability and energy efficiency.

Wherever possible, NNIT makes use of technology solutions, including virtual meetings via the Internet, to reduce the need for travel. Further, NNIT promotes sustainable and low-energy devices.

Also in 2018, the company car fleet included stipulations to only select cars that are fuel-efficient and environmentally optimized.

### 5.3 Performance evaluation

In accordance with NNIT's Corporate Social Responsibility Policy, published on the company's website, NNIT has committed itself to proper and diligent conduct in its entire doings.

NNIT has not been subject to any investigations, legal cases or incidents involving environmental protection violations in 2018.

## 6 Anti-Corruption

### 6.1 Commitment

NNIT's policy on business ethics considers corruption and bribery wrong and illegal, and not acceptable. The company's business ethics and code of conduct clearly lay forward the consequences of engaging in such unlawfulness.

NNIT's Business Ethics and Code of Conduct form the basis of NNIT's business in its entire operations. They provide guidance, and outline the responsibilities of the employees and management to protect NNIT from any malpractice that may undermine the company's business integrity and impact its long-term business success.

Giving or accepting business gifts, hospitality or entertainment is not allowed, however minor gifts and moderate entertainment may be part of customary business dealings and hence considered acceptable. To avoid that gifts, hospitality and entertainment have undue influence on business decisions a maximum amount is defined by NNIT's management board and applies to all employees in the group.

### 6.2 Implementation

NNIT's DNA emerges from the regulated pharmaceutical industry as a former subsidiary of Novo Nordisk A/S. The company's origin reflects its approach when it comes to quality and business ethics.

Also in 2018, all employees were trained in the company's business ethics and code of conduct, including rules for gifts, hospitality and entertainment.

If and when the documents are updated, all employees will receive notification to familiarize themselves with the content of the documents and officially sign that they have read and understand and comply with the guidelines.

### 6.3 Performance evaluation

In accordance with NNIT's Corporate Social Responsibility Policy, published on the company's website, the company's business ethics and code of conduct, NNIT has committed itself to proper and diligent conduct in its entire doings.

NNIT has not been subject to any investigations, legal cases or incidents involving anti-corruption violations in 2018.

## 7 Diversity – Board of Directors

### 7.1 Commitment

NNIT recognizes the value of diversity and hence the importance of promoting diversity at management levels, including gender-related diversity.

It is NNIT's ambition to increase diversity at management levels by providing equal opportunities for men and women, promoting international experience, and maintaining the management's capability to effectively undertake its managerial responsibilities considering the company's international profile.

NNIT aims to employ the best candidates, and the candidate's qualifications must therefore always be the decisive factor in external and internal recruitment processes.

### 7.2 Implementation

In accordance with the Danish Financial Statements Act, section 99 b, the Board of Directors set its diversity ambition in 2013 to include:

- At least two shareholder-elected Danish Board members
- At least two shareholder-elected non-Danish Board members
- At least two female and two male shareholder-elected Board members by 2019.

### 7.3 Performance evaluation

The Board of Directors initially resolved to meet its diversity ambition by 2017, but later decided to postpone the target timeline to 2019 to maintain a level of stability during other changes to the Board of Directors. However, in 2018 NNIT met its diversity target with the election of one new shareholder-elected female board member.

Currently, the Board of Directors thus consists of two shareholder-elected female board members, one of which is also a non-Danish board member.

## 8 Diversity – other management levels

### 8.1 Commitment

NNIT recognizes the value of diversity and hence the importance of promoting diversity at management levels, including gender-related diversity.

It is NNIT's ambition to increase diversity at all management levels by providing equal opportunities for men and women, promoting international experience, and maintaining the management's capability to effectively undertake its managerial responsibilities considering the company's international profile.

### 8.2 Implementation

The company's general procedures for employment seek to provide equal career opportunities for men and women and they are actively used when seeking to employ persons to management positions with the Group. Consequently, job descriptions, job advertisements, screening of applicants and job interviews are never aimed at a particular gender.

Also in 2018, engaged search and selection firms were requested to identify at least one female candidate for all management positions. All internal and external searches for vacant positions must include at least one female candidate on the short list.

In 2018, succession planning was carried out for all management positions, aiming to identify female successors for management level positions.

Further, an internal training course, 'Discover Your Leadership Potential', is aimed at talented employees with a clear potential for becoming a people manager. Participation in the program in 2018 was based on the manager's recommendation.

Finally, awareness of women in leadership at top management level in the company is addressed at least annually, as it is a recurring topic at a board meeting and at a meeting of the Executive Management.

### 8.3 Performance evaluation

At the end of 2018, NNIT employed a total of 3,298 staff globally. Of these were 32% women, 68% men. This is consistent with the numbers of 2017 and vastly in line with the candidate pool from where NNIT recruits.

Approximately 10% of the female staff is currently employed in various management roles.

Activities in 2018 focused on female participation in the 'Discover Your Leadership Potential' training program. The training program aims to identify talented employees' management potential and clarify a possible manager career path. As part of 'Discover Your Leadership Potential' all female participants get a mentor from NNIT management. These activities will continue in 2019.

NNIT will continue to address issues related to diversity. In 2018, NNIT established 'Fostering Women Leaders' which is a special mentor program to support female managers and their aspirations to advance.

The program aims at a broader professional exposure of female managers in order to place them on top of mind of those responsible for promotions in the organization. The program focuses on existing female managers, but may eventually be extended to also cover female employees, who wish to move into a managerial role.

Further, in 2018 NNIT introduced a new line of network meetings for female leaders in NNIT. The first meeting was held in June 2018 in NNIT HQ. The next meeting is expected in Q1 2019 and the company is currently also in the process of planning a network meeting for female leaders in China.