

Reporting on Sustainability

Sustainability at 7N

7N is represented in Denmark, Poland, India, Norway, Sweden, Finland, Germany, Switzerland, and the USA, which means that we have a global impact in relation to social responsibility.

7N is based on fundamental principles of, among other things, wisdom, curiosity, cooperation, selflessness, and tolerance, rooted in the three values:

- Professionalism
- Mindset of the Servant
- Respect

We have high ambitions on behalf of our more than 350 employees and 1,343 freelance consultants, and in the same way, we also expect them to make demands on us in relation to ongoing development and good working conditions. Globally, our main social impact is related to the development of our employees, as well as the general working conditions of our employees and consultants.

As a consulting company, we also have a large focus on business ethics and anti-corruption. Our most important risks in this regard are particularly related to our consulting and sales functions, which require close contact with clients and consultants. Furthermore, we have a climate and environmental footprint through our transport to and from clients, etc.



High-End IT

Employee relations and human rights

Policy and risks

In 7N, respect for each other and the society we operate in is a fundamental principle. It is important for us that both our own employees, our consultants, and suppliers' employees work under proper conditions. We support and respect internationally recognized human rights principles as formulated in the UN's Universal Declaration of Human Rights and the internationally recognized labor rights principles as specified in the International Labor Organization's core conventions.

Risks related to employee relationships and social conditions are primarily within indoor climate, physical and ergonomic working conditions, and the employees' mental health. We focus on challenges before they become problems.

Risks of violating human rights are primarily related to personal data, and to working conditions among our consultants and suppliers.

Actions and results

In 2019, we launched onboarding workshops for all our new sales agents and recruiters. The focus of the workshop is for all our employees to learn and understand 7N's values including, how the values can be lived out in our daily business life.

7N's procedures and code of conduct are also an important part of the onboarding training program.

The goal for the onboarding program has been to increase the new employees' knowledge of 7N values, procedures, and how 7N treat all with respect and professionalism. The feedback from the participants has been very positive. We will continue the onboarding program in 2020.

In addition to the responsibility of our employees, we are a consultancy that takes responsibility for our consultants' professional development.

In 2019, we also carried out the satisfaction survey "Voice of the Consultants" among our consultants. The study showed that consultants generally have very high job satisfaction and that we have improved significantly on the different areas compared to 2018. We will, in 2020, keep focusing on areas that can improve our cooperation with the consultants and their professional development.

In a world where technologies rapidly develop and change, we find it important that our consultants and we more than meet the new requirements and demands in the market. 7N Academy focuses on developing the consultants' professional competencies, through certifications, professional networking events, courses, and sparring in relation to professional development.

In 2019, we have increased our 7N Academy program so that we now have an even larger variety of training courses, events, and conferences. Our consultants have, in the Voice of Consultant's survey, appreciated our professional offerings.

In order to ensure correct handling of personal data, we have in 2019 updated our Data Privacy Policy in compliance with GDPR and the latest guidelines from the authorities. We have conducted mandatory training of employees in GDPR and data protection, especially in handling the personal data of our consultants.

In order to minimize risks related to human rights, social conditions and working conditions, environmental issues, and corruption issues among employees, consultants, and suppliers, 7N has implemented Codes of Conduct for employees, consultants, and suppliers, so it is a natural part of all our contracts.

In 7N, the primary risks of corruption and unethical business behavior are related to our sales and consulting functions. This is mainly due to the fact that these functions require close contact with clients, suppliers, etc.



Actions and results

In 2019, we continued our practice of having at least four eyes on and approval of the management when distributing sponsorships and donations. Internal processes ensure that our consultants do not receive sponsorships. In 2019, no forms of corruption, bribery or breach of 7N's business ethics were registered.

In order to ensure that all employees, consultants, and suppliers work on the basis of 7N's values and guidelines related to anti-corruption, we have in 2019 implemented our Codes of Conduct for employees, suppliers, and consultants.

Climate and environmental conditions

Policy and risks

In 7N, we strive to minimize the negative impact on the climate and the environment related to our business activities. As an IT consulting company, our significant environmental risks are related to fuel consumption and CO2 emissions through the transport of our employees and consultants, as well as our climate and environmental impact throughout the value chain, both through direct and indirect purchases of materials.

Actions and results

We continuously focus on minimizing our impact on the environment and climate in our business activities, by limiting our resource consumption, increasing the recycling of our waste, and reducing CO2 emissions during transport. We implemented our travel portal in all our locations, so now we have one single place for recording how much we travel, for the benefit of both the economy and the climate.

We have made a donation to the Danish Nature Fund to make a positive climate contribution and to offset our CO2 emissions through the Fund's sustainable nature and forestry projects.

The Danish Nature Fund is a fund founded in 2015 by the Danish state and two large private conservation funds.

The aim and purpose of the Fund are to promote the protection of nature and the water environment in Denmark.

\$99b Target figures for the Board of Directors

The Board of Directors has set a target figure for the proportion of elected female board members of at least 40% in 2022, and that both genders must at least be represented. There are currently no women on the board. There was a change of board members in 2019, as there was a need for new competencies on the board. In the search for new board members, several candidates were evaluated equally, and the choice fell on two men who possess the competencies currently needed and that can help 7N on the future journey. 7N regularly evaluates suitable candidates for the company's Board of Directors.

The Group's target for the gender distribution in the Group and the next middle management level is 40%. Other management levels were represented by 1 woman out of 9 in 2018. It is the Group's overall objec-

tive to provide an appropriate distribution of men and women in management. To 7N, it is important that the managers have the right skills, regardless of what gender they have.

It is the Group's intention to create the basis for a more equal distribution of the genders in the other management levels, and we strive to, if possible, have one of each gender for interview.

Other management levels are those positions that do not relate to the Board of Directors.

Charity

7N has several support projects in India providing humanitarian support for orphanages, nursing homes, and various ad hoc projects.

In 2019, 7N has supported a female prison in New Delhi. Many of the prisoned women have their kids within the prison and without any contact with their relatives.

7N has supported the women and their kids with clothes, study materials, toy, and materials that can be used for individual earnings.

For the 7N Group it is important to contribute to society.

Financial Highlights 2019

ESG Key figure overview

	Unit	Target 2020	2019	2018	2017	2016	2015
Social Data							
Full-time workforce	FTE	350	321	298	221	196	154
Gender diversity	%	45	45	41	44	43	40
Gender diversity, management	%	11%	11%	11%	22%	22%	22%
Gender pay ratio	Times	1,2	1,2	1,1	1,2	1,2	1,2
Governance data							
Gender diversity, board	%	0	0	0	0	0	0
CEO pay ratio	Times	8	8	9	8	14	10

Definitions of ratios

Full-time workforce

FTEs + Temporary workers

Gender Diversity

Women FTEs + Women temporary workers

Full-time workforce x 100

Gender diversity, management

Women in management

All FTEs in management x 100

Gender pay ratio

Average male salary

Average female salary

Gender diversity, board

Women Board members elected at the AGM

All AGM elected board members

x 100

CEO Pay Ratio

CEO compensation

Average staff salary