

## COP compliance statement 2019

We are an ICT company operating in Finland with contractors in India and Kenya. Actions and corresponding measurements:

- Human rights: Employment of youth in Kenya, measurement: number of youth employed
- Labour: Equal opportunity for women and men in employment, measurement: number of women employed or contracted for work.
- Environment : Support remote working from home, measurement: number of persons working weekly from home.
- Anti-Corruption: Reviewed and revised our client contracts to reflect anti-corruption requirements, Measurement: Number of contracts made according to these requirements.

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