

COP compliance statement 2020

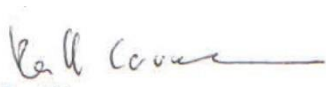
We are an ICT company operating in Finland with contractors in India, Belarus and Kenya. Actions and corresponding measurements:

- 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.

By: Pajat Solutions Oy, Metsänneidonkuja 10, 02130 Espoo

We support the Global Compact and renew your company's ongoing commitment to the initiative and its principles,

Espoo, 8.8.2020



Pertti Lounamaa, CEO