

Communication on Progress

Actions and outcomes 2020

WE SUPPORT



Date:

February 19th, 2021



INFOMEDIA

Infomedia A/S
Pilestræde 58
1112 Copenhagen K

+47 88 77 33 00
support@infomedia.dk
CVR: 26937698

Contents

Statement of continued support by the CEO..... 2

 Infomedia's purpose and societal impact 2

Actions and outcomes..... 3

 Human Rights 3

 Labor 3

 Environment..... 4

 Anti-corruption..... 4

Statement of continued support by the CEO

I am pleased to confirm that Infomedia, along with its offices in Norway, Sweden, Denmark, and Estonia, reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment, and Anti-Corruption.

In our first annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Thomas Vejlemand
CEO, Infomedia A/S

A handwritten signature in black ink, reading "Thomas Vejlemand". The signature is fluid and cursive, with the first name "Thomas" and last name "Vejlemand" clearly distinguishable.

Infomedia's purpose and societal impact

Infomedia contributes to a more transparent and informed society by providing global media intelligence to companies, organizations, educational institutions, and the public.

In our work with the public sector, we contribute to quality education and provide the younger generation with reliable information, which is essential to fostering informed and participating citizens in a democratic society.

Infomedia also helps to further knowledge about sustainability and the SDGs through publicly available data, analyses and by encouraging our clients to measure and engage with sustainability.

Actions and outcomes

The following describes our efforts to integrate the Ten Principles into our daily operations as well as the outcomes of these efforts.

Human Rights

Infomedia respects human rights - they are an integral part of our culture.

Infomedia supports and complies with principles 1 and 2 of The Ten Principles of the UN Global Compact.

Infomedia has a zero-tolerance policy on discrimination against gender, age, sexuality, ethnicity, and belief systems.

Infomedia works to eliminate non-discriminatory hiring practices through inclusive job adverts and a standard corporate job application process.

Infomedia is a proponent for a diverse and inclusive working environment with a diverse management group. We measure employee and management diversity yearly. In 2020 40 % of the employed staff were women and 60 % men. In top management, Infomedia has a 50-50 gender balance. All in all, 37 % of all managers in 2020 were women, and 63 % were men.

Infomedia employs approximately 50 young students. We provide them with job experience and opportunities to develop and obtain permanent employment after their studies.

Infomedia offers favorable prices of its services to organizations that work with issues related to human rights.

Labor

Infomedia works to create an inclusive, diverse, safe, and fair workspace. Infomedia has a dedicated work environment committee that executes a compulsory plan of actions and surveys to ensure employee safety and satisfaction. Our work environment regards the physical environment and factors such as individual employees' personal development and optimizing work processes. In 2020 Infomedia implemented a procedure to prevent office harassment. Furthermore, in the fall of 2021, Infomedia will establish whistleblower protection in compliance with Danish and European law.

Preventing stress is a top priority at Infomedia. Our defined stress policy declares the organizational responsibility for the state of health of our employees. Infomedia has in 2020 reduced stress-related illness of its employees by 100 %. In 2020 Infomedia has focused on establishing viable home offices during COVID-19 lockdowns and clear communication on dealing

with stress. Furthermore, Infomedia hosts stress-preventing lectures and workshops for ensuring a wholly updated approach to handling stress properly.

Infomedia has several other initiatives to ensure our employees thrive and are cared for. These include, but are not limited to, extended health insurance, massage, ergo therapy, influenza vaccines, and home office equipment.

Infomedia also works to secure fair conditions for its subcontractors. Notably, in 2020 Infomedia has secured better working conditions for its subcontractors in India. For instance, by securing Saturdays off as well as incentive programs that improve job satisfaction.

Infomedia has a strict no-tolerance policy against forced labor and child labor and contractually obliges sub-contractors to live up to basic ILO conventions and workers' rights.

Environment

In 2020, Infomedia established a carbon footprint baseline through an external calculation of the impact of its activities by Climaider. Infomedia plans to measure its emissions annually and follow up with actions that reduce and mitigate its effects on the biosphere.

For the period April 1st, 2019 until March 31st, 2020, Infomedia emitted a total of 812.63 tons of CO₂ (at most), which corresponds to 3.64 tons per employee. As a digital company, the most significant emissions stem from server hosting and IT hardware purchase (roughly 50 % of all emissions). Infomedia cooperates with server providers to reduce the climate impact of its data hosting.

Infomedia continually works to refine its purchasing policy towards products that reduce the negative impact on the climate, biodiversity, and ecosystems.

Some current environmental initiatives at Infomedias offices include water-saving functions in bathrooms to reduce wastewater, motion sensors for the lights, company bikes to minimize the need for motorized transportation, sorting of food waste, exclusive use of biodiversity-friendly coffee and organic fruit, redesign of documents to reduce consumption of printer tones.

Anti-corruption

Infomedia is fully committed to supporting and upholding principle 10 of The Ten Principles of the UN Global Compact and does not tolerate any forms of corruption. We expect sub-contractors to comply with relevant regulations concerning bribery, extortion, and corruption.