

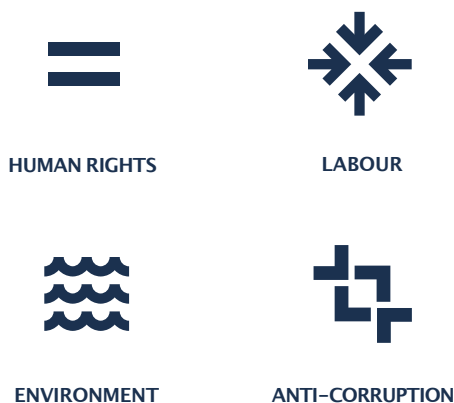
Communication on Progress 2021.



The 10 principles and the 17 sustainable development goals.

The Ten Principles of the UN Global Compact provide a common ethical and practical framework for operationalizing corporate sustainability. Derived from UN Declarations and Conventions, these universal principles represent the fundamental values that business should embed in their daily strategies and operations.

The 17 Sustainable Development Goals (SDGs) have a different but deeply related purpose for business. As the heart of the 2030 Agenda for Sustainable Development, the Global Goals demonstrate the scale and ambition of the boldest vision for humanity ever adopted. They represent aspirational, long-term targets for governments, business and other stakeholders to work towards creating the world we want. Together, the Ten Principles and the SDGs equip business with both the values and vision to help companies make a meaningful contribution to people and the planet.



United Nations
Global Compact



Egiss gives companies the highest degree of reliability when providing their employees and offices around the world with IT hardware and tech devices.

We ensure that **Price, Quality** and **Delivery time** are as expected in every Service and Solution provided by Egiss.

We call it Blue Stripe Guarantee.

Global scale.

We have the global scale to deliver your IT hardware and tech devices. We do it from our strategically located, fully owned and controlled office and warehouse locations. We call them delivery hubs.

Digital platform.

Our platform is digital. And open for integrations. Because we know that you want to digitalise in your end as well. This helps you to customise, standardise and streamline your IT buying process.

Operational excellence.

As a company we are extremely lean, with an industry high turnover per employee. We make our systems work for us, so we can concentrate on supporting you. We do that to ensure we deliver best-in-class.

BLUE STRIPE GUARANTEE

Price

We guarantee that you will pay identical prices for identical pieces of IT hardware and tech devices, no matter who in your organisation orders it.

Quality

We guarantee that you will receive identical quality in every service and solution along the supply chain, and that everything will be managed by one global contract.

Delivery Time

We guarantee that your IT hardware and tech devices will reach your colleagues within the agreed time frame, no matter where they are located.



United Nations
Global Compact



Our commitment.

As Group CEO I am pleased to confirm that Egiss (Group) A/S 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 this Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Submitted, January 21, 2022 by

Jesper Ravn

Group CEO & Founder
Egiss





Human rights.

Egiss (Group) A/S pledges to support and respect the protection of internationally proclaimed human rights, and to make sure that we are not complicit in human right abuses.

Policy

- Egiss (Group) A/S supports and respects the Universal Declaration of Human Rights and will not do business with neither partners nor customers violating the fundamental human rights.

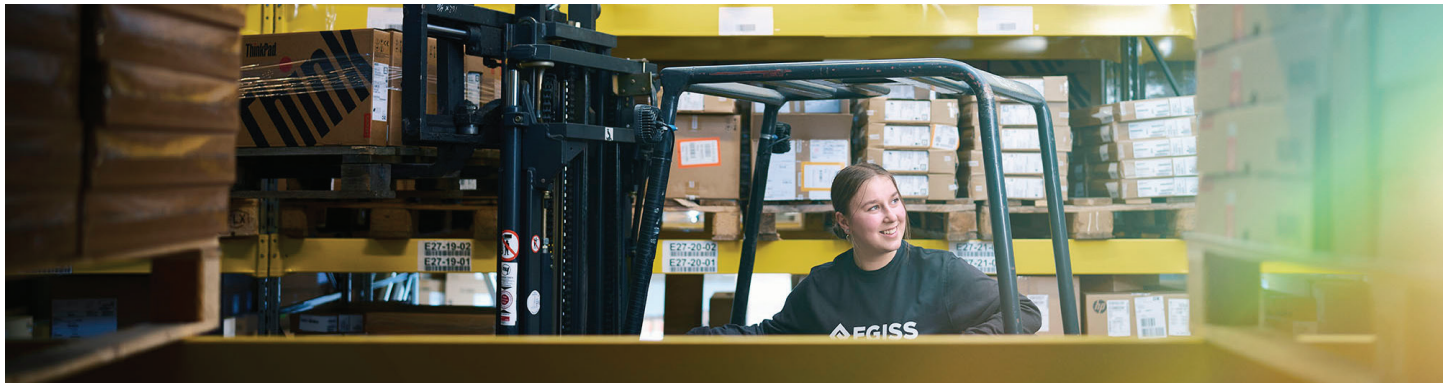
Focus (covering SDG 1, 2, 3, 4, 5 and 10)

- Supporting Street Children ("Gadens Børn"). Street Children is a Danish NGO working with street children in Kolkata, India. Their mission is to help the street children to a healthy, safe and opportunity rich future and give them access to quality education, health services, daily meals, security and care. Street Children runs schools, health clinics, a girls' home, an activity centre for mother and infants, and they plan to establish a boarding school where they can care especially for the most vulnerable street children, the girls and the disables kids.

Actions and Results

- In September 2021, Egiss (Group) A/S entered into a 3-year donation of DKK 750,000,- (appr. USD 115,000)). Due to covid-19 related restrictions in 2021, the need for support and care has been even stronger, and the donation has been used to support several of the projects run by Street Children e.g.:
 - The girls' home giving 35 girls the opportunity of getting a safe home, food, health service and schooling.
 - 3 day schools where more than 500 children can attend and get basic education.
 - The mobile health clinic attending street children.
- Egiss (Group) A/S has also donated IT equipment to the girls' home and to administrative use for the volunteers and teachers working with Street Children.
- You can read more about Street Children at <https://www.gadensboern.org/>





Labour.

Egiss (Group) A/S pledges to uphold the freedom of association and the effective recognition of the right to collective bargaining, to eliminate all forms of forced and compulsory labour, to effectively abolish child labour, and to eliminate discrimination in respect of employment and occupation..

Policy

- Egiss (Group) A/S supports and respects the fundamental principles and rights at work as set out by the ILO and national laws. We make sure that all Egiss (Group) A/S employees have contracts, and we have an Employee Policy that clearly states their rights, compensations, and benefits. Further, the Management Group and the statutory Working Environment Committee continuously review the policies governing the working environment to make sure they are compliant with current legislation.

Focus (covering SDG 3 and 8)

- Securing the working environment vis-à-vis covid- and work-from-home-regulations stated by national health authorities.
- Securing a healthy work/life balance, taking the covid-regulations into consideration.
- Add more competencies to People and Culture to make sure that we have the right qualifications and people to support the strategy of expanding the business.
- Integration of new employees from the acquisition of new business unit to make sure that uncertainties about new working conditions were minimized.
- Revising the Employee Handbook that governs all Egiss (Group) A/S and write additional employee Handbooks that take national law, regulations, and customs into consideration.

Actions and Results

- Implementation of covid-19 health and safety regulations at Egiss premises.
- No work-related covid infections among the employees have been reported.
- Work-from-home has been re-introduced according to regulations from national Health Authorities. All employees have been offered to bring home the necessary IT equipment so they could set up a proper workplace.
- Identification of employees who have suffered from working from home, both physically and mentally, and making sure that they got the best possible help and support in working with and overcoming their specific issues.
- Hiring of an experienced HR Partner.
- A successful integration of new employees from business acquisition. All new employees have signed new contracts with Egiss (Group) A/S, and actions were taken to make sure that all new employees felt safe in the new organisational set-up.
- The planned revision of the Employee Handbook and the setup of a new Working Environment organisation was not fully completed. The work will continue into 2022.
- An Employee Handbook for Egiss China was made, making sure that Egiss China fully complies with the national labour laws.



Environment.

Egiss (Group) A/S pledges to support a precautionary approach to environmental changes, to undertake initiatives to promote greater environmental responsibility, and to encourage the development and diffusion of environmentally friendly technologies.

Policy

- Egiss (Group) A/S seeks to reduce and minimize our impact on the climate and the environmental consequences of our business activities. We work on our internal processes, and on our impact receiving and sending goods around the world. We seek partnership wherever possible with manufacturers, customers, freight partners and other stakeholders.

Focus (covering SDG 9, 11, 12 and 13)

- Recycling of material and garbage from our premises – and a continuous effort to reduce the amount of waste.
- Reducing the amount of plastic used in packing.
- Energy efficiency at our premises – reducing the use of electricity and heating.
- Buying bio-products whenever possible and reduce food-waste.
- Measuring our carbon footprint in general (scope 1, 2 and 3) and especially when sending goods.
- Get reliable and comparable data to support our strategy and efforts in reducing carbon emissions and our impact on the environment and climate.
- Consolidate orders to our customers in order to bring down the amount of shipped orders.

Actions and Results

- We recycle about 95% of all cardboard/paper and plastic used at our warehouse in DK by sorting and dispose of it at recycling stations. Used electronics is either resold for re-use or disposed of at recycling stations.
- When packing orders for UK and overseas destinations, we have replaced protective plastic material with renewable paper.
- All cardboard used at warehouse in DK is made of 100% renewable material.
- Replacing old lamps with new low energy light bulbs at the office in Birkerød, DK.
- The construction of a new Warehouse and Deployment Centre in Hinnerup, DK was initiated. The new building will be much more energy efficient on all parameters.
- About 50% of the products, we consume at the office/warehouse premises are ecologically produced. We keep food-waste is at a minimum as leftovers from lunch are packed to be taken home by the employees.
- We made our first carbon emission calculation (scope 1-2-3) using an UN approved method that meets the standards of the Greenhouse Protocol. We now have a 2021 baseline from which we can build the ESG strategy for reducing our impact on the environment and climate.
- The carbon emission calculation highlighted the need for getting even more reliable and comparable data, especially from scope 3 partners. A pilot project on carbon emission data from freight partners has been initiated, with the aim of getting valid and comparable emission data and hence identify how and where to reduce carbon footprint of our business.
- Of the + 60.000 orders received in 2021, we managed to consolidate more than 20,000 of these into just about 5,370 orders. Next step is to measure the exact carbon emission reduction of order consolidation.
- Registrations of new delivery hubs in Mexico and Brazil. This will have an impact on the carbon footprint as freight to customers in these two countries will be heavily reduced compared to sending orders from US and DK.



Anti-corruption.

Egiss (Group) A/S pledges to work against corruption in all its forms, including extortion and bribery (10).

Policy

- Egiss (Group) A/S has zero-tolerance towards corruption in any form. An explicit and clear Anti-Bribery and Code of Conduct sets the standards and guidelines on dos and don'ts for employees, customers, and business partners.

Focus (covering SDG 16 and 17)

- Monitor and secure that our zero-tolerance policy is followed.
- Update existing Anti-Bribery policies and related Code of Conduct.
- Integrate and state our Code of Conduct and Anti-Bribery policies in our supplier and customer contracts.

Actions and Results

- No cases of corrupt practices have been identified.
- A more systematic assessment and documentation on securing a continued focus on anti-bribery and code of conduct has been initiated but not completed. This will be done Q1, 2022.
- The update of policies is not yet finalized so the work continues in Q1 2022.
- Updated template for customer contract includes mutual acceptance of Anti-Bribery Policy and Code of Conduct.
- Not all supplier contracts include regulations and repercussions if bribery or non-acceptable conduct is experienced – the work on this will continue in 2022.



The future.

The initial work made in 2021 on building and executing an ambitious ESG Strategy that will aim at reducing the environmental footprint of our business, and show our commitment to be an active, supportive and conscious partner in securing better social conditions in the communities we are part of, will continue in 2022. We welcome the challenges, and we will work hard and do our best to meet and exceed expectations.

Jesper Ravn

Group CEO & Founder
Egiss

