

Sustainability Report **2021**

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About this report

This is Conscia's first separate sustainability report. It describes our business model, relevant sustainability themes and sustainability initiatives undertaken by Conscia in the financial year 2021 (1 October 2020 - 30 September 2021). Throughout the report, reference to a year refers to Conscia's financial year.

Conscia became a signatory of the UN Global Compact in 2021 and this report is our Communication of Progress (COP) under the UN Global Compact for the active level. Our reporting in relation to the statutory statements on social responsibility, gender equality and data ethics in accordance with sections 99a, 99b and 99d of the Danish Financial Statements Act was published in our Annual Report 2021 on 21 January 2022.

Letter from our CEO

Embracing sustainable change

Information technology has the potential to contribute to a more inclusive and transparent world, reduce inequalities, and optimize resource consumption. We are conscious of our ability to change the world for the better.

As a leading European IT specialist in networking, cybersecurity, and cloud, Conscia contributes to a solid and reliable digital foundation for society. It is our ambition to deliver and service some of the most society-critical and complex IT infrastructure solutions on the market, allowing our customers to safely focus their efforts on creating value for customers, employees, society, and other stakeholders.

Conscia became a signatory to the United Nations Global Compact in 2021 because we are committed to acting in accordance with sound business principles, being transparent, and being held accountable for our actions. With this report, we express our continued support of the ten principles of the Global Compact in the areas of human rights, labor, environment, and anti-corruption. This is our first annual Communication on Progress. Herein, we describe our actions to integrate

the Global Compact and its principles into our values, business strategy, and daily work. We conduct our business with integrity, and we respect universal human and labor rights. It is our aim to reduce our environmental footprint, unfold digital capabilities, engage our employees, and make a positive contribution to the societies in which we operate. We partner with some of the largest technology companies in the world and together, we are firmly committed to establishing a sustainable value chain and helping our customers reduce their environmental footprint through innovative IT solutions.

In 2021, we further advanced our sustainability efforts. We conducted a comprehensive analysis of our risks and opportunities, helping us to identify our material sustainability impacts as a foundation for defining key priorities. We have developed a comprehensive set of policies to en-

sure continued compliance with all relevant rules and regulations, including a code of conduct, anti-bribery and competition manuals, policies for whistleblowing, and manuals for data protection, trade sanctions and information security.

Of course, there's no ignoring the fact that 2021 was also impacted by COVID-19, which challenged all companies to assess and adapt. Our focus has been on securing our supply chain and keeping our employees healthy, both physically

and mentally. In turn, we learned many lessons about communication and leadership that we will carry with us in the years to come.



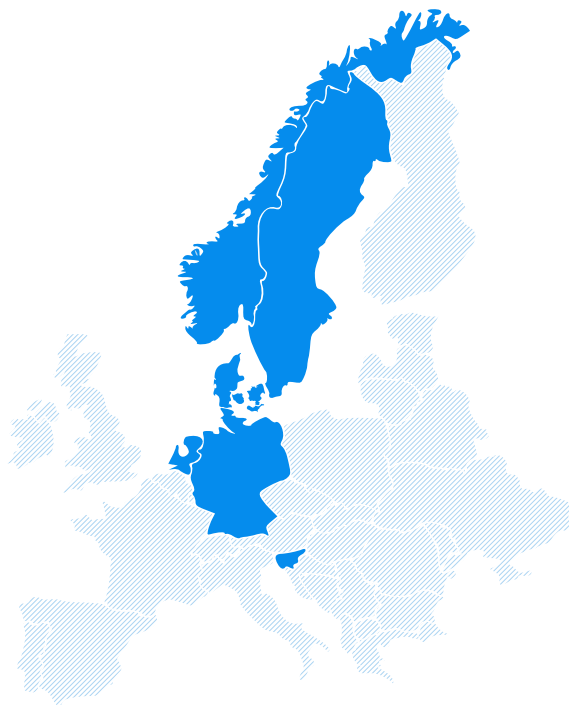
Erik Bertman

Chief Executive Officer, Conscia Group



As a leading European IT specialist in networking, cybersecurity, and cloud,
Conscia contributes to a solid and reliable digital foundation for society

About Conscia



Core geographical focus



1,000+
Customers

66 _{cNPS}
Customer satisfaction

2,750 _{DKKm}
Revenue in 2021

59 _{eNPS}
Employee satisfaction

~900
Employees

400+
Engineers

Conscia is a leading European IT specialist in networking, cybersecurity, and cloud providing secure infrastructure solutions and 24-7 managed services to clients with complex network, data center, cloud, IOT, and mobility demands. We deliver best-in-class technical competencies and insights, and as a trusted advisor, we strive to support customers' business-critical technology systems across the entire life cycle from design, implementation, operation, to optimization.

Founded in 2003, Conscia today has approximately 900 employees serving some of the largest organizations within financial services, healthcare, public sector, manufacturing, utilities, and retail from offices in Denmark, Netherlands, Germany, Norway, Sweden and Slovenia. We aim to be the best place to work in Europe for talented IT specialists with deep technical expertise.

For more information, please visit
→ www.conscia.com

Business model

Conscia is a full-service IT consultancy and infrastructure provider throughout the value chain. Our offerings are categorized into two business areas: Solutions and Services.

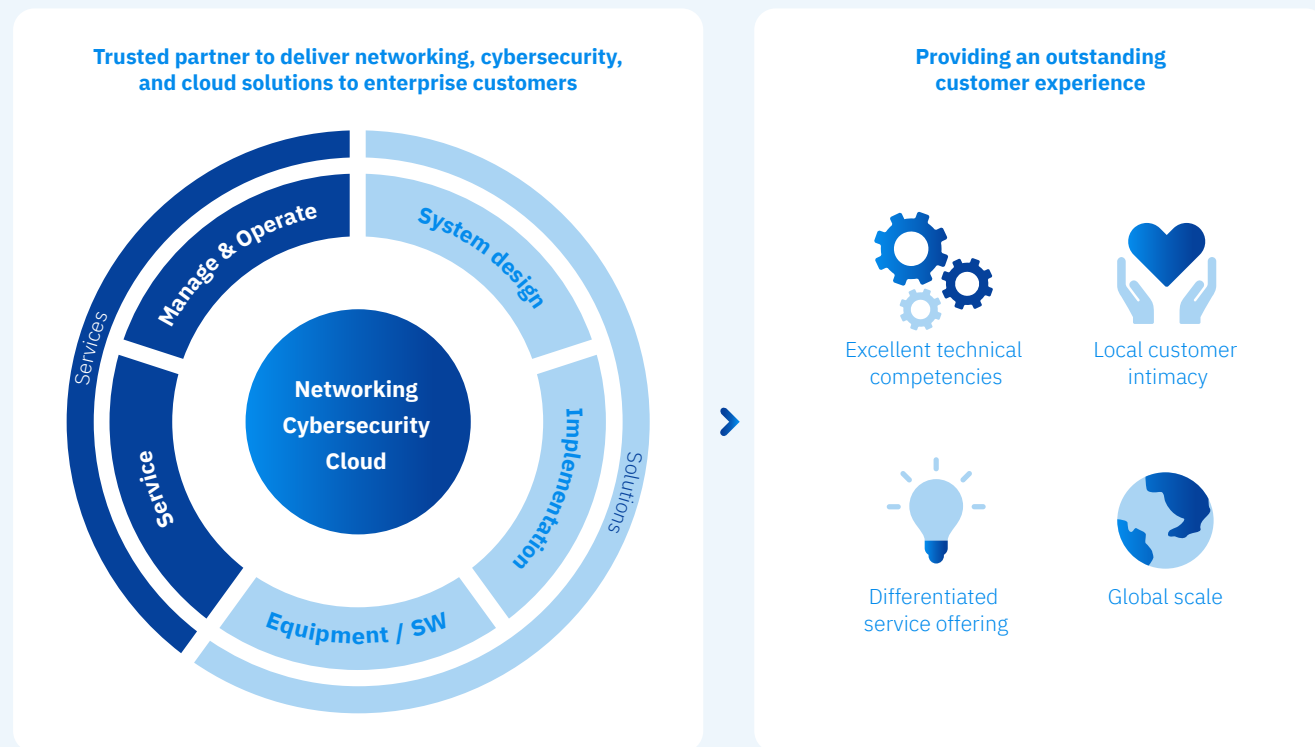
Solutions

Solutions help customers with the set-up of new IT infrastructure equipment and aim to optimize customers' system integration. Through Solutions, we primarily provide the design and implementation of network, cybersecurity, and cloud infrastructure for customers, which also include accompanying hardware and software. In addition, we provide bespoke IT solutions tailored to the needs of certain customers, including hospitals and financial services providers. Solutions offered by Conscia are reliable, secure and cost-efficient over the life cycle for customers.

Services

We provide Services to support, manage, operate and monitor the hardware and software we have implemented for a customer. Through Services, we provide 24/7 vendor, own-developed and managed IT solutions to customers by not only supporting IT solutions, but also actively operating and monitoring hardware and software installed by Conscia. Our managed services cover network, cybersecurity, and cloud technologies and we supplement this proactive service with hardware support to ensure customers' IT infrastructure and systems perform well via guaranteed service level agreements.

Conscia's business model and value proposition



Our company values

In Conscia, we believe that a strong culture is enabling us to perform as a company rather than as a collection of individuals. Culture underpins our strategy and ambitions, and makes us collaborate across technical and physical borders, and embrace sustainable change. In essence we aim for high professional integrity, leading by example, being a trusted partner to our customers, and creating an inclusive and learning environment for our employees.



Inspire Trust

- We believe trust is something you earn, and are proud to be our customers' trusted advisor.
- We treasure diverse opinions, and we act with kindness, respect, and generosity towards our colleagues and customers.
- We trust each other with empowerment and flexibility to make the right choices.



Deliver on Promise

- We engage whole-heartedly in every project by putting quality first.
- We never overpromise, but we often overdeliver.
- We love to see our customers succeed as heroes in their organization.



Commit to Collaborate

- We deliberately seek to collaborate across borders and fields of expertise in our network of knowledge.
- We recognise individual talent and praise team excellence - we share our victories.
- We focus on synergies.



Learn for Life

- We are curious about technology, human behaviour, complex challenges, and simple solutions.
- We ask for help and are eager to share our knowledge.
- We learn from our peers, customers, and partners. We learn from mistakes - we learn from life!



Embrace Sustainable Change

- We are conscious of our responsibility to use our influence to change the world for the better.
- We encourage sustainability from the beginning of a project all the way to the finish line.
- We inspire each other to lead the way and embrace change.

A close-up photograph of a person wearing a white lab coat, holding a smartphone in their left hand and pointing at the screen with their right index finger. The background is softly blurred, showing more of the lab coat and a hint of a white bowl or container.

At Conscia we are proud and humble to
contribute to the digital transformation
of societies and businesses through our
network, cloud, and cybersecurity
solutions

Our stakeholders

In 2021, we engaged with various stakeholder groups and conducted desk research of peers, partners and sustainability leaders to obtain valuable input to our efforts of becoming more sustainable.



Employees

Employees are looking for good career opportunities, a sound working environment as well as challenging and rewarding work. Potential employees are increasingly looking for sustainable business practices when considering job opportunities.



Customers

Customers seek solutions and services from reliable suppliers that help them obtain their business and sustainability targets.



Partners & suppliers

Partners and suppliers seek qualitative and prosperous business relations where contracts are entered based on objective criteria and honoured, and where everyone in the value chain contributes to fulfilling sustainability objectives.



Society

Society at large expects that Conscia makes a positive contribution to local societies and in general takes part in solving wider sustainability challenges.



Investors

Investors are primarily interested in Conscia conducting its business in a responsible manner, meeting its financial objectives and communicating open and trustworthy with its surroundings to maintain its license to operate.

Materiality assessment

We conducted a materiality assessment in 2021 aimed at identifying the relative importance of specific sustainability topics. It is based on an analysis of stakeholder interests and concerns, impact on Conscia's business, and a review of global megatrends.

We investigated a variety of factors based on their potential impact on our business and its importance to stakeholders. The findings are reflected in the materiality matrix. The outcome of our assessment revealed that we have the following sustainability focus areas:

- Data security & privacy
- Business integrity
- Employee training & development
- Energy-efficient hardware
- Hardware life cycle management
- Climate & environmental impact

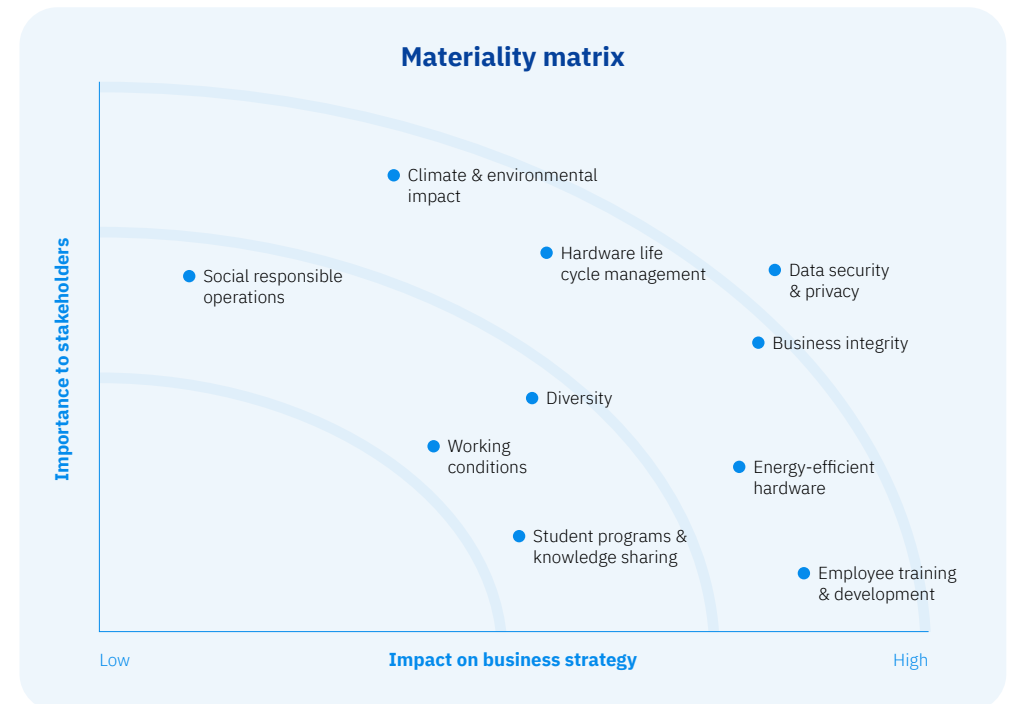
In addition, we have identified the following areas

where we need to perform well to support the business strategy and meet stakeholder expectations: Socially responsible operations, diversity, working conditions, and student programs & knowledge sharing.

Conscia's sustainability efforts are prioritized based on our materiality assessment, arranged according to their human rights and labor impact (UN Global Compact principles no. 1-6), environmental impact (UN Global Compact principles no. 7-9), or relevance to ethical business conduct (UN Global Compact principle no. 10). Our approach, policies, actions, and results within each of these four areas are described in the following sections.

“With our insight into our stakeholders' beliefs and expectations as well as our material impacts, we aim for strengthening our sustainability activities during 2022, including defining long-term ambitions, setting specific and measurable targets and reporting on our progress.

Erik Bertman, CEO of Conscia Group



United Nations Sustainable Development Goals

We are committed to leveraging our knowledge and business to contribute to the transformations needed to achieve the UN Sustainable Development Goals (SDG). We have identified eight SDGs

where our efforts have the greatest potential for impact. These are identified based on our business model and a materiality assessment.



Labor and human rights

Conscia wishes to be a positive influence and a responsible citizen in society, both when it comes to our employees and the way our solutions affect the societies in which we operate.

We value all humans equally regardless of age, gender, ethnicity, social status or any other factor. Everyone deserves to be treated with respect and decency, which is why Conscia also firmly denounces all use of child labor, human trafficking, or any other form of forced or compulsory labor. We all have a moral responsibility to ensure a secure environment for those who may not always be able to speak up for themselves.

We understand that our business may have an impact on human rights issues in relation to people's working and living conditions. We seek to comply with all relevant international conventions as well as all applicable laws on worker safety and working conditions. Our Group Code of Conduct, local HR policies, and local employee handbooks provide guidance on how we protect human rights and maintain a safe and positive working environment in each of our operating countries.

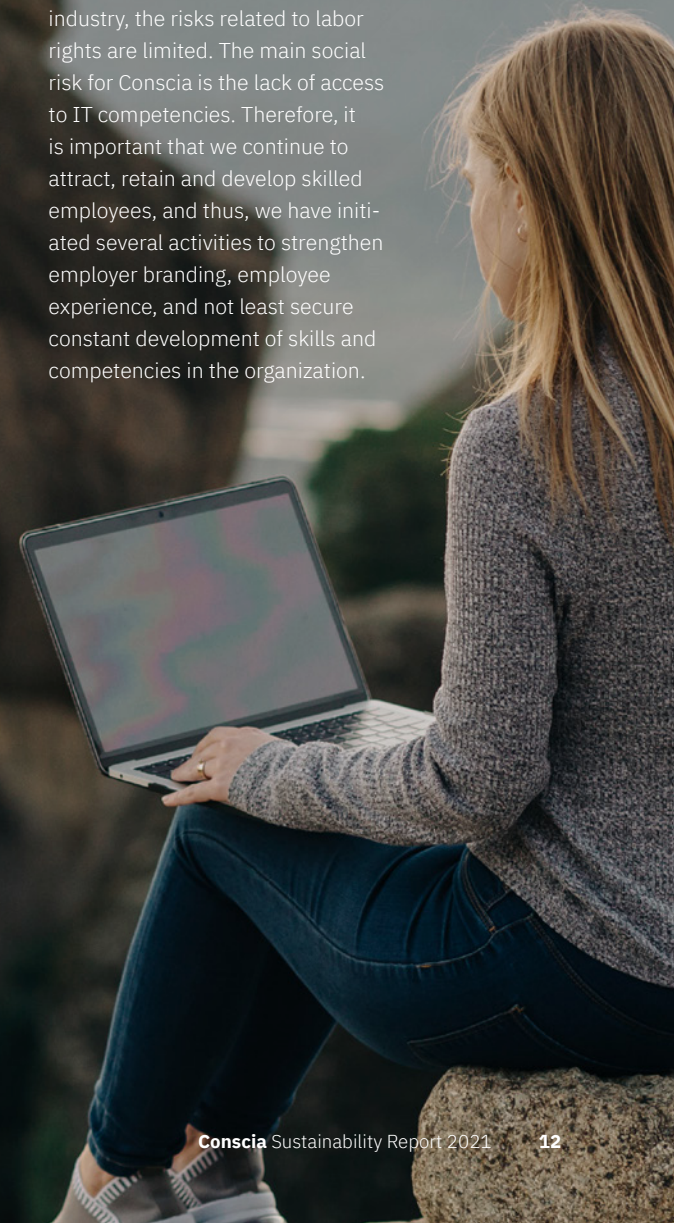
Conscia is focused on health and job satisfaction and ensures that a safe working environment is in place. There is an ongoing dialogue with employees to always understand how the working environment can be improved.

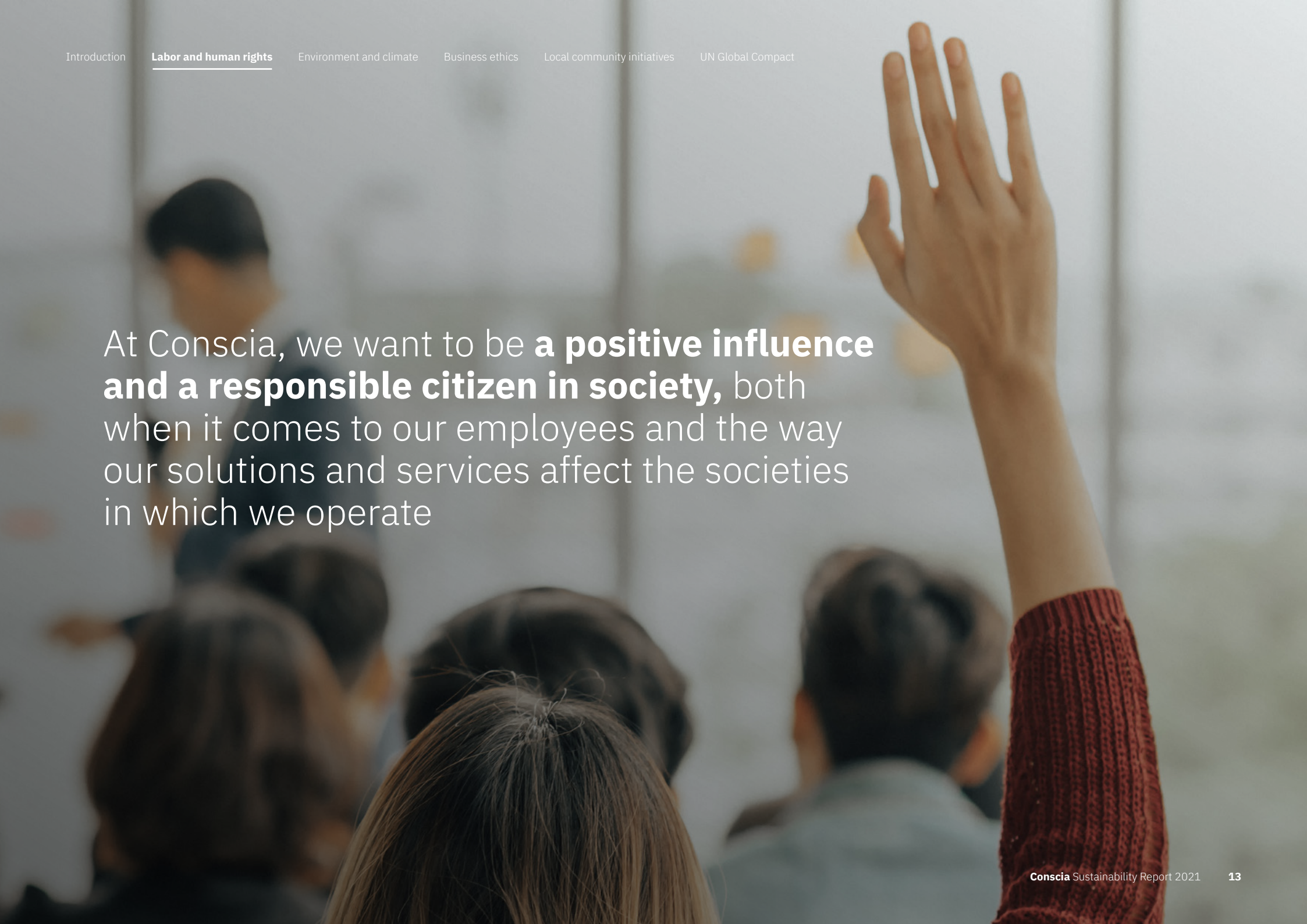


We recognize the importance of diversity in all aspects of the business, whether it is based on age, background, education, or gender. We know that diversity brings great results across all organizational levels, and we seek to promote a culture where we inspire trust and respect each other as equals.

Key human rights and labor risks

As we primarily work with leading global and recognized players in the industry, the risks related to labor rights are limited. The main social risk for Conscia is the lack of access to IT competencies. Therefore, it is important that we continue to attract, retain and develop skilled employees, and thus, we have initiated several activities to strengthen employer branding, employee experience, and not least secure constant development of skills and competencies in the organization.





At Conscia, we want to be **a positive influence and a responsible citizen in society**, both when it comes to our employees and the way our solutions and services affect the societies in which we operate

Attraction and retention

Attracting, retaining, and developing a resilient and ingenious workforce is essential for Conscia to continue building and delivering on our strategy. While our efforts looked drastically different in 2021 due to COVID-19, moving to video interviews, we nonetheless completed 149 hiring processes and maintained a churn rate of only 11.5%, which we consider satisfactory.

Conscia conducts an annual, group-wide Employee Net Promoter Score (eNPS) survey. With an eNPS of 59, Conscia scored in the top 10% sector benchmark in 2021. This is crucial in maintaining a satisfactory churn rate in light of the substantial lack of IT talent across Europe.



11.5%
churn rate



59
eNPS

Employee development

Employee engagement is crucial to ensuring that our employees and leaders feel motivated and have pathways for development. In 2021, we deployed a thorough Employee Development Process (EDP) that structures how we nurture and grow talent at Conscia. This process includes a digital onboarding process and performance reviews.

Our Conscia Center of Excellence provides a functional learning academy to help our employees upskill in their careers.

In 2021, we expanded the platform to strengthen our range of development programs and Virtual Teams (VTs) covering knowledge sharing across the Group on business-critical topics. We use a common nomenclature and a strong methodology that is embodied throughout the organization, which ensures that we always deliver the highest quality to our customers within scope and time.



Student programs and digital skills

Conscia invests in IT talent and education to unfold digital capabilities. We have engagements with schools and universities to develop digital skills throughout society and across businesses.

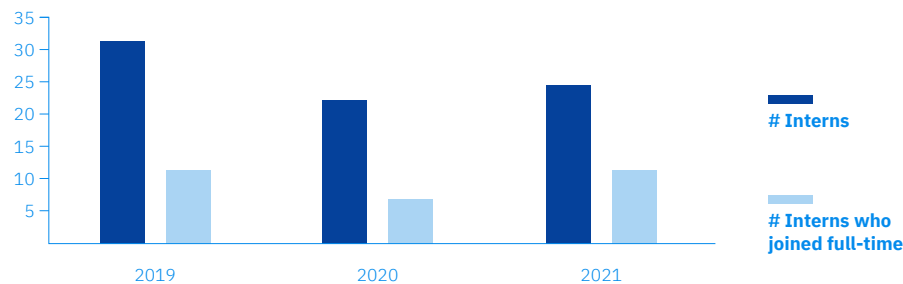
Different student programs are established to match local needs and engagements in Netherlands, Slovenia, and Germany.

Student programs in Slovenia



Conscia Slovenia (NIL) has been developing their student program over the years to attract and nurture talent, and in 2021, the company participated in or hosted several events under COVID-19 restrictions, such as job fairs and student events. Many students being employed as interns are eventually hired by Conscia on contract. In 2021, 11 of 24 interns were hired as full-time employees, which we consider a high retention rate for interns. Thus, interns constitute an important pool for talented IT engineers, a professional group in short supply throughout Europe.

Annual internships and hirings in Conscia Slovenia



“As an employer based in several European countries, we play a vital part in educating people digitally, and we aim to establish a strong learning platform for young people.

Anja Leschly, Chief Human Resources Officer, Conscia Group



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Equality and diversity

It is Conscia's aim to attain diversity in its workforce and leadership. Our continued efforts in this regard include, among others, raising public awareness, collaborations with educational institutions, and social events, just as we generally seek to promote an organizational culture where we inspire trust and respect each other as equals. Conscia is seeking to obtain a more balanced gender split in its management positions at all levels. Due to the COVID-19 pandemic, Conscia didn't participate in physical networking activities or other collaborative events in 2021 to promote gender diversity at management level, but we expect a higher activity level in 2022 as gender diversity remains an important priority for all.

By the end of 2021, female workers constituted 19% of all employees. A total of 14% of managers and team leads were women. Our policy is to

employ and promote the most qualified people, regardless of gender, and to give equal access to leadership positions to all qualified candidates. Despite an over-representation in the industry of the male gender, we actively strive to ensure a gender mixed candidate group for all positions. One of the main ways we are addressing the gender imbalance in the industry is through our student program, which allows us to engage directly with more diverse talent.

Currently, the Board of Directors consists of 6 people with a gender split of 2/3 men and 1/3 women. The Executive Board consists of two men, the CEO and the CFO. Conscia has set a target that at least 3 out of 8 members of the Board of Directors and Executive Board are women following the general meeting in 2023.



Achieve gender equality and empower all woman and girls.

2021

	Male		Female	
	#	%	#	%
Denmark	172	84	34	17
Germany	104	80	26	20
Netherlands	199	84	37	16
Norway	68	80	17	20
Slovenia	144	74	52	27
Sweden	59	88	8	12

2021

	Male		Female	
	#	%	#	%
Board of Directors	4	67	2	33
Executive Board	2	100	0	0
Conscia Leadership team	12	92	1	8
Managers & Team Leads	88	86	14	14

We invest in IT talent
and education to **unfold
digital capabilities**

Environment and climate

Conscia is committed to reducing our environmental footprint while at the same time helping customers reducing their environmental footprint through less capital intensive and energy consuming IT solutions. Our direct environmental and climate impact is limited, relative to our size, due to the nature of our business model, which is based on adding value primarily through IT infrastructure services.

We will reduce our direct climate impact further and have implemented procedures and initiatives to reduce our greenhouse gas (GHG) emissions and resource consumption. Daily operations are monitored and regularly updated to utilize modern power-saving infrastructures. Within our own premises, we have established an electronic device shut down policy, a guide on energy-efficient appliances, and energy-saving lighting. Electronic equipment is of special concern to Conscia, and appropriate policies for the handling of electronic waste and take-back schemes are in place. A digital waste guide is included in the awareness training for all employees and new hires.

One of our key solutions partners, Cisco, has recently committed to reach net zero for all scopes of greenhouse gas emissions by 2040. We are currently seeking how to further strengthen our sustainability services through upskilling of our customer-facing consultants.

Key environmental and climate risks

Conscia is exposed to certain environmental risks, primarily related to the use, reuse, and disposal of IT equipment in the value chain. We are collaborating closely with key partners to facilitate sustainable return of end-of-use gear.



We are committed to keep reducing our environmental footprint and helping our customers reduce their footprint **through sustainable IT solutions**

Accelerating climate neutral data centres

Conscia offers consulting, design, and support of data centre solutions focusing on operational stability, scalability, resilience, and cost efficiency. Thus, we recognize our responsibility and the potential for our customers to drive sustainable change through the acceleration of climate neutral data centres. That is why we are operating with blue-chip data centre providers who are signatories to the Climate Neutral Data Centre Pact.

In 2020, Conscia acquired Damecon, a Dutch managed cloud service provider. With the move

from on-premises data centre solutions to cloud-based services, resource and energy consumption is reduced as a consequence due to the on-demand 'as-a-service' nature of cloud solutions and lower need for local hardware installations.

Conscia has selected Equinix as a partner for its data centre services. Equinix is a signatory of the Climate Neutral Data Centre Pact and has an ambition to be climate neutral by 2030, backed by science-based targets.



Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.



Ensure sustainable consumption and production patterns.

Sustainable IT hardware and recycled e-waste

Cisco is one of our key partners for IT hardware solutions. We are collaborating closely with Cisco to encourage our customers to use the Cisco Takeback and Reuse Program. This program makes it simple, secure, and sustainable to return end-of-use hardware to Cisco, no matter where the equipment is located or of what fabrication. Cisco picks up equipment at no cost and ensures that the equipment is recycled. Cisco holds all returned equipment in secure locations and performs data wiping of hard drives to reduce exposure.

The takeback and reuse program is most thoroughly implemented in Conscia's businesses in Denmark and the Netherlands, and the ambition is to fully implement the scheme in the Group during 2022. To handle Conscia's own IT hardware waste, a new digital waste guide has been implemented.

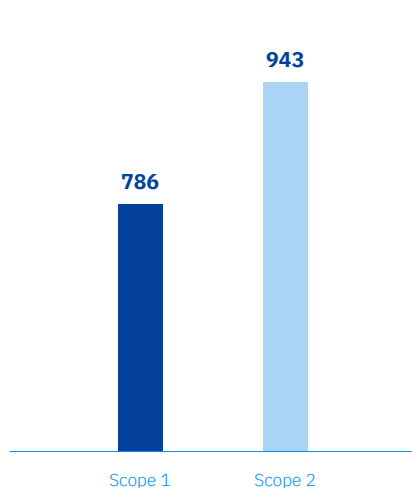
Energy-saving measures

In 2021, our total CO₂ emissions for scope 1 and 2 amounted to 1,729 tons CO₂e. The division on scope and sources are shown in the figures below and covers Conscia headquarters and all subsidiaries.

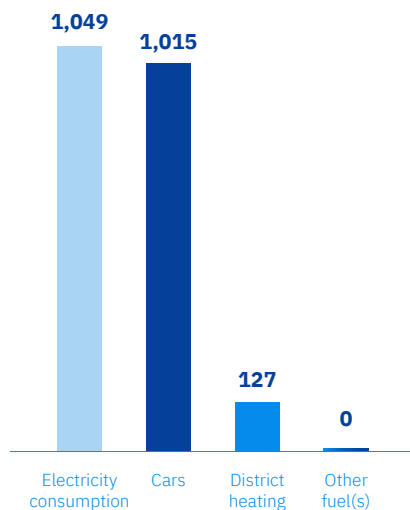
Our total scope 1 and scope 2 CO₂ emission correspond to approximately 600 kg per one million Danish kroner revenue or approximately two tons CO₂ pr. employee. The primary sources of Cons-

cia's CO₂ emissions are electricity consumption and fuel for owned or leased vehicles for company use. Historically, we have only calculated scope 3 emissions for employees' business travel and commuting in own cars, amounting to 463 tons CO₂e. We aim at providing more complete scope 3 emissions at a later stage when a more thorough life cycle analysis of our value chain has been conducted.

CO₂e in tons divided by scope



CO₂e in tons divided by source



Take urgent action to combat climate change and its impacts.

What are scope 1, 2 and 3 emissions?

Greenhouse gas emissions are categorised into three groups or 'scopes' by the most widely-used international accounting tool, the Greenhouse Gas (GHG) Protocol. Scope 1 covers direct emissions from owned or controlled sources. Scope 2 covers indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by the reporting company. Scope 3 includes all other indirect emissions that occur in a company's value chain.

→ www.carbontrust.com

Scope 1

Fuel combustion
Company vehicles
Fugitive emissions

Scope 2

Purchased electricity, heat, and steam

Scope 3

Purchased goods and services	Use of sold products
Business travel	Transportation and distribution (up- and downstream)
Employee commuting	Investments
Waste disposal	Leased assets and franchises

Business travel and work from home

Business travel was dramatically reduced in 2021 due to the global COVID-19 pandemic. On March 11, 2020, Conscia suspended all business travel, except for business-critical travel approved by the Management Team. The pandemic taught us that a large part of business meetings and events can be effectively held online. Conscia has also established a Working from Home (WFH) Policy, which will continue to allow employees to work from home as much as they want, with approval from their manager. Such a policy helps employees to lower costs, CO₂ emissions and time spent related to commuting, while also providing more flexibility to enhance a better work-life balance.

Upcycling of hardware

In addition to Conscia's participation in takeback and reuse programs, our internal IT departments strive to prolong the lifespan of hardware with regular software updates and maintenance, but when it's time for a piece of hardware to be retired, we have programs for employees, who can buy devices at a discount price. We also donate hardware to several charities, such as 'All Digital' (Allemaal DIGitaal), an initiative in the Netherlands enabling people in need to actively participate in our digital society.



In Moshi, Tanzania, Conscia provides used hardware, knowledge and experts to the Kilimanjaro Christian Medical Centre (KCMC) to improve their healthcare services, on which almost 15 million Tanzanians depend. This is an ongoing initiative already running for several years.



Business ethics

Conscia will not compromise on requirements set out in national law or international standards regarding business ethics. Good corporate governance, data protection and privacy, and proper engagement with business partners are fundamental principles, which must always be respected.

Conscia has established a governance and corporate compliance program covering anti-bribery, competition, data protection, and trade sanctions.

We comply with relevant export controls and sanction laws, including United Nations sanctions and applicable sanctions under the laws of the European Union and the United States. Employees never attempt to circumvent applicable trade sanctions.

A comprehensive data protection manual clearly stipulates how to protect privacy and process personal data, and the company has implemented policies regarding anti-bribery. The anti-bribery policy covers topics such as the exchange of gifts, interaction with public sector representatives, and assessment of third parties. A whistle-blower system has also been established, where knowledge or suspicions of violations may be reported anonymously and without fear of repercussions. In 2021, no human rights or any anti-bribery incidents were registered through the whistle-blower system or any other means.



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Key business ethics risks

The main ethics risks are unethical data handling and data leaks leading to dissemination of personal data. In addition, employees may not be aware of company policies and thus there is a risk of non-compliance and violations of such policies, including the company's Code of Conduct and anti-bribery manual. To mitigate these risks, all employees are required to acquaint themselves with corporate policies, which are supported with internal training. Awareness campaigns are regularly conducted to maintain attention to good governance and compliance.

Data security and privacy

We constantly seek to minimise the risk of discrepancies between our values, internal guidelines, and daily operations. For training purposes, Conscia is leveraging the KnowBe4 training platform, which is the world's largest integrated platform for security awareness training combined with simulated phishing attacks. The platform is used for security awareness training as well as training in internal Conscia processes and governance covering e.g. GDPR and information security.

Conscia's employees are frequently exposed to sophisticated social engineering attacks. A KnowBe4 training campaign was conducted December

2021 to investigate how hackers are using social media to steal information and educate our employees in how to look for red alerts in material received through social media.

A total of 70% of all employees and 100% of new employees had completed the governance and compliance program training by the end of 2021. Conscia has set a target that by the end of 2022, 90% of all employees must have concluded the training program.

All new employees receive necessary training and current employees will be enrolled on an annual basis or when there are changes to our policies.

	All employees		New employees	
	Target	Realized	Target	Realized
2021				
Governance & Compliance Program Training	70%	70%	100%	100%
2022				
Governance & Compliance Program training	90%		100%	
Security & Privacy Training program	90%		100%	

Compliance with international standards

We recognize that data and privacy must always be protected. Information security is the foundation for safeguarding data. Conscia's protection of information and data is based on the international standards ISO 27001 and ISAE 3402.

Country	International Standard on Assurance Engagements (ISAE)	International Organization for Standardization (ISO)
Denmark	ISAE 3402 (Managed Services)	ISO 27001 (Managed Services)
Germany	ISAE 3402	-
Netherlands	ISAE 3402 (Cloud Services)	ISO 27001, ISO 9001, ISO 14001
Norway	-	-
Slovenia	-	ISO 27001, ISO 9001
Sweden	-	ISO 9001
Group	ISAE 3402 (Managed Services)	ISO 27001 (Managed Services in DK)

ISO 9001

International standard that specifies requirements for a quality management system. Organizations use the standard to demonstrate the ability to consistently provide products and services that meet customer and regulatory requirements.

ISO 14001

International standard that sets out the requirements for an environmental management system. It helps organizations improve their environmental performance through more efficient use of resources and reduction of waste, gaining a competitive advantage and the trust of stakeholders.

ISO 27001

A specification for an information security management system, which is a framework of policies and procedures that includes all legal, physical and technical controls involved in an organization's information risk management processes.

ISAE 3402

A guideline for documenting that a service organization has sufficient internal controls for financial management.

Transparency and trust are vital parts of any relationship, and in Conscia **we understand the importance hereof**

Local community initiatives

Every day we engage with society and embrace sustainable change within our local communities where our employees and partners live and work. For years, we have been initiating and supporting local sustainability and community projects in markets where we have operations, to contribute to a cleaner environment, social justice and

inclusion, responsible behaviour, and improved working conditions. Many of these activities are carried out in cooperation with regional and local partners, such as UNICEF, industry organizations, and local business chambers. It is a continued ambition to be a part of the local communities where we operate.

Memberships and donations

Conscia is a member of or have donated resources to the following initiatives:

- Christmas donations among employees, where the amount is doubled by Conscia and used for laptops for vulnerable children permanently placed in an orphanage or foster care (Denmark)
- Member of Save The Children (Denmark)
- Donation of deposit from empty bottles/cans to local Red Cross family activities
- Christmas present from Conscia can be donated to Save The Children, Red Cross, Danish Refugee Council, WWF etc. (Denmark)
- Internship for students at elementary school & mentoring of students at Brøndby High-School (Denmark)
- Member of the Confederation of Danish Industry
- Member of the Danish ICT Industry Association
- Villa Pardoes collaboration and donation (Netherlands)
- UNHCR donation for Ukrainian refugees



Strengthen the means of implementation and revitalize the global partnership for sustainable development.



UNICEF Safe Point

Conscia's Slovenian office has been assigned UNICEF Safe Point, a specifically indicated public spot where children and minors between 5 and 18 years of age can find shelter in the event of any problem they might encounter on the streets. The children are provided emergency assistance by trained staff at Conscia's UNICEF Safe Point.

Communication on Progress reference (CoP)

We support the UN Global Compact and its ten principles and take action in support of the Sustainable Development Goals. Conscia's Sustain-

ability Report 2021 constitutes our Communication on Progress to the UN Global Compact.

Area	Principle	Page in report
Human rights	1. Businesses should support and respect the protection of internationally proclaimed human rights	12-16
	2. Businesses should make sure that they are not complicit in human rights abuses	12-16
Labor rights	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	12-16
	4. Businesses should uphold the elimination of all forms of forced and compulsory labor	12-16
	5. Businesses should uphold the effective abolition of child labor	12-16
	6. Businesses should uphold the elimination of discrimination in respect of employment and occupation	12-16
Environment	7. Businesses should support a precautionary approach to environmental challenges	18-22
	8. Businesses should undertake initiatives to promote greater environmental responsibility	18-22
	9. Businesses should encourage the development and diffusion of environmentally friendly technologies	18-22
Anti-corruption	10. Businesses should work against corruption in all its forms, including extortion and bribery	23-25



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