



3 Step IT Group Oy.
Mechelininkatu 1A,
00180 Helsinki, Finland

H.E. António Guterres
Secretary General
United Nations
New York, NY 10017
USA

30 April 2019

Dear Mr Secretary General,

I am pleased to confirm that 3 Step IT supports the ten principles of the UN Global Compact relating to human rights, labour, the environment and anti-corruption.

With this communication, I express my organisation's intent to advance those principles within our sphere of influence. We are committed to making the Global Compact and its principles parts of the strategy, culture and day-to-day operations of our company. We also commit to engage in collaborative projects that advance the broader development goals of the United Nations, summarised in the Sustainable Development Goals. 3 Step IT has already made a clear statement of this commitment in its Code of Conduct communicated to our stakeholders and available to the general public.

We recognise that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and so commit to report on progress within one year of joining the Global Compact, and annually thereafter, according to the Global Compact COP policy. This includes:

- A statement signed by the chief executive expressing continued support for the Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the Global Compact.
- A description of practical actions (i.e. disclosure of any relevant policies, procedures, activities) that the company has undertaken (or plans to undertake) to implement the Global Compact principles in each of the four issue areas (human rights, labour, environment anti-corruption).
- A measurement of outcomes (i.e. the degree to which we met targets, performance indicators, or other qualitative or quantitative measurements of results).

Yours sincerely

A handwritten signature in blue ink, appearing to read "Carmen Ene".

Ms. Carmen Ene
Chief Executive Officer, 3 Step IT