

## **STATUTORY CRS REPORT 2018 – extract from the eGISS Annual Report 2018**

eGISS (Group) A/S has made the Statutory CSR report for the fiscal year 2018, according to §99a and §99b in the Danish law on Financial Statements.

This Statutory CSR report is part of the Management's Review in the Annual Report for 2018 and covers the period January 1<sup>st</sup> to December 31<sup>st</sup>, 2018.

eGISS (Group) A/S sells IT hardware to international organizations with global presence. As part of the service eGISS (Group) A/S also keeps stock on behalf of the customers and is responsible for all logistics regarding deliveries of the IT hardware to the customers' locations. In order to meet customer demand for deliveries at markets not easily accessible, eGISS (Group) A/S has established subsidiaries at strategically important markets, latest in India.

As a global trading company eGISS (Group) A/S wants to do business in a responsible manner respecting current law in the countries and local communities where we are present and do business. As a consequence, eGISS (Group) A/S has made a set of ethical guidelines – a Code of Conduct – describing how eGISS (Group) A/S takes responsibility for the environment and for the people involved in the development and delivery of the eGISS (Group) A/S solutions and services.

eGISS (Group) A/S has also signed the UN Global Compact (UNGC) set of 10 principles aiming at developing and promoting human- and labour rights, environmental responsibility and anti-corruption policies. As part of UNGC eGISS (Group) A/S makes and signs a Communication on Progress report (COP) every year confirming our dedication to work for and promote CSR. In addition, eGISS (Group) A/S is founding member of the UNGC Denmark.

The 2018 COP can be found on UNGC's website <https://www.unglobalcompact.org/participation/report/cop/create-and-submit/active/424148>, and on eGISS (Group) A/S's own website – [www.egiss.net](http://www.egiss.net) – where you can also read our Code of Conduct.

Based on the UNGC 10 principles eGISS (Group) A/S continually works on integrating these in our daily work and operations with a strong focus on:

### **HUMAN AND LABOUR RIGHTS**

- **Significant risks:** For eGISS (Group) A/S these primarily concern compliance with GDPR – both our own and our partners' compliance.
- **Policy:** eGISS (Group) A/S has a set of GDPR policies and guidelines to secure that we are always compliant with current GDPR law and regulations. For our subsidiaries outside of the EU, we do always comply with current law, and we aim at maintaining the highest possible legal standard.
- **Actions in 2018:** In 2018 eGISS (Group) A/S made a set of GDPR policies and guidelines in order to be compliant with the law which came in force in May 2018. In connection with an update of all our employee contracts, all employees have signed our IT Policy, and the IT Policy is now an integrated part of our employee contract for new hiring. During 2018 we have adjusted and updated the GDPR

policies and guidelines. In 2018 our Code of Conduct was finalized and made public on all relevant sites.

- **Results in 2018:** Our Code of Conduct is available at [www.egiss.net](http://www.egiss.net) and it can be found in the public folder (X) that all employees can access. The GDPR policies and guidelines were finalized and our employees can access them electronically and read them in hard-copy. Our Privacy Policy is published on our Customer Purchase Portal.

## ENVIRONMENT

- **Significant risks:** The main risk factor concerns handling and recycling of garbage.
- **Policy:** eGISS (Group) A/S works on decreasing the environmental impact of our business activities.
- **Actions in 2018:** We sort of garbage in order to recycle as much as possible. Together with our freight partners we want to secure that least possible environmental impact, and we continually evaluate our partners by having an open dialogue on how to secure the most sustainable handling of our goods.
- **Results in 2018:** In November 2018 eGISS (Group) A/S insourced all warehouse-and deployment activities from our former supplier. As a consequence, we are sorting cardboard/paper garbage as well as electronics in different containers. At our offices we also use different garbage containers for different garbage (cardboard, paper, small things, household garbage, glass).

## CLIMATE CHANGE

- **Significant risks:** Unnecessary CO2 emission due to means of transportation, and choice of environmentally non-sustainable products in the daily operations at our offices and warehouse.
- **Policy:** eGISS (Group) A/S aims at diminishing the environmental impact of our business activities.
- **Actions in 2018:** Due diligence of our logistics partners to make sure that they comply with current national and international environmental laws and regulations. eGISS (Group) A/S has begun replacement of light bulbs to LED. Whenever possible we buy ecologically produced products, and together with our catering suppliers we work on reducing food waste.
- **Results in 2018:** On-going replacement of light bulbs has reduced energy consumption. We have reduced our food waste significantly.

## SOCIAL RESPONSIBILITY AND EMPLOYEE RESPONSIBILITY

- **Significant Risks:** That our employees fall sick due to inadequate focus on the physical and mental working environment.
- **Policy:** A healthy physical and mental working environment with special focus on safety has high priority, and we continually invest in machines and other means of support equipment to secure the highest possible standard.
- **Actions in 2018:** A Human Resource department was established in 2018 as part of the effort of strengthening focus on having the best possible mental working environment. Our Employee Guidelines have been evaluated and updated.
- **Results in 2018:** The establishment of an HR department to secure focus on having the highest possible working environment standards. Various means of support devices have been acquired.

## ANTI-CORRUPTION

- **Significant risks:** That we can only do business by bribing corrupted people.
- **Policy:** eGISS (Group) A/S has zero tolerance towards corruption.
- **Actions in 2018:** When working in countries known for corruption, we choose our partners carefully, and we are very clear and explicit in communicating to both our partners and employees that any form of corruption and bribery is unacceptable.
- **Results in 2018:** When establishing our subsidiary in Indonesia in 2018, we worked closely with the Danish Embassy in Jakarta to secure compliance with all Indonesian laws and regulations.

## ACCOUNT OF THE GENDER COMPOSITION OF MANAGEMENT

### THE BOARD OF DIRECTORS

- **Status:** The board of directors at eGISS has 1 woman and 3 men which is in compliance with the equal gender balance as set out in "Vejledning om måltal og politikker for den kønsmæssige sammensætning af ledelsen og for afrapportering herom" from the Danish Business Authority.

### OTHER MANAGEMENT LEVELS

- **Status:** eGISS (Group) A/S has a management structure with a management group and a group of team leaders. Until October 2018 the management group had 1 woman and 3 men. As of November 1<sup>st</sup>, 2018, the management group consists of 4 men, and the team leader group has 3 men and 2 women.
- **Policy:** eGISS (Group) A/S is well aware of the benefits of a diversified organization and management team as it contributes to the positive dynamics in the daily work. We focus on rewarding the employees who perform, and we also take seniority and experience into account when promoting employees. Discrimination because of gender, age, nationality etc. is not acceptable, and we consider it discriminatory if a candidate is disregarded based on these factors. The minority gender should at any time experience to have the same opportunities for career and management positions as everyone else based on qualifications, performance, seniority etc. All employees are to experience that eGISS (Group) A/S has an open-minded and unprejudiced culture where all employees can strive and use their skills to the best of their effort. The ambitions and competences of the employees together with the growth of the organization determine the career opportunities regardless of gender.  
eGISS (Group) A/S encourages a reasonable representation of women in the organization. The definition of "reasonable" will at any time depend on the context of the specific vacancy as well as on the proportion of women with the right competences, education, ambitions etc. applying for the specific job.
- **Actions in 2018:** HR has made sure that all vacancies have been open and unbiased to all qualified candidates, and that the best qualified candidate regardless of gender and age has been offered the job. A plan for upgrading professional skills has been initiated making sure that all relevant employee regardless of gender and age will get the opportunity for getting new and upgraded competences.