

## STATUTORY CSR REPORT 2019

eGISS (Group) A/S has made the Statutory CSR report for the fiscal year 2019, 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 2019 and covers the period January 1<sup>st</sup> to December 31<sup>st</sup>, 2019.

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. To support customer demand for deliveries in countries with high entrance barriers, eGISS (Group) A/S runs fully owned subsidiaries at strategically important markets.

As a global trading company eGISS (Group) A/S wants to do business in a responsible manner respecting law and regulations in the countries and local communities where we are present and do business. Our set of ethical guidelines – a Code of Conduct – describes 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. The Code of Conduct was updated in 2019 and can be found on [www.egiss.net](http://www.egiss.net)

Being a signatory of the UN Global Compact (UNGC) eGISS (Group) A/S has chosen to base its CSR policy and efforts on the UNGC set of 10 principles aiming at developing and promoting human- and labour rights, environmental responsibility and anti-corruption policies. eGISS (Group) A/S renewed its Communication on Progress (COP) in November 2019 – please see UNGC's website <https://www.unglobalcompact.org/what-is-gc/participants/62511>

## IN 2019 EGISS (GROUP) A/S HAS FOCUSED ON:

### HUMAN AND LABOUR RIGHTS

- **Significant risks:** Compliance with GDPR is still a risk factor that needs continued focus. Also, compliance with labour rights/working environment is a risk area – as eGISS (Group) A/S grows and gets more differentiated employees, more rules and laws apply to the business and the organization.
- **Policy:** GDPR: 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. Working environment: eGISS (Group) A/S aims at being compliant with existing law regarding working environment – also on the organizational level having a working environment set-up integrated in the organizational structure.
- **Actions in 2019:** The GDPR policies and guidelines have been reviewed and updated according to current regulation. All new hires are required to sign the IT Policy. A statutory Working Environment Group with 3 members has been established and two of the members have taken the statutory Working Environment Education. An "APV" (working place evaluation) was made in

August 2019, and a handbook on securing the working environment is in the making. The Code of Conduct has been updated.

- **Results in 2019:** An updated GDPR policies and guidelines. The establishment and integration of the statutory Working Environment organization. The “APV” indicated some new focus areas that will help improve the working environment and make it compliant with legislation.

## ENVIRONMENT

- **Significant risks:** Handling and recycling garbage is a risk factor. Also, the use of electricity holds a risk.
- **Policy:** eGISS (Group) A/S works on decreasing the environmental impact of our business activities.
- **Actions in 2019:** We sort garbage in order to recycle as much as possible. Also, we seek to minimize the use of electricity. We continually evaluate our partners by having an open dialogue on how to secure the most sustainable handling of our goods. We have made an evaluation of the IT-staging setup in order to secure the lowest possible consumption of electricity at the two premises.
- **Results in 2019:** We sort cardboard/paper garbage as well as electronics in different containers. At our offices we use different garbage containers for different garbage (cardboard, paper, small things, household garbage, glass). The staging set-up has been redesigned with the aim of reducing consumption.

## 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 works on decreasing the environmental impact of our business activities.
- **Actions in 2019:** Due diligence of our logistics partners to make sure that they comply with current national and international environmental laws and regulations. We have also initiated a program measuring the impact of shipping ordered goods to our customers – in order to secure the least possible environmental impact, and to evaluate if and how we can off-set emission. We have set up staging facilities at our warehouse facilities in India and South Africa in order to minimize the number of orders that needs to be delivered from Denmark. Whenever possible we buy ecologically produced products, and together with our catering suppliers we work on reducing food waste.
- **Results in 2019:** We have minimized our food waste significantly. We have a better understanding of the CO2 emission impact and will continue the program on reducing/off-setting emission.

## 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 2019:** Our Employee Guidelines have been evaluated and updated. The statutory Working Environment Group conducted an “APV” and based on that a manual on working environment guidelines was made. Also, a new Contingency Plan has been initialized, updating e.g. instructions if a fire occurs. A partnership with the company Officefit on reducing the physical impact on working was initialized in order to see if light physical exercise will reduce work-related pains e.g. headaches, back – and shoulder pains.
- **Results in 2019:** Updated Employee Guidelines, an “APV” evaluation and action plans based on the evaluation, a manual on working environment and an engagement with Officefit giving the employees the opportunity to exercise during working hours. The Code of Conduct has been updated with the latest company information. New working tools / machines have been bought for our warehouse employees securing the working environment.

## ANTI-CORRUPTION

- **Significant risks:** That we can only do business by engaging in bribery activities.
- **Policy:** eGISS (Group) A/S has zero tolerance towards corruption.
- **Actions in 2019:** 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 2019:** No cases of corrupt practices were identified during 2019. The updated Code of Conduct has served as a reminder to both employees and customers/partners working with eGISS (Group) A/S.

## 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. The management group consists of 4 men, and the team leader group has 3 men and 3 women.
- **Policy:** eGISS (Group) A/S works to promote 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, religion, 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 have the same opportunities for career and management positions as everyone else based on qualifications, performance, seniority etc. Encouraging an open-minded and unbiased culture, all employees are given equal opportunities to use their skills at the best of their efforts and thus support the ambitions of giving everyone equal career opportunities regardless of gender, age etc.  
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 2019:** All vacancies have been formulated in such a way that it is obvious that they are open and unbiased to all qualified candidates regardless of gender, age etc., securing that the best qualified candidate will be offered the job. An eGISS Leadership Program has been designed, and all team leaders regardless of age and gender will be invited to participate in it in 2020.