

STATUTORY CSR REPORT 2020

eGISS (Group) A/S has made the Statutory CSR report for the fiscal year 2020, 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 2020 and covers the period January 1st to December 31st, 2020.

eGISS (Group) A/S is a global IT hardware reseller and logistics partner to international customers with global presence and a strong focus on IT standardization, consolidation, and globalization.

Our vision is to be world leading and the most preferred IT logistics service provider for truly global companies and their partners.

From multiple OEMs and vendors eGISS (Group) A/S delivers IT devices;

- That are configured and ready-to-use
- To all our customers' locations around the world
- At the same global price including freight
- Without hidden or surprising costs
- Based on our customers' negotiated OEM prices or negotiated by eGISS
- Within a few days from receiving the orders
- Invoiced in major global currencies

Or in other words - *One Partner – One Contract – One Price*

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 support our business and have a more sustainable supply chain eGISS (Group) A/S has expanded its presence and has sales offices and warehouses in 6 countries around the world.

eGISS (Group) A/S works in close cooperation with both the manufacturers, freight partners and customers in fulfilling our contracts. We are subject to heavy scrutinizing from our partners in order to meet their high standards of doing business, and we share a mutually understanding of a responsible code of conduct.

eGISS (Group) A/S is committed to sustainability. This includes respect for universally recognized principles on human rights including labor rights, anti-corruption, and the environment. Our Code of Conduct defines our guidelines for meeting our aspirations and is inspired by and built on the Ten UN Global Compact Principles. Our Code of Conduct can be found on www.egiss.net

eGISS (Group) A/S has an Employee Policy stipulating conditions, rights and guidelines when working for eGISS (Group) A/S. It is imperative to eGISS (Group) A/S that all employees have the best possible conditions regardless of where they work, and that national laws and regulations are followed.

A Working Environment Group consisting of 3 employees meet at regular intervals and once a year with the management group to review and set out the strategies for securing a good and healthy working environment.

eGISS (Group) A/S actively supports UN Global Compact (UNGC) and below CSR policy is built on the 10 UNGC Principles. In order to become better and more professional in implementing the UNGC Principles and the 17 Sustainable Development Goals (SDGs), we have participated in different workshops and have sought inspiration among peers. We have also enrolled in a network under the Danish Industry organization focusing on the SDGs. Further, a revision of our Code of Conduct and an Anti-bribery policy have been initiated.

eGISS (Group) A/S renewed its Communication on Progress (COP) in October 2020 – please see UNGC's website <https://www.unglobalcompact.org/participation/report/cop/create-and-submit/active/443792>

Due to the worldwide covid-19 pandemic situation, focus areas have been somewhat different than anticipated with employees working from home, customers having new needs and requests for their IT infrastructure, new rules for sending goods across borders and a worldwide uncertainty as to when this situation will end. Below report reflects this as focus and scope in some areas had to be changed.

In 2020 eGISS (Group) A/S has focused on

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
 - Securing and complying with the right of data privacy as set out in the GDPR law.
- Results
 - No breaches have been registered during 2020.
 - Our GDPR policies and guidelines have been revised according to current legislation, and guidelines for new hires have been formulated and implemented.
- Significant Risks
 - Data breach resulting in leaks of private data.
- Opportunities
 - No specific opportunities have been identified.

Labour rights

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 Group meet once a year to review and set out the policies governing the working environment.
- Focus
 - Securing the working environment when working at home is mandatory because of the covid-19 situation. All employees have been offered the possibility of bringing home the necessary working equipment – pcs, monitors, chairs etc.
 - Securing the working environment for the employees who cannot work from home. At the offices and warehouses all necessary precautions have been taken – masks, hand disinfection and social distance.
 - Fewer physical meetings and more on-line meetings to secure social distance and the risk of getting covid-19
- Results
 - A minor group of employees have experienced work-related health issues (back-and neck problems) due to working from home. They have been encouraged to use the company health insurance to get medical help.
 - The mental work environment is still good, and a continuous monitoring and supervision by the management and team-leader teams have maintained high work ethics whether employees have worked from the company premises or from home.
 - No covid-19 cases have been reported.
 - More on-line meetings and less travelling – both domestic and abroad.
- Significant Risks
 - Stress and loneliness working alone from home.
 - Health issues due to working from home.
 - Employees getting covid-19.

- Opportunities
 - Trying out new ways of organizing the work with employees working both from the offices and from home offices.
 - New meeting formats.
 - Work-life balance.

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 – garbage, recycling, electricity, reduce waste of food etc., and on our impact sending goods around the world. We seek partnership wherever possible with manufacturers, customers, and freight partners.
- Focus
 - Recycling of material and garbage from our premises in Denmark – and a continuous effort to reduce the amount of waste.
 - Energy efficiency at our premises in Denmark – reducing the use of electricity and heating.
 - Buying bio-products whenever possible and reducing food-waste.
 - Carbon footprint when sending goods.
- Results
 - We recycle about 95% of the plastic, cardboard/paper used as well as electronics – using the recycling stations close to our premises.
 - Our premises in Denmark are not very energy efficient, and despite renovations we can still make improvements.
 - About 50% of the products we consume at the office/warehouse premises are ecologically produced. Food-waste is at a minimum – leftovers from lunch are packed to be taken home by the employees.
 - We have initiated a dialogue with our freight partners on how to measure and report the carbon footprint, and we also work with the manufacturers on how to measure the full carbon footprint in our supply chain. We have not yet been able to find a good model that can help us measure, document and monitor our carbon footprint when sending goods around, so this will have a stronger focus in 2021.

- Significant Risks
 - No significant risks related to environment have been identified.
 - Energy and electricity consumption get too high due to the old premises and renovating the premises does not pay off in terms of heating and electricity consumption.
 - Not having a business model to measure carbon footprint can exclude us from future tenders.
- Opportunities
 - When documenting our carbon footprint, we can initiate new partnerships and projects on carbon footprint off-set.
 - Knowing our carbon footprint can help qualify our assessment of where to establish new subsidiaries and warehouse as a means of reducing our carbon footprint.

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 set the standards and guidelines on dos and don'ts for employees, customers, and business partners.
- Focus
 - Monitor and secure that our zero-tolerance policy is followed.
 - Update existing Code of Conduct.
 - Make and implement an Anti-Bribery Policy
- Results
 - No cases of corrupt practices have been identified.
 - Up-date of Code of Conduct is in-process and is expected to be finalized and approved by the management board no later than Q4, 2020.
 - The Anti-Bribery Policy is in-process and is expected to be finalized and approved by the management board no later than Q4, 2020.
- Significant Risks
 - Without a clear, explicit, and unambiguous Code of Conduct and Anti-Bribery Policy we will be excluded from future tenders.
 - Employees can – unknowingly – act inappropriately if the Code of Conduct and the Anti-Bribery Policy is not clearly communicated and implemented.

- Opportunities
 - eGISS (Group) A/S will be a more attractive business partner for customers and suppliers.

Account of the gender composition of Management

- Status – Board of Directors
 - The board of directors at eGISS (Group) A/S has 1 woman and 3 men. The members reflect the ownership structure, and 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.
- Status – Other Management Levels
 - The current management structure consists of a management group with 5 men, and a group of 6 team leaders, 3 men and 3 women. Overall, the gender distribution in eGISS (Group) A/S is 2/3 men and 1/3 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.
- Focus
 - With regards to new hires, eGISS (Group) A/S continues to encourage 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.
 - Hiring a veteran or a so-called “flex-jobber” for a part time facility position.
 - eGISS Leadership Program – was planned to take place during March- June 2020 and include all team leaders. Due to the covid-19 situation, the activities related to the program have been postponed to 2021.

- Results

- In 2020 eGISS (Group) A/S had 3 open vacancies all being formulated in such a way that it was obvious that they were open and unbiased to all qualified candidates regardless of gender, age etc., securing that the best qualified candidate would be offered the job. Among both male and female candidates, the three best qualified were chosen – 2 women and 1 man.
- eGISS (Group) A/S has participated in network arrangements for veterans and has reached out to local job centres to find an employee that will qualify for the facility position. Due to the covid-19 situation the process will be finalized early 2021.

- Significant Risks

- If eGISS (Group) A/S do not pay attention to having a diversified group of employees, we will miss out on talented employees.

- Opportunities

- With a diversified group of employees, eGISS (Group) A/S will get competencies that can contribute to a continuous development of skills.