

netcompany

We are committed

CSR Policy

Netcompany Group A/S

CVR no. 39 48 89 14

Introduction and purpose

Netcompany's vision is to become the leading digital vendor and digital enabler in Northern Europe by accommodating and accelerating digital transformation for public and private enterprises to support strong and sustainable societies, successful and competitive businesses, better environment and better lives for all of us.

Our CSR activities are governed through several documents and processes, including our Code of Conduct, Environment Policy, our Security Handbook, and in the day-to-day management of the company.

At Netcompany we feel substantially responsible for contributing to the continuous development of the societies in which we operate by ensuring that both public and private institutions embrace digitalisation and thereby create an even better and more valuable everyday-life for everyone.

We feel responsible for creating a better digital future. Not because we have grown to a size and a role where it's expected, but because we are capable and because it's in our DNA.

We see CSR as a journey where we continuously strengthen our contributions and improve our efforts. In 2018, we aim to strengthen the internal CSR management by creating a stronger link between strategy, objectives and activities, and key performance indicators.

We aim to create value in each of our focus areas: People, Community and Environment.

Strong and sustainable welfare societies

Netcompany delivers some of the most society critical administrative systems in terms of distributing wealth and ensuring that the welfare society works as intended. We are a key player in collecting tax and distributing various welfare benefits such as child, housing, unemployment benefits.

In doing so, we are driven by following basic principles to form a solid fundament for the welfare societies we operate in

- Ease of use and flexibility in all government systems to accommodate the most efficient administration following rules of engagement provided by law makers
- Personal identification and data trace to support correct transparent government handling of citizens and businesses
- High levels of security to respect privacy but also to protect the societies, in which we operate, from cyberattacks and other digital threats

By adhering to this we are playing a key role in striving to support a modern, state-of-the-art, fair and corruption-free administration of the societies we operate in.

In the private sector, together with our clients we digitally innovate businesses and industries to create competitive companies that are operated in an ethical and responsible manner contributing to the societies in which they are an integrated part of.

Environment

Netcompany is dedicated when it comes to preserving the environment. We contribute directly and indirectly;

- All Netcompany IT operations are continuously monitored and updated to utilize modern power saving infrastructure. Along with our customers we have a strong and dedicated ambition to keep energy consumption as low as possible when operating IT systems. We are very conscious to be at the forefront, taking measures when we update IT infrastructures to have a green profile - both when it comes to consumption and what sources of energy can be utilized
- By providing communications, information management, and various self-service solutions we enable people to encounter and work closely together with less physical boundaries; that goes for citizens as well as businesses. Furthermore, by optimizing and digitalizing workflows we strive to create a business environment with our clients where smarter transport and logistics is key to provide a great service with less pollution and energy consumed

People

Being a vital part of digitalizing societies in the countries where we operate, Netcompany plays an important role in creating a better life for all citizens, and hence ensuring stability, sustainability and trust in the welfare society.

- We strive to ensure that services given to people from central and local government are correct, timely and reliable to sustain confidence and trust in society as a whole; this goes for monetary services like child-, housing-, unemployment-benefits but also information and self-service facilities in healthcare, social welfare and education sector
- By digitalizing tax and custom house administration we are dedicated to service employees in companies effectively and accordingly to laws and regulations to make them focus on creating value and hence creating a better life for everyone
- By enforcing new and reliable tax collection systems and procedures we ensure that population can trust central authorities and are confident in the tax administration as a whole

Being a large employer and a vital part of educating young people digitally in our society we strive within our own ranks to be market leading in terms of creating a great working environment with respect for the individual and with the aim of establishing a strong learning platform for everyone involved. This platform is vital for all current employees but also forms a basis that can be referred to later on their careers in other companies.

- We invest in IT talent and education to unfold digital capabilities to the benefit of society at large
- We recognise the importance of diversity and gender equality at all organisational levels
- We promote IT professions to women from the very start in elementary school and throughout the educational path

- Our academy is unique and one of its kind. Our academy is built on principles and learnings back from our founding year 1999, providing a common language and strong methodology throughout our company, for everyone
- We have a strong people culture. We trust and respect each other as peers and as team members
- We believe in the dynamics of IT people leading IT people. This way teams grow strong and along with that they feel profoundly committed to deliver within scope and deadline

CSR ownership and operations

CSR is organisationally anchored in Communications. A CSR task force (reporting to executive management) representing Marketing, HR and Communications is thoroughly pre-qualifying new initiatives against Netcompany's values strategic CSR goals.

UN Global Compact

We are committed to continuously improve our sustainability performance and follow the United Nations Global Compact's principles relating to labour practices, human rights, environment and anticorruption, and we support United Nations' Declaration of Human Rights.

CSR reporting

This CSR policy as well as our CSR strategy, objectives and activities to continuously improve the integration of the Global Compact and its principles into our business strategy and daily operations is accounted for in the annual Global Compact Communication on Progress, which also constitute our non-financial report on CSR.

Netcompany, Copenhagen, May 2018