



Let's go further



ESG Policy



1 INTRODUCTION

The purpose of this ESG Policy is to demonstrate EG's commitment to corporate environmental, social and governance matters relevant to our operations.

This policy sets the framework for how EG meet the present and future requirements of markets and society. This policy also reflect commitment to conduct our business with integrity in all our actions.

As a part of that, EG and our business partners must as a minimum comply with national laws and regulations as well as the principles expressed in the UN Global Compact initiative or principles similar to the ones expressed herein.

1.1 APPLICABILITY

The policy applies to all staff and consultants and/or contracting staff working in EG. Please see the list of legal entities in EG on <http://global.eg.dk/companies>

1.2 DEFINITIONS

Key terms and definitions can be found in the appendix, in section 5.1.

In this policy "EG" shall also be referred to as the company or EG.

2 POLICY STATEMENT

In EG, we strongly believe in the mutual interest of both EG and our business partners to meet the present and future requirements of markets and society.

This includes demonstrating responsibility towards the environment and the people taking part in the development and delivery of our solutions and services.

As a Nordic technology partner working from locations in several countries, we provide digital solutions to thousands of private and public customers as well as millions of end users.

EG serves private businesses and the public sector with equal dedication. As mutually trusted partners, EG always takes the long-term view as opposed to chasing short term gains.

Our position as one of the leading software companies in the Nordics is thus built on close relationships with our customers, industry knowledge, and solid IT skills. Trust is paramount in an accountable organization and is established by always being honest and straightforward in our advice and delivering as promised, with our word as our bond.

Our overall ESG policy, which includes our Code of Conduct - for Workers and Code of Conduct for Business Partners, has been approved by EG's management team and the board of directors.

The ESG policy is based on the ten principles of the UN Global and respects the intentions of the 17 UN Sustainable Development Goals.

The goal of this policy is to aid EG's senior leadership and external entities to:

- set strategies with respect to ESG matters, as well as create, execute and monitor initiatives and polices based on such strategy
- oversee communications with staff, management and other stakeholders for ESG matters
- develop understanding and incorporation of ESG management in the future

We want to make sure that our actions are backed by data. That's why we once a year report the results on the major ESG actions that we have taken and define new goals for the year to come in our annual ESG Report and in our UN Global Compact Communication on Progress report. ESG Topics

EG wants to be:

- A climate positive software company
- A diverse and unified world class working place
- An honest, trusted and accountable software company

We believe these three steps will lead us not only towards both sustainability and profitability as well as set an example for others to join us.

Within the three over all key areas, environment, social and governance, we have defined the issues that are material to EG and which should be in focus at all management levels.

Environment

- Carbon Emissions
- Energy Management
- Climate Risk
- Pollution and water

Social

- Employee Health and Safety
- Diversity and Inclusion
- Wage Level and Equal Pay
- Employee Turnover Rate

Governance

- Data Privacy
- Corporate Governance
- Transparency and Reporting
- Stakeholder Engagement
- Ethics and Compliance.

In our ESG-strategy for 2021-2030 we focus on these issues within our sphere of influence, which includes our customers, investors, staff, suppliers, vendors and partners as well as the society and communities we work within in general.

Link to EG's ESG webpage: [ESG in EG | Environment | Social | Governance](#)

Environment – climate and sustainability

EG supports a precautionary approach to environmental challenges and undertakes initiatives to promote greater environmental responsibility. Also, we encourage the development and diffusion of environmentally friendly technologies.

EG's operations are not conventionally resource intensive. Even though, EG has committed itself to being CO2 positive in 2030, as we recognize the climate crisis as the major threat to both society and business. As a software company with both public and private customers throughout the Nordic region, we have an important role to play regarding the green transformation of society.

Thus, EG commits itself to work actively to be compliant with Global Compact's Environmental Protection Principles:

- Principle 7: Businesses should support a precautionary approach to environmental challenges
- Principle 8: undertake initiatives to promote greater environmental responsibility
- Principle 9: encourage the development and diffusion of environmentally friendly technologies

We focus on:

- Designing and supporting policies, programs and actions that allows us to reduce consumption, manage waste responsible and recycle when possible
- Collaborating with relevant partners in order to reach our goals

- Asking our vendors to act responsible by considering environmental and climate factors in vendor selection
- Finding & testing tools, methods and initiatives that enable us to become carbon neutral

Social – Labor Rights and people

We want to be a diverse and unified world class working place and EG supports and respects the protection of internationally proclaimed labor rights, and we make sure that we are not complicit in violations of labor rights.

Thus, EG commits itself to work actively to be compliant with Global Compact's Labor Rights Principles:

- Principle 3: Businesses should uphold freedom of association and the effective recognition of the right to collective bargaining
- Principle 4: the elimination of all forms of forced and compulsory labor
- Principle 5: the effective abolition of child labor
- Principle 6: and the elimination of discrimination with respect to employment and occupation

We focus on:

- Supporting policies, programs and actions that drives workforce engagement
- Supporting actions and partnerships that promote diversity and inclusion
- Supporting policies, programs and actions that drives gender balance and equal pay

Corporate Governance – Human Rights and Anticorruption

We want to be an honest, trusted and accountable software company and we support the Universal Declaration of Human Rights.

In EG we operate our business in a transparent and trustworthy way, and we make sure that we are not complicit in any human rights abuses.

EG also recognizes corruption and bribery as barriers to sustainable development as well as free and fair trade. EG supports the work against corruption in all its forms, including extortion and bribery. Thus, EG commits itself to work actively to be compliant with Global Compact's principles on Human Rights and Anticorruption:

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights
- Principle 2: make sure that they are not complicit in human rights abuses in all its forms, including extortion and bribery
- Principle 10: Businesses should work against corruption

We focus on:

- Implementing policies, programs and actions ensuring Data Privacy and Data Security
- Supporting fair business through advocacy of Business Ethics internally and externally
- Implementing policies, programs and actions that eliminates the risks of bribery and corruption

This ESG Policy is not exhaustive, and EG will continue to update and amend as its business operations expand in scope.

3 COMPLIANCE

Breach or non-compliance with this policy may have severe consequences for EG depending on the seriousness of the violation. This may therefore have consequences for your employment with the company.

The following situations will always be considered a serious breach of this policy:

- Accept of bribery
- Sexual harassment or hate crimes
- Discrimination based on gender, religion, etc.
- Misuse of whistleblower policy

4 RELATED POLICIES AND SOPS

RELATED POLICIES	
Whistleblower Scheme	Environmental Policy
EG Cyber and Information Security Policy	Health & Safety Policy
Green Company Car Policy	Anti-corruption and Bribery Policy
Diversity and Non-discrimination Policy	

5 APPENDIX

5.1 DEFINITIONS

TERMINOLOGY	DEFINITION
ESG	Environmental, Social and Governance
CSR	Corporate Social Responsibility
UN Global Compact	United Nations Global Compact is a voluntary initiative which is based on CEO commitment. The goal is to implement universal sustainability principles and to support UN goals.
UN SDG	United Nations – Sustainable Development Goal addresses global challenges and directs initiatives to work with for a more sustainable future.