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WE SUPPORT

UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS 2019

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CEO STATEMENT

We have been a proud member of the United Nation Global Compact since 2014. When we joined the United Nation Global Compact, we incorporated the ten principles as an integrated part of our Code of Conduct. Therefore, the principles are a big part of our values and the way we run our organization.

At ProData Consult, we acknowledge and accept the responsibility that follows when you are a larger European company. We take our role of contributing to our local communities around Europe very seriously.

We continuously work hard to uphold our existing initiatives taken the past years, but we also put an ongoing effort into taking new actions to abide by the ten principles.

In 2018, we formulated and adopted a CSR policy, which is solely based on the ten principles.

With this annual report, we are proud to reaffirm our commitment to the ten principles of the United Nations Global Compact Initiative covering Human rights, Labour, the Environment, and Anti-corruption, and we urge other companies to do the same.

July 17, 2019

Søren Rode, CEO



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HUMAN RIGHTS

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 Assessment, Policy, and Goals.

ACTIONS:

- The internationally proclaimed human rights are an integral part of our Code of Conduct. It is a central part of the values on which we build our company.
- Our participation in the UN Global Compact, our Code of Conduct, and the full UN Human Rights Declaration have a permanent page on our websites.
- When you enter our office, the Code of Conduct is the first thing you see. This way we are reminded every day, which values our company is built upon.
- ProData Consult has a publicly known policy of not delivering to any public administration or company abusing human rights.
- Our company has internal policies and processes where any client or project potentially violating above human rights have to be approved by Management.
- ProData Consult is financially supporting Amnesty International and Unicef with an annual donation. Thus, we are directly contributing to organizations advocating and working on protecting human rights.
- Since 2016, the Code of Conduct has been a part of our employee handbook, which is required for all new employees to read.

MEASUREMENT OF OUTCOME:

- No violations of human rights have been detected.
- Thank you letters from receiving organizations, promoting and protecting human rights, were received acknowledging our donations.
- More than 650 visits to our website page, describing the full UN Human Rights Declaration.

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LABOUR

PRINCIPLE 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

PRINCIPLE 4

The elimination of all forms of forced and compulsory labour.

PRINCIPLE 5

The effective abolition of child labour.

PRINCIPLE 6

The elimination of discrimination in respect of employment and occupation Assessment, Policy, and Goals.

ACTIONS:

- ProData Consult fully supports freedom of association, and all employees have the right to collective bargaining.
- We support the elimination of all forms of forced or compulsory labour.
- ProData Consult financially supports Unicef and thus an organization working on abolishing child labour in all its forms.
- Non-discrimination and labour rights are an integral part of our Code of Conduct.
- We do not discriminate due to race, political or religious beliefs, or sexual orientation and have a no tolerance policy on any cases of discrimination discovered.
- ProData Consult welcomes a diverse labour force and sees differences as strengths. We work towards having a diversified labour force.
- Once a year, all employees have an appraisal interview and conversation with the line manager with the purpose of giving the employees the opportunity to influence their own personal and professional development in the company.
- APV survey every second year

MEASUREMENT OF OUTCOME:

- No instances of forced and compulsory labour nor child labour were detected.
- No cases of discrimination were detected.
- Although we operate in a traditionally male dominated business segment (IT), we have an administration with +50% women employed by 2019.
- 35% of the management is female.
- Two female board members (33%).
- Declining sickness absence trend from 2015-2018.
- No work injuries were reported.

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ENVIRONMENT

PRINCIPLE 7

Businesses should support a precautionary approach to environmental challenges.

PRINCIPLE 8

Undertake initiatives to promote greater environmental responsibility.

ACTIONS:

- We are delivering and contributing to a large number of IT projects focused around energy savings and eco-friendly technologies. This includes several large Scandinavian energy providers and public power suppliers, thus directly contributing to and being an instrumental partner in both the development and diffusion of new and innovative technologies directly benefitting our environment.
- We have a digital contract system making our contract flow 100% paperless.
- Internally, we recycle all paper.
- All our major vendors are certified CO2 neutral.
- 100% of our purchased groceries are organic.
- We are encouraging reduced printing, and we consider the environment in all outgoing mail from all employees, in all countries.

MEASUREMENT OF OUTCOME:

- All paper is recycled.
- An increased internal awareness about the environment and how we affect the environment in our everyday work has been created.
- Two top management members are driving electrical cars.

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ANTI-CORRUPTION

PRINCIPLE 10

Businesses should work against corruption in all its forms, including extortion and bribery.

ACTIONS:

- Working against all forms of corruptions are an integral part of our Code of Conduct. It is a central part of the values on which we build our company.
- We run an honest, open, and transparent company, and these values are core values in our company. We only want to win business based on delivering the best quality service for the best possible price, nothing else.
- All expenses related to building relations with clients and sub-contractors have to be approved by Management (CEO level).
- We support Transparency International financially.
- We advise and support our freelance business partners within taxation and revision, in order to make sure they abide by the tax regulation and rules. This year, we have also held an event addressing this topic.

MEASUREMENT OF OUTCOME:

- No incidents of corruption were detected, and Management can guarantee that no such incidents have occurred.
- Thank you letters from receiving organization were received acknowledging our donations.
- An increased internal awareness about anti-corruption has been created.
- An event about correct taxation and revision with more than 200 participants.

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PRODATA CONSULT

BUSINESS AND IT CONSULTANTS

ProData Consult is one of the largest independent consultancies in the Nordic region. The company is headquartered in Copenhagen, with subsidiaries in Denmark, Sweden and Norway as well as Germany, the Netherlands and Poland.

Our extensive national and international network of business and IT consultants enables us to identify and present the right consultant for your business. We ensure that our consultants

have industry-relevant experience and possess the right skills to do the job.

ProData Consult is a consulting company characterized by competitive pricing, flexibility, quick delivery, security, and stability as well as the highest standards of IT competencies. We believe cooperation and personalized service are paramount.

