

# Code of Conduct

Our mission is to help governments transform and thereby contribute to creating efficient, accountable and transparent public institutions. To date we have developed a strong culture of acting responsibly to reach our goals, as our business has expanded into new markets outside of Denmark and therefore, we need to keep strengthening this culture and beware of any complacency, as we otherwise risk compromising our values.

We are committed to delivering products and services of high quality that help create transparent and accountable institutions.

We respect all national and international laws applicable to our business.

We respect the 10 principles formulated by the UN and live up to the principles in both letter and spirit.

We respect our stakeholders and do not engage in any discriminatory behaviour.

We respect our colleagues and are committed to sustaining a working environment where everyone is confident about raising their ideas and concerns.

We act responsibly and strive to have a positive impact on the climate as well as the environment.

We do not engage in activities that are connected to any form of corruption.

We do not perform aggressive tax calculations or use transfer pricing to avoid paying taxes in any country.

We do not provide political contributions.

We do not act with the purpose of receiving special treatment.

We only give gifts that are within the boundaries of the law and norms of the particular industry.

We do not participate in activities that may undermine open market competition.

We respect and comply with this Code of Conduct. If any employee recognises that we are failing to comply with this Code, it is the responsibility of that employee to report it to the CFO or if applicable under our independent whistleblower provisions.

We oblige our suppliers to follow our Suppliers Code of Conduct to ensure that we work with a supply chain that undertakes social responsibility.

Copenhagen, November 6, 2024

Per Jørgen Knudsen, CEO  


