

CSR Policy

NNIT A/S

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1 Introduction

- 1.1 NNIT's DNA emerges from the regulated pharmaceutical industry as a former subsidiary of Novo Nordisk A/S. Our origin reflects our approach when it comes to quality and business ethics, but also when it comes to defining our corporate responsibility. Further, our ownership structure entails that we are a company within the Novo Group.
- 1.2 NNIT is committed to develop our business based on the combination of running a profitable company with continued growth, while acting socially responsible and with environmental awareness.
- 1.3 Our communication guidelines ensure our shareholders equal, adequate and timely access to information on our business. We pursue an open dialogue with all investors and analysts about the company's activities and financial performance.

2 Business objectives, ethics and core values

- 2.1 Our Corporate Social Responsibility Policy integrates and reflects our business objectives and our core business values: "open and honest, value adding and conscience driven" – while keeping in mind that corporate responsibility must be carried out through the mutual commitment by management and employees on a daily basis as an integrated part of our work.
- 2.2 We are accountable for our financial, environmental and social performance and we act accordingly as individuals and as a company.
- 2.3 Our Business Ethics are providing guidance and outlining the responsibilities of our employees and directions to protect NNIT from malpractice which may undermine NNIT's business integrity and impact our long-term business success and corporate values. NNIT is committed to apply a consistent high level of Business Ethics standards across the value chain, and as such our Business Ethics are applicable to NNIT employees in all countries and locations as well as to external partners working on behalf of NNIT.

3 Human Rights, UN Conventions & Sustainable Development Goals and ILO Conventions

- 3.1 We comply with the requirements of The Universal Declaration of Human Rights and The United Nations Convention against Corruption, and we ask of all our employees that they work actively to ensure continued compliance in all aspects of their work.
- 3.2 NNIT supports the ten principles of the UN Global Compact with respect to human rights, labor, environment and anti-corruption. NNIT reports in accordance with the UN Global Compact requirements, publishing an annual 'Communication on Progress'

report, including the Statutory Corporate Social Responsibility Statement pursuant to section 99 a and 99 b of the Danish Financial Statements Act.

- 3.3 NNIT supports the Sustainable Development Goals, and works actively to promote SDG 4, 'Quality Education' and SDG 5, 'Gender Equality'. Progress is reported in NNIT's annual UN Global Compact 'Communication on Progress' report.
- 3.4 Further, as a company working globally, NNIT complies with the International Labour Organization's conventions and declarations, including the Rio Declaration on Environment and Development, convention no. 155, as well as the Declaration on Fundamental Principles and Rights at Work.

4 Suppliers and Subcontractors

- 4.1 NNIT is reliant on suppliers and subcontractors to provide goods and services. NNIT acts in a socially responsible way to ensure that our customers' assets are protected, and we aim to secure that our suppliers and subcontractors comply with local labor laws and regulations to meet our business standards.
- 4.2 When engaging with suppliers, NNIT conducts an approval process of the suppliers to ensure that they meet our safety and quality requirements as well as our business standards.
- 4.3 In our supplier contracts we include a document describing NNIT's responsible sourcing standards, which we consider an integral part of our business relations with our suppliers. We expect our suppliers to share the fundamental principles expressed herein and we demand of our suppliers and subcontractors that they comply with and meet the requirements of United Nations Global Compact. This is our way of bringing commercial attention to the corporate responsibilities and securing awareness of fundamental principles to ensure sustainability on a broad scale.

5 Diversity

- 5.1 We have special attention towards gender diversity as this constitutes the basis of our ongoing development of a work environment that encourages and ensures equal opportunities for all without discrimination and with respectful cooperation between all employees. Our diversity policy is an integrated part of training and talent management in NNIT as well as in our employment and people management processes.
- 5.2 Our diversity policy encourages and ensures equal opportunities for all without discrimination as well as an aim to have both male and female candidates in the recruiting process for management positions and aims to have both male and female candidates among successors to management positions. NNIT has global goals for gender distribution on all level in the organization; both employee, management and Board of Directors level.

6 Environmental awareness

- 6.1 NNIT works continuously to reduce the use of resources and the environmental impact of our business activities, and we maintain focus on how we can reduce energy consumption in all business areas. Our headquarters as well as our datacenter, both located in Copenhagen, have consequently been constructed with emphasis on sustainability and energy efficiency. The datacenter uses 100% certified green energy to run servers and other IT infrastructure.
- 6.2 We promote sustainable and low-energy devices on a broad scale, and we have reduced the need for company travel by simplifying the use of virtual meetings between our different office locations.

7 Working Environment

- 7.1 NNIT has always prioritized the working environment. Safe, healthy and stimulating jobs are the precondition of the flexibility, adaptability and personal development required of employees of NNIT.
- 7.2 As part of our internal processes we have developed a Working Environment Process, which covers all activities that are required to ensure a healthy working environment.
- 7.3 In January 1999, NNIT's Working Environment Council was established and the document, "NNIT A/S - Arbejdsmiljøarbejde i Danmark", has since been approved, and we have continued focus on our working environment to create optimal working conditions for our employees as well as securing that accidents do not occur. Any employee who suffers an accident at work is one too many and we are using our best efforts to keep our employees safe from the risk of accidents at work at all times.

8 Whistleblower function

- 8.1 NNIT has set up a whistleblower function. The function is approved by the Danish Data Protection Agency. In addition to usual control functions, the whistleblower function is intended to enable employees, management and external stakeholders to pass on information in a secure and confidential way to raise concerns regarding acts or omissions that could harm NNIT.
- 8.2 The whistleblower function is supervised by the Audit Committee and managed by an internal Compliance function. Reports and queries received through the whistleblower function can be made confidentially and anonymously.
- 8.3 Overall the whistleblower function shall include the entire NNIT Group and support and secure NNIT's vision, mission, targets, strategy and values.

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This CSR Policy has been adopted by the Board of Directors on 24 January 2017 and reviewed by the Board of Directors on 12 December 2019.