



# COP23

COMMUNICATION ON PROGRESS



**DanofficeIT**





## CONTENT

3	CEO STATEMENT
4	ABOUT DANOFFICE IT
6	FACTS ABOUT DANOFFICE IT
7	OUR COMMITMENT TO THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT
8	HUMAN RIGHTS
9	LABOUR
12	ENVIRONMENT
17	ANTI-CORRUPTION
19	OUR WORK WITH THE UN SUSTAINABLE DEVELOPMENT GOALS



CEO Lars Baun Jensen

Since our inception in 1995, we have been a global company and now, almost 30 years later, we are one of the leading IT suppliers to the United Nations and NGOs worldwide.

Today, we are a large IT infrastructure Powerhouse with a global mindset which supplies IT infrastructure and services to IGOs, NGOs, as well as private and public companies in more than 180 countries. Operating this business must be done while maintaining an alignment with our ambition of being a responsible company in all aspects whether the issue is the environment, people, or corporate governance.

## CEO STATEMENT

**The year 2023 has been characterized by general instability in the world due to the war in Europe, inflation, and subdued economic growth. Although the business climate has been challenging in 2023, we have been at full speed ahead on our Environmental, Social and Governance (ESG) agenda.**

### Goals for the future

We have initiatives in place for the environment, social impact, and corporate management in all aspects of our business and in 2023, we selected five ESG goals as we move towards 2030 to serve as a guideline for these initiatives. Our ESG goals focus on our CO2 footprint, more sustainable technology, diversity, inclusion and equality, anti-corruption, and transparent governance.

### Stronger Global Presence and more Sustainable Shipping

In 2023, we opened new offices in India and China. This was a very important step for us strategically because it supports our global strategy and strengthens our ambition to be closer in proximity to our customers and to create a more sustainable operation of our organization. Our presence in Asia will reduce our CO2 footprint considerably in relation to shipping to our customers in this part of the world.

### Mission Towards Zero Emissions

One of our five ESG targets is a 50% reduction of our own CO2 emissions by 2030 and net-zero emissions by 2050. A central parameter in that equation is our energy consumption and in 2023, we entered into an agreement with an independent, Danish solar cell startup, The 0-Mission. With our solar cell subscription, we now have 50% of our total electricity consumption covered by renewable energy. However, this partnership is about more than just us. By choosing an independent startup, we contribute to the growth of one of the smaller players in the cluster of those who all have a desire for a greener future.

### Special Minds Partnership

We place a focus on social responsibility in our own organization and in our agreements with our collaborative partners.

As a new initiative in 2023, we entered into a collaboration with Special Minds which is a social-economic company that helps young people and adults with Autism Spectrum Disorder and similar profiles to find a way into the work force. Special Minds helps our department, Danoffice IT Green, to separate used IT equipment so it can be recycled more easily.

### Cyber-safe Starting Point

With the acquisition of the Danish consulting company Conecto A/S in 2023, we achieved our goal of improving our security skillset. Via Conecto's specialization in cybersecurity, we can help our customers create a more sustainable operation. The connection between cybersecurity and ESG is defined by the fact that security is a prerequisite for success! Technology is often complex, data-heavy, and sensitive. Disasters and cyber-attacks can cause a lot of damage to green initiatives. IT security is often left out of the conversations about sustainability, and we work to close that gap, create awareness, and take action.

The 2023 COP report demonstrates our continued dedicated commitment in the ESG arena not to mention the several new initiatives and investments we are continuously launching in all parts of our value chain and organization. We must all take action now. As suppliers, customers, and partners, we must stand firm together in the work for our common future.

With this report, we are pleased to confirm our continuous support of the United Nations Global Compact and the principles within Human Rights, Labor, Environment, and Anti-Corruption as well as our support of the UN Sustainable Development Goals. We want to live up to the highest standards of good governance and ethics in the way we conduct our business.

**Lars Baun Jensen**  
CEO, Danoffice IT

## ABOUT DANOFFICE IT

Danoffice IT was established in 1995 and provides IT infrastructure and solutions to international organizations and businesses worldwide. We provide IT equipment and services to more than 200 countries.

Our IT portfolio includes hardware, software, consulting, services as well as reuse and recycling services, and we cover all leading brands. Our technical employees have a broad and deep knowhow in IT infrastructure and solutions and assist our customers all over the world.

Since our beginning we have delivered IT solutions, services, and mission-critical IT equipment to inter-governmental and non-governmental organizations and to charities involved in peacekeeping and humanitarian projects in unpredictable and unstable parts of the world. We are especially proud of having the United Nations as our customer.

We cooperate very closely with our customers throughout the entire process from analyzing needs, supplying the needed IT equipment, installing the solution, and offering several valuable after sales services as well as reuse and recycling services supporting the circular economy. A holistic approach which brings VALUE to the customer and return on their investment.

When we do business, we care for the environment and take responsibility on behalf of both us and our customers, when we are searching for, demanding, and recommending the most sustainable IT solutions.

Our customers are always our priority. We are committed to serve their needs regarding IT infrastructure, solutions, and logistics no matter where they are in the world. This is important to ensure trust and credibility in our collaboration – and essential to earn the right to be their preferred IT partner.



### **Our People and Culture**

We have a Statement of Purpose for our Cultural Constitution. It is a statement of purpose for who we aspire to be and not to be, and which cardinal virtues and management principles to live by. It is our guideline for everything we do, and this is what is expected of us all.

With our cultural constitution we have a moral compass, which ensures, that we stay on course, and that our work is always contributing to reaching our goals.

Our four virtues are the corners of the world. These are the character traits we strive to live up to.

#### **Courage:**

We dare to do things our own way. We turn down, what is contravening our integrity and orderliness. We challenge each other and are targeting a better result for everybody.

#### **Empathy:**

Here people come first. We establish cohesion in spite of differences.

#### **Humbleness:**

We listen to each other. We are conscious about our strengths and weaknesses and ask for help, whenever we need it.

#### **Aspiration:**

We demonstrate capacity for action and pursue excellence, in what we do, and strive – without fear of change -to become better tomorrow.

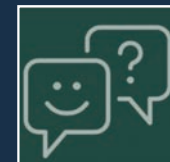
## **Courage**



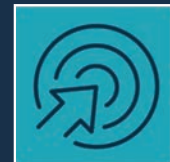
## **Empathy**



## **Humbleness**



## **Aspiration**

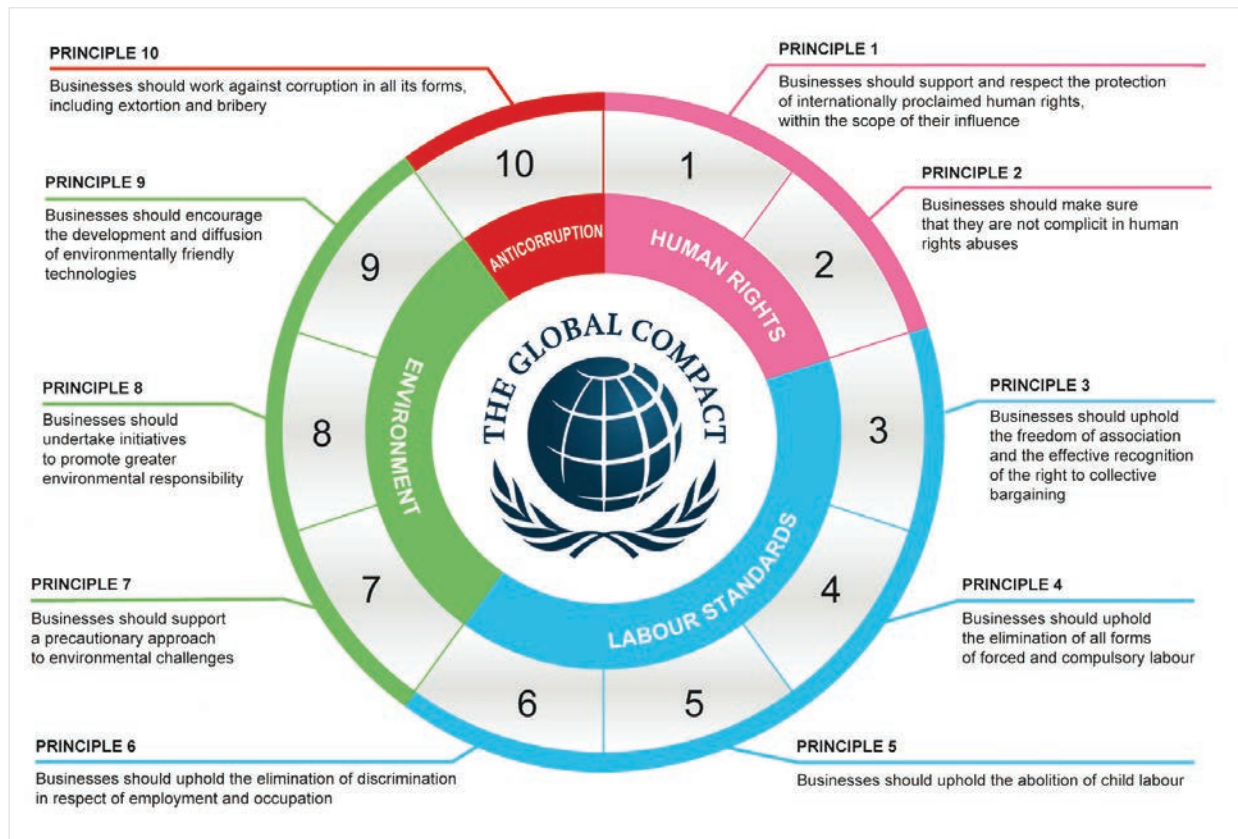


## FACTS ABOUT DANOFFICE IT





## OUR COMMITMENT TO THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT



Our work with social responsibility and sustainability is built on our core values. The commitment of our employees and shareholders to live by those core values is in our DNA. We want to be responsible for the impact our activities have on colleagues, partners, customers, communities, and the environment.

We have been a member of the UN Global Compact since 2007 and we conduct our business activities with respect for the ten principles for human rights, labour, environment and anti-corruption and the relevant UN Sustainable Development Goals (SDGs). The Ten Principles have been integrated at all organizational levels from strategic to tactical and operational level. Our progress on the principles is communicated to our partners and employees through our company employee manual and at [www.danofficeit.com](http://www.danofficeit.com).

On the following pages we will describe our policies and contributions to the Ten Principles of the UN Global Compact and how they relate to the different Sustainable Development Goals.

## HUMAN RIGHTS

### **Principle 1: Business should support and respect the protection of internationally proclaimed human rights.**

We believe that all human beings are born free and equal in dignity and rights. We respect all people regardless of nationality, race, gender, religion, class, or political opinions. We promote social interaction between people and cultures and aim at a mixed organizational culture.

We embrace culture and have employees from several different nationalities, coming from South America, USA, Europe, Middle East, and Asia. Moreover, we have employees who came to Denmark as refugees from Syria and Croatia.

### **Principle 2: Businesses should make sure that they are not complicit in human rights abuses.**

We support all human rights and legal rights, at a national level and within international law and only accept partners who do the same.

### **RESULTS AND HIGHLIGHTS FROM 2023**

There were no reporting of incidents involving any breach of international conventions or human rights violations in any of our locations.

In 2023 we employed 1,94% disabled employees, while 6,45% of the workforce were ethnic minorities. Our organization mix was balanced with 28% women and 72% men.





## LABOUR

### **Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining**

Our employees have the right to be members of trade unions, collective bargaining and to strike if necessary. Trade unions can assist with negotiations of wages, work rules, complaint procedures, rules governing hiring, contract termination and promotion of workers, benefits, workplace, safety, and policies.

Our employees have a representative who works as a contact person between employees and management whose mission is to ensure that all labour standards are fulfilled and that all employees can contact someone for personal matters, ideas for improvement or health & safety conditions.

We have a work-life balance policy encouraging flexible working hours and tolerance for personal and family issues and/or needs. With our employee manual we inform and update employees on our values, company profile, history, global strategy, and information on working terms and conditions such as illness and absence, overtime, annual employee interviews and regulations.

We continuously strive to educate and develop our employees professionally and personally through seminars, workshops and through daily coaching. Management gathers all employees on a regular basis to share knowledge of professional character or to inform about the work we do with our customers in the field. Here we also learn about cultural differences to understand the diversity of the world we live in.

Communication and information within a company is key for success and employee satisfaction. Therefore, we have a very clear and transparent communication of our strategy plan where employees are attending regular company meetings as well as department meetings where status on current business and future initiatives are discussed in an open and inclusive way, where everyone can ask questions and receive information on the strategy and the business.



**Principle 4: Elimination of all forms of forced and compulsory labour**

We do not use any form of forced or compulsory labour, nor do we accept partners who do. Vendors, partners and customers have to confirm the same behavioral policy before a cooperation and future business endeavor can take place.

**Principle 5: Effective abolition of child labour**

We do not use any form of child labour, nor do we accept partners who do. Vendors, partners and customers have to confirm the same behavioral policy before a cooperation and future business endeavor can take place. Our labour policy prohibits employment of any person under the age of 16 years.

**Principle 6: Elimination of discrimination in respect of employment and occupation.**

With our presence in Denmark, Switzerland, USA, Singapore, China and India, our department management constantly strives at building a workforce with balance of nationality, race, gender, religion, class and political opinions. Our workforce is balanced between all before mentioned groups, and all employees receive equal conditions and rights regardless of location or background. To balance the gender best possible we seek to have at least one of each gender represented among the last three candidates in the hiring process.



## RESULTS AND HIGHLIGHTS FROM 2023

There were no reporting of labour rights violations in any of our locations.

There has been one minor safety-related injury in our warehouse requiring 3 days recovery.

### Meaningfulness Survey

In 2023 the annual Meaningfulness Survey was carried out amongst all employees to monitor and track the sense of meaningfulness among employees.

The purpose of the survey is to gain insight into how employees are experiencing meaningful work through the four drivers of Purpose, Leadership, Belonging and Personal Growth.

It would then be possible to create a more meaningful workplace that will enable every employee to realize his or her potential. Research shows that experiencing meaningfulness at work is what drives employees to be more engaged, productive, innovative, stay longer with the organization, and experience less stress. In 2023 the survey came out with a very satisfactory score above 4 on a scale of 1 to 5, just like the two previous years. For the four drivers of Purpose, Leadership, Belonging and Personal Growth the average score is considered outstanding.

### Supplier Code of Conduct

In 2023 we created a Supplier Code of Conduct policy. We set high standards for the way we do business, and the Supplier Code of Conduct has been established to ensure safe working conditions throughout our supply chain, ensuring that workers and employees are treated with respect and dignity, impartially and fairly, that business operations are environmentally sound, and that business is conducted in accordance with internationally recognized principles and relevant international conventions relating to responsible business conduct.





## ENVIRONMENT

### **Principle 7: Businesses should support a precautionary approach to environmental challenges**

We all have a responsibility for the environment and for looking after each other, but as an international company with influence and means we carry an even greater responsibility than ordinary. We are devoted to making UN Global Compact a success and alongside with other dedicated members we strive to create awareness and set new standards for good governance. We only work with internationally recognized vendors with environmentally friendly policies.

### **Principle 8: Undertake initiatives to promote greater environmental responsibility**

We care about the environment, and we seek to reduce the negative impact we have on the environment and the climate, whenever we do business with our customers and partners. Every year we initiate activities to reduce our negative impact, and the initiatives will be highlighted in our COP reports.

### **Principle 9: Encourage the development and diffusion of environmentally friendly technologies**

We encourage our customers to look at the Total Cost of Ownership (TCO) as well as Total Impact on Environment (TIE). A cost saving solution that also has as little negative environmental impact as possible. We strive at a TCO/TIE solution with low power consumption, more recycled materials, best quality, longer lifespan and that the solution is resold for reuse when it is no longer needed.

### **RESULTS AND HIGHLIGHTS FROM 2023**

In 2023 we took several actions which will play an important role for us in becoming a more sustainable business in the future.



### **Sustainability Certifications, Awards and Programs**

In 2023 we succeeded in moving from a 3-star Sustainability partnership with HP Inc to a 4-star (also called HP Amplify Impact Catalyst 4-Star Partner).

In addition to the fact that more than 50 employees have taken IT sustainability training, we have also received 4 stars because we have handled more customer cases where customers have inquired about sustainability, taken training in DE&I (diversity, equality and inclusion), participated in HP's Brainwalk program and last but not least continued our collaboration on the HP Planet Partner program, where we recycle HP print cartridges for UN customers. We are proud of having received great praise and recognition for the latter from HP's global Chief Sustainability Officer, where we have been singled out as the only partner in the Nordics. [Read more about the partnership here.](#)

In 2023 we became part of Lenovo's 360 Circle Program, which is a partner ESG community focusing on optimizing businesses through sustainability. The purpose of the program is to implement and drive impactful global sustainable initiatives to support and empower Lenovo's partners and customers.

### **New offices in Shanghai and Bangalore**

In 2023 we expanded into two new markets: Shanghai, China, and Bangalore, India. Two new divisions which underline our global ambitions, and which further strengthen our wishes of being closer to our clients and creating more sustainable operations for our organization. Our expansion into Asia will reduce our CO2 footprint from transporting and shipping products to our customers in Asia significantly. Many of the components and products we use in our business are manufactured in Asia and by having a presence there, we will reduce the length of transportation, and are also able to make use of transportation emitting less CO2.





### **Carbon Compensation Programs with UPS and PostNord**

In July 2023 we entered a carbon compensation program with shipping partner PostNord, which is our largest shipping entity used for our shipments within Denmark. Being part of PostNord's program "Pakker med Omtanke" (Packages with Care) means that all our domestic MyPack packages will be shipped with what is referred to as a climate contribution which is created for the benefit of preserving Danish nature, biodiversity, and climate. PostNord's climate contribution will be donated in full to the Danish Nature Fund and the Climate Forest Fund.

We also entered a new agreement with UPS in which our annual shipments become part of UPS' Carbon Neutral Service Programme, where all shipments are carbon compensated. Read more about the initiative [here](#)

### **Renewable Energy from Solar Park**

As a result of our goal to reduce our greenhouse gas emissions, we entered into a solar cell subscription from a newly established solar park to accelerate the green transition. Through The O-Mission, we subscribe to solar energy that covers 50% of our total electricity consumption at all our locations. The solar park is financed by the users, not by the taxpayers, as are the commonly available Renewable Energy Credits (RECs) on the market. With this agreement, we contribute with MORE green power to the Danish electricity grid, rather than buying credits (RECs) that cover already established green power and which are financed by taxpayers.

The solar panel park consists of more than 600 km of solar panels and our consumption agreement corresponds to almost 1 km of solar panels.

The solar park places their focus on biodiversity which is why pesticides and artificial fertilizers are not used and also why twice as much new forest has been planted as was cut down to ensure that there is also room for bees and flowers to thrive between and under the panels.





### **Charity Auction for Used IT**

In March 2023, we hosted a charity auction for used IT from our IT department. All employees could bid on the products which were iPads and notebooks. The profit from the auction went to a good cause: The Psychiatric Foundation in Denmark. It is a private mental health organization. They fight to ensure that all people with mental illness and those who are at risk of suffering are met with understanding and receive the help and guidance they need.

### **Collection of Used IT from Employees**

During November 2023, all employees could hand in their old private IT equipment which was no longer being used and was just collecting dust at home. Danoffice IT Green will go through and check all the equipment to see if any of it can be reused and thus resold. All possible earnings from this used IT equipment will go to a good cause selected by Danoffice IT Green. The total number of collected IT devices was 83.

### **The Danish IT industry's Policy Board for Green Transition**

In 2023, we became a member of the Danish IT industry's Policy Board for Green Transition. Digitization and new technology play a key role in the solution to the climate challenges. The digital technologies and services of the Danish IT companies are determined to create green development and growth in Denmark and abroad. The Policy Board for Green Transition aims to create great framework conditions for data and digitization to support and accelerate a green transition in Danish society.

### **Company Cars and Electric Charger Stands**

We have charger stands for electric and hybrid cars available in our offices in Denmark. It is important to us to make it easy for employees and customers using electric cars to charge their cars at our offices. In 2023, charger stands for electric and hybrid vehicles were installed at the offices in Hinnerup, Denmark. This means that both employees and customers can charge their electric vehicles at all three office locations in Denmark. There are 6 chargers at the Svendborg office, 12 chargers at the Ballerup office, and 10 new chargers at the Hinnerup office.

Whenever possible, company-owned vehicles should be hybrid or electric. In 2023, we decided that new company vehicles will only be electric vehicles and when old company vehicles are to be replaced with new vehicles, those will also be electric cars from 2024 and on.

In 2023, more than 40% of the company vehicles were hybrid or electric.



## OVERVIEW OF ONGOING ENVIRONMENTAL SUSTAINABILITY INITIATIVES

### IT Reuse and Recycling Solutions

Since 2020 we have resold used IT equipment for our customers worldwide – prolonging the lifecycle of the products and saving the environment for greenhouse gas emissions from the production of new products.

We primarily reuse mobile phones, tablets, computers, networking, servers and storage systems. When it's not possible to reuse a product, it is recycled via ISO 14001 standards.

We reuse thousands of units every year.

### CO2 Compensation for Business Travel

Since 2021 we have neutralized our CO2 footprint from our business travel, when a hotel stay is required. This is done via our partnership with Goodwings, which is a hotel booking platform that measures and CO2 compensates our travel emissions through a VCS-verified tree planting project in Uruguay in South America. In 2023 Goodwings neutralized 37.65 tons of CO2 from our business travel.

### IT Carbon Reports

Since 2022 we have offered carbon and energy reports on different IT equipment to our customers. The reports can be created for PC, screen, print, server, storage, and network across all brands. The carbon footprint can be calculated for the entire product life cycle: from production and transport to energy consumption and disposal.

This gives our customers a better transparency of the carbon emissions that the different IT products have in their entire lifecycles, and customers will be able to make purchase decisions that also consider the environmental impact of the products.

### CO2 Compensation for Employee Workspaces

Since 2020 we have neutralized all employees' CO2 footprint on a yearly basis covering their workspace PC's and monitors. This covers both the energy during usage as well as the transport and production of the IT equipment. The neutralization is done via a selected UNFCCC program project every year. In 2023 we neutralized 147 tons of CO2 via a UNFCCC project.

### Print Cartridge Recycle Program

Since 2009 we have executed on the "HP Planet Partner" recycle program in collaboration with HP. In partnership with our United Nations customers and HP, we collect used toners and cartridges from UN missions all over the world and recycle them in Europe. Through our combined efforts we have recycled several thousands of units so far and still counting. In 2023 we recycled 10.930 units.

### CO2 Compensation for Goods Transportation

Since 2022 and 2023 the CO2 footprint from our transportation of goods to customers via DHL, UPS and PostNord has been compensated.

### HP BrainWalk Challenge

Every year our employees participate in the HP BrainWalk Challenge, which is focused on health and sustainability. The challenge is to walk as many steps as possible for 10 days, while competing against colleagues and other companies, and every day there is a sustainability question to earn extra steps in the contest. In the end HP converts the steps taken into planting several trees on behalf of the participants. In 2023, 55 employees participated and took approx. 7 million steps for which HP planted 237 trees.

### Optimizing Warehouse Waste and Packaging

In our warehouses we use 100% bio-degradable cardboard materials and work at reducing weight and volume to minimize shipment and hereby CO2 emissions. Packaging waste is sorted and recycled. We work closely with suppliers to ensure packaging around products are optimized for onward supply. Whenever possible, our warehouses reuse packaging.

### World Cleanup Day

Every year our employees can participate in the global World Cleanup Day, which is the world's largest clean-up event, where millions of people clean up waste. In 2023 fourteen employees signed up to clean up waste, and they removed a total of 45,5 kg of waste from the streets and in nature.

### Smarter and Better Lighting

We continuously invest in smarter and better lighting at all our locations. In our biggest warehouse in Svendborg we only use LED lighting for energy efficiency, and in our Ballerup office all lighting is "smart lighting", where light is automatically turned on by movement in all rooms and turned off with no movement for a longer period of time.

## ANTI-CORRUPTION

### **Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery**

We promote a steadfast zero tolerance policy against corruption in all its forms. Corruption is damaging for the world growth and creates a bigger gap between rich and poor.

Our position on corruption is not to take part, or to accept, any form of fraud or corruption. We are Determined to prevent, detect, and deter any form thereof. This has been our position since our foundation in 1995 and we are proud to say that our company has never been involved, accused, or convicted of any form of fraud or corruption.

Corruption can be most easily defined as the manipulation or perversion of a system for the benefit of a single party rather than for the benefit of the public or the intended beneficiaries. We define bribery as an act of offering or receiving money, goods, or other forms of recompense from a business associate in exchange for an alteration of their behavior to the benefit or interest of the giver that the recipient would otherwise not alter.

Our employees are obliged by code of ethics, to immediately report any suspicious conduct, corruptive communiqué or malign rule or transaction linked with corruption, to closest work-parent, manager and/or top management.

We aspire to be a dependable partner who always acts responsibly, honestly and fairly, whether dealing with colleagues, customers, vendors, investors or competitors.

All employees have signed an acknowledgement letter confirming they have read and understood the company's policies on anti-bribery.





### Whistle Blower Hotline

If any business associate to the Danoffice IT organisation has knowledge or suspicion of fraud and corruption in regards to an employee of the Danoffice IT organisation or any associated business partners to the company, it is strongly requested immediately to engage the anti-corruption whistle blower hotline on any knowledge or information of corruption.

Any business associate is requested to use [whistleblower@danofficeit.com](mailto:whistleblower@danofficeit.com)

### ISO 37001 Certification on Anti bribery and Corruption Compliance

We have been ISO 37001 certified on anti-bribery and corruption since 2020, and a yearly audit is performed by Bureau Veritas. With this certification employees have the basic understanding of the Anti-Bribery & Corruption (ABC) zero-tolerance policy, procedure, and documents, and receive ABC training every year.



### RESULTS AND HIGHLIGHTS FROM 2023

In 2023 Danoffice IT and Danoffice IT Global achieved the ISO 37001:2016 re-certification without any deviations or remarks. Looking ahead to 2024, our objective is to further extend this certification to include Danoffice IT Solutions & Services, which is the recently acquired subsidiary in 2023. Thereafter Danoffice IT Green is the only pending non-certified branch planned for 2025. Danoffice IT Green has, however, diligently undergone the training, executed the requisite signing letters, and adhered to all guidelines pertaining to anti-bribery compliance.

In 2023 there were reported no incidents of bribery or corruption, demonstrating a steadfast commitment to maintaining the highest standards of ethical conduct. Furthermore, all set objectives for the period were successfully accomplished.

Our work with Principle 10 also supports SDG #16, Peace, Justice and Strong Institutions.

## OUR WORK WITH THE UN SUSTAINABLE DEVELOPMENT GOALS

We conduct our business with respect for the UN Sustainable Development Goals (SDGs), and we focus on supporting SDGs where we can have the greatest impact, even though we directly or indirectly touch many of the goals.

**We directly support 7 of the 17 Sustainable Development Goals.**

We do, however, believe that we can have the greatest impact on SDG# 3, 9, 12 and 16, because these are a big part of our daily business.

The SDG#12, Responsible Consumption and Production, is the goal where we can contribute the most, as this goal directly relates to our core business of selling and delivering IT solutions as well as reusing and recycling used IT equipment. We have described all our activities related to SDG #12 in the section “Results and highlights 2023” in relation to the Environmental principles 7-9.

For SDG# 13, Climate Action, we have also described our activities related to SDG #13 in the section “Results and highlights 2023” in relation to the Environmental principles 7-9.

We have, furthermore, described our activities related to SDG #16, Peace, Justice and Strong Institutions, in the section “Results and highlights 2023” in relation to the Anti-Corruption principle 10.

In this section we will thus only describe our activities around the following SDGs:

**SDG #3 Good Health and Well-Being**

**SDG #5 Gender Equality**

**SDG #8 Decent Work and Economic Growth**

**SDG #9 Industry, Innovation and Infrastructure**

In 2023 we also supported SDG #10 Reduced Inequalities, and this activity will also be described in this section.



## SDG #3 Good Health and Well-Being

In this section we will describe activities related to the good health and well-being of our employees as well as how we are supporting this goal other places in society as well. In the previous Labour section we have already described our “Meaningfulness Survey” which focuses on the well-being of our employees as well.

### Run for a Purpose

During the year all employees are encouraged to “Run for a purpose” – either by walking or running once or twice a week during work hours.

At the end of the year the number of walks and runs are summed together, and we donate an amount of money for a good cause. Based on the employee activities in “Run for a Purpose” during 2022, we supported both a social cause and an environmental cause in 2023.

- **Sport’n Charity**, which helps children affected by cancer in Denmark back to life through sport. They make a difference for more than 600 children who are treated for cancer each year.

- **The Ocean Cleanup**, which is an NGO that drives the largest ocean cleanup in history. They develop and scale technologies that can remove plastic and other waste from the oceans, and at the same time they focus on closing the “holes” that cause the waste to end up in the oceans. Their goal is to remove 90% of plastic from the oceans by 2040.

### Cycling4Cancer

In 2023 we supported the spinning event “Cycling4Cancer”, which raises funding to support the fight against cancer. 24 employees participated on two bikes at the event which was also great for teambuilding.





### Healthy Diet for Employees

Our employees are our most important resource and therefore we strive at keeping them mentally and physically fit. An important part of being mentally and physically fit is what you consume, and therefore all employees have a large variety of salads, vegetables, natural foods, organic foods and vegetarian food to choose from at lunch in the canteens.

### Donation to Joannahuset

Our newly acquired company, Conecto, has had a collaboration with Joannahuset for a long time through which they have provided IT support and consulting. Joannahuset is a crisis center for children and youth that provides free assistance, care, housing and counseling to children and young people who have been neglected, abused, subjected to another form of mistreatment resulting in them being in need of assistance. When Conecto became a part of Danoffice IT and moved offices to Ballerup and Hinnerup they donated many items from the Conecto office to Joannahuset.

### Sponsorship of Local Associations

Every year employees have the opportunity to suggest local associations they would like Danoffice IT to support. In 2023 we supported three local associations out of many suggested by the employees. By sponsoring these associations, we support living a healthy life by SDG #3.

1) Lykkeliga handball team from HØJ Kidz at HØJ handball. This is a handball team for children with disabilities.

2) HGF Løb & Styrke which is an association focusing on running and strength training for all ages and for a very low price, so that everyone has the possibility of participating.

3) Stjernen-Thurø soccer team for children aged 13 to 14 years old. A very inclusive association helping children being part of their team no matter what background they have.





## SDG #5 Gender Equality

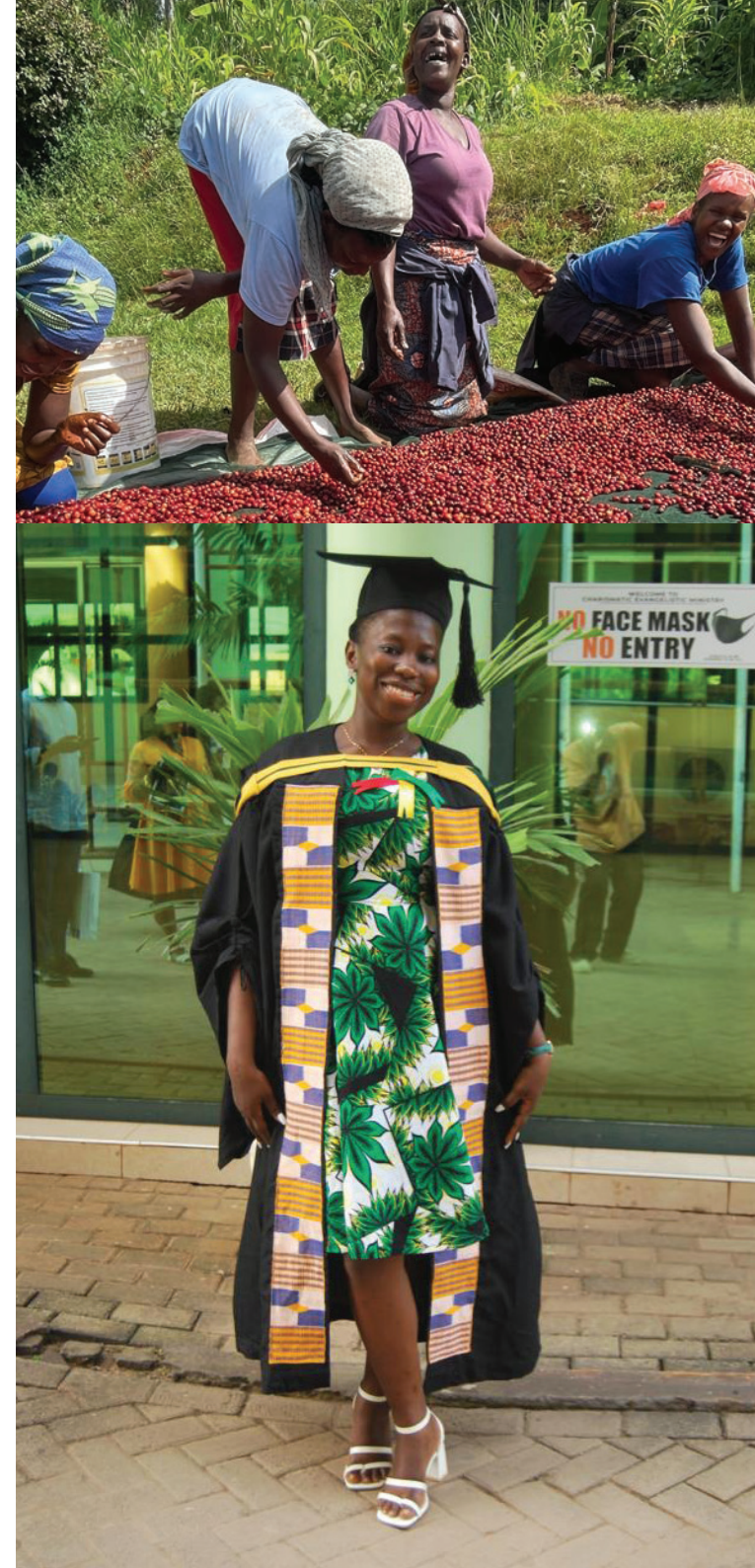
### Supporting Tech Education for Women

In 2023 the Peace Innovation Foundation organization and the TechGirls program was closed, but we decided to continue our support of the talented young woman, Martha, so she could finish her tech studies at the Wisconsin University College in Ghana. In 2023 she completed her final project and graduated in November with 1st class honors. From November 2023 to November 2024 Martha will perform her one-year national service after tertiary education, which is mandatory in Ghana. After the completion of this service, she will begin her master's in computer science specializing in Cybersecurity. Considering the increasing threats to digital ecosystems, she will acquire specialized knowledge in Cybersecurity, so she can contribute meaningfully to this area in Ghana when she has finished her studies.

## SDG #8 Decent Work and Economic Growth

### Empowering Vulnerable Women in Kenya

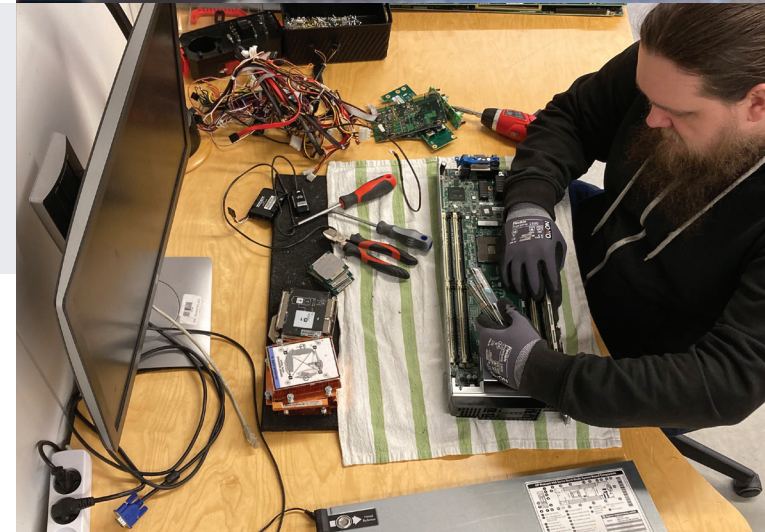
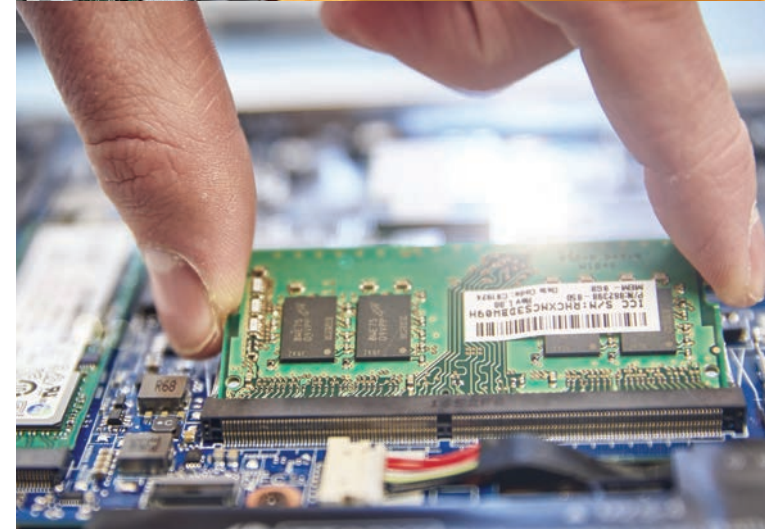
We buy coffee beans through the NGO NGUVU who buys directly from local female farmers, cutting all the middlemen and thus giving the women higher yield. The women agree on a contract where the NGO secures education of their children and other necessities. This way we can support the women and their children with food, clean water, medical treatment and education. Many vulnerable women are daily fighting to keep their coffee tree farms and often struggle to provide their children with food, clean water, medical treatment and education. By being part of the NGUVU coffee initiative they not only get financial support, so they can give their children an education, they also get 3-4 times more yield on their coffee beans than before.





### Partnership with Special Minds

At the end of 2023, we entered into a partnership agreement with Special Minds, which is a social economy company that helps young people and adults with Autism Spectrum Disorder to succeed in education or employment. The employees at Special Minds help our department Danoffice IT Green to separate used IT equipment for recycling. If the IT equipment is separated into different materials and specific components such as motherboards, CPUs, etc., it can be recycled more easily. The employees at Special Minds are pleased with the collaboration as it is a work task they enjoy, and they are really good at it. Special Minds is operated with the notion that all people have the right to meaningful employment and a good life. They would like to contribute to a new mindset in Denmark which results in ensuring that people on the autism spectrum or with similar profiles succeed in education and contribute to the workforce with their respective skill sets.





## SDG #9 Industry, Innovation and Infrastructure

### Cybersecurity Focus

Goal 9 seeks to build resilient infrastructure, promote sustainable industrialization, and foster innovation. Economic growth, social development, and climate efforts are heavily dependent on technological progress, but with technological progress and increased access to information and communications technology also comes an increased risk for companies to fall victim to cyberattacks and security breaches.

In the current debates about sustainability with its focus zeroed in on green progress and technology, the security component is often overlooked. The technologies we deeply depend upon to advance a greener future are complex and data can be quite sensitive which is why the IT foundation must be secure. It has taken years to gain the necessary attention for sustainability and cyber security respectively. This is an awareness that is slowly beginning to lead to global behavioral changes, which is good, but we are still far from the goal. Both sustainability and security are important points of focus, but unfortunately, they have proceeded on separate tracks, which is not appropriate. The gap between the tracks can be critical and this is why it is important to look at the respective challenges concurrently.

In 2023, when the consulting company Conecto became a part of Danoffice IT, we achieved the goal of significantly improving our security skillset. This allows us to act in accordance with our ambition that cyber security and ESG must not be separated. Security is the foundation for success. For example, any business working with complex data collection for regulation of future green transport, data related to production and operation of renewable sources of energy, or data related to important readings of pollution in and from our cities must all be secured against security threats. Even the smallest cyberattack can result in massive losses and costs for businesses, but also in losses for the environment and climate.

With our new solid portfolio of security skillsets, we can advise our customers on how to create the most efficient infrastructure possible with a secure foundation which in turn can support their transition to a more sustainable business. ESG initiatives must not compromise security and they must be executed in a secure IT environment on a secured platform in which there is a good balance between initiatives, risks, and security in order for there to be an acceleration of the green transition.



## SDG #10 Reduced Inequalities

### Supporting Children in Need

We have had a global presence for more than two decades. In collaboration with our customers, we reach the farthest corners of the world where there is a dire need for help. We work to make a difference, and in December we created a donation holiday calendar. On four separate occasions, we used this calendar to make donations to the children of the world living in unrest and uncertainty both near and far.

#### Donation #1: Nafsi Africa

Nafsi Africa uses music and acrobatics to form and develop strong, self-aware children and young people in the slums of Kenya. There is also a new initiative revolving around media and content production for the young people to participate in. The Nafsi children have an excellent collaboration with the Danish public schools and often seek host families for their visits to Denmark.

#### Donation #2: SOS Children's Villages International

SOS Children's Villages International is a very important organization which has helped children in the World since 1949. It all started when a young Austrian decided to start helping orphan children, and today SOS is standing strong in Africa and Asia. Here, their work for the children and their communities is making a significant difference.

#### Donation #3: War Child









The name of the War Child organization speaks for itself, and in these times, it is more relevant than ever with multiple wars going on in the world. Their core statement is: "We believe no child should be a part of war. Ever". War Child started out in 1995 as a small group of volunteers who wanted to make a difference for children caught up in the Balkan Wars. Today, they are operating in 16 countries where wars and conflicts are affecting children lives. Here, they are fighting for the children's rights and wellbeing, despite the horrific circumstances they live in.

#### Donation #4: Save the Children International.

Save the Children International is an organization of indescribable relevance and importance in these times. The organization was founded in 1919 in London and has spread throughout the World ever since – with a very clear purpose: To help children in need. Since then, Save the Children have helped millions of children all over the World, and in times of great insecurity and wars they are indeed making a great difference to many people.



## BELOW IS AN OVERVIEW OF NEW 2023 INITIATIVES AND RECURRING ACTIVITIES.

	3 GOOD HEALTH AND WELL-BEING 	5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 
Meaningfulness Survey	X							
Cultural Constitution	X							
Run for a Purpose	X							
Cycling4Cancer	X							
Healthy Diet for Employees	X							
Sponsorship of Local Associations	X							
Donation to Joannahuset	X							
Supporting Tech Education for Women		X						
Empowering Vulnerable Women in Kenya			X					
Partnership with Special Minds			X					
Supplier Code of Conduct			X			X		X
Cybersecurity Focus				X				
Supporting Children in Need					X			
IT Reuse & Recycle Program						X		
IT Carbon Reports						X		
Print Cartridge Recycle Program						X		
Used IT from Employees and Used IT Charity Auction						X		



## CONTINUATION FROM PREVIOUS PAGE

	3 GOOD HEALTH AND WELL-BEING	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Increasing Number of Electric Company Cars and Chargers						X		
Optimizing Warehouse Waste and Packaging						X		
Smarter and Better Lighting						X		
Increasing Use of Renewable Energy						X	X	
Sustainability Certifications & Programs via Partners						X	X	
Danish IT Industry's Policy Board for Green Transition						X	X	
New Offices in China and India						X	X	
Science-based Targets initiative (SBTi)							X	
CO2 Compensation for Business Travel							X	
CO2 Compensation for Employee Workspaces							X	
CO2 Compensation for Goods Transportation							X	
HP BrainWalk Challenge							X	
World Cleanup Day							X	
Anti-Corruption Compliance and Certification								X



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