

Corporate social responsibility

“If you are really strong you have to be really nice”, Pippi Longstocking

Basic document information

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1. Open Source Software Community Engagement

Within the Open Source Software world engagement in communities is fundamental. As a company that delivers products and solutions that are based on Open Source Software it is natural to encourage participation and contribution. Our employees are the ones that are engaged and they share their time and knowledge through various communities and projects. It all stems from their passion and will to contribute and give back. This is one of our most important Key Performance Indicators and we measure it regularly.

2. UN Global Compact

We are a UN Global Compact company and we support their 10 principles:

Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

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; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

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

Anti-Corruption

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

These principles are fundamental to us and how we make business. They are incorporated in our processes and routines and sets the standard for the way we act.

3. Discrimination

We offer equal opportunities for employment regardless of race, religion, age, disability, gender, family circumstances or sexual orientation. We work proactively to prevent all forms of discriminations at the workplace or in the treatment of employees in terms of wage information and career development. We endeavor to introduce appropriate processes to identify and deal with all cases of discrimination. We have zero tolerance with regard to all forms of physical or verbal harassment at the workplace and will take measures against any such occurrence.

4. Work environment

We provide a positive workplace and actively promote health, job satisfaction and personal development of our employees. With regard to the design of the workplace, equipment, conduct, job descriptions, personal development and all other aspects of the work environment, this means that we take action to ensure that our employees have a work environment and working conditions that prevent physical and physical ill-health and that promote satisfaction and development. The satisfaction of our employees is monitored and evaluated on a regular basis.

5. Environment and sustainability

We actively contribute to sustainable development by taking the environment into account in all aspect of our business and by making lean use of resources. Our business shall comply with the applicable environmental laws and regulation. In our contacts with our customers and partners we intend to actively highlight the environmental benefit provide by our products and services. We welcome all forms of initiative from our employees, customers and partners that help us to achieve this goal.

6. Immaterial rights

We comply with and respect all applicable national laws and regulations, as well as international conventions and treaties relating to the protection of immaterial rights, such as patents, design, copyright and brand names. This means that we shall always respect the immaterial rights of others and thus produce and deliver our products and/or services without unauthorized exploitation or violation of the protected rights or business secrets or other parties.

7. Child labor

We do not tolerate the use of child labor or that labor is carried out through force or the threat of force. Children must not be financially exploited or be allowed to perform work that can be dangerous, which prevents them from attending school or which may jeopardize their health or physical, psychological, spiritual, moral or social rights.

8. Bribery and corruption

We contribute to a society in which there is a high level of confidence in companies, enterprise, the market economy and the rule of law. We endeavor to promote a high level of ethics in commercial relations and, therefore, take active measures to prevent any form of bribery and corruption that can affect our business relations. All forms of bribery and corruption are banned in our business.

9. Information privacy

Our Privacy Policy sets out how we and our subsidiaries and branches comply with the GDPR requirements. The policy presents what information we collect, how it is used and protected.

10. Giving back

Through yearly contributions and donations at specific events we support different charities, like: Amnesty International, UNICEF and BRIS.