

# Code of Conduct

Our mission is to help governments transform from being paper-based bureaucracies to digitalised working environments and thereby contribute to creating efficient, accountable and transparent public institutions. Our point of departure is Denmark where we have grown and developed over the past 22 years. During this period, we have developed a strong culture of acting responsibly to reach our goals. However, as we move into new markets, we need to make sure to keep strengthening this culture as we otherwise may risk compromising our value set.

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.

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, 23 March 2023



Per Tejs Knudsen, CEO

