

UN GLOBAL COMPACT

COP

**COMMUNICATION
ON PROGRESS**

2023

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COP REPORT 2023

As a proud member of United Nations Global Compact, we submit this report that constitutes our Communication on Progress for the year 2023, which covers the period spanning from 01.01.2023-31.12.2023. During this report we will be referring to our full-time employees (FTE) as well as consultants on a full-time contract, equal to all FTE's, as employees. Any numbers, we have chosen to state as part of the report, are summarized as per 31.12.2023. Freelance consultants not covered by the regular FTE terms and conditions will be referred to as consultants or freelance consultants interchangeably.

EPICO is currently transitioning to ESG reporting and therefore the structure of this report has been changed compared to previous reports – creating a structure which bridges our COP reporting to ESG. To ensure focus and to drive our ESG projects EPICO appointed an internal ESG Manager in 2023, who will also cover our COP and EcoVadis reporting going forward.

ESG stands for Environmental, Social, and Governance. It is a set of standards used to measure an organization's impact within these three areas:

- **Environmental (E):** This refers to how a company impacts the environment. It includes factors such as CO2 emissions, climate change adaptation, pollution, water and ocean resources, biodiversity, ecosystems, and circular economy.
- **Social (S):** This covers how a company manages relationships with employees, suppliers, customers, and communities. It includes areas such as working conditions, community engagement, consumer protection, and human rights.

- **Governance (G):** This pertains to a company's leadership, executive pay, audits, internal controls, and shareholder rights. It includes areas such as corporate culture, whistleblower protection, anti-corruption measures, and political engagement.



KARIN VAN DEURS,
HEAD OF COMMERCIAL
MANAGEMENT & ESG

ESG is typically used in the context of investing, but it also applies to customers, suppliers, employees, and the general public. It helps stakeholders understand how an organization is managing risks and opportunities related to environmental, social, and governance criteria.

This report covers our actions and operations in Denmark, Sweden, and Poland, where we have FTE's and offices.

CEO STATEMENT

2023 has been a year of change, for EPICO. We has started to - strengthen the organization, streamlining the company's data processes, and implementing a new business platform.



The strengthening of the organization has led to several organizational changes throughout the year, and thus a lot of effort has been focused on getting all employees through these changes and establish a new working environment.

The emergence of generative AI technology has created both challenges and opportunities within EPICO. It is a technological development we will continue to follow, and it requires great adaptability and flexibility. In EPICO we have engaged in AI and proactively organized ourselves in a way, in which we enable ourselves to focus on delivering IT and technical services as the AI technology evolves over time. Our employees have invested a lot of time and effort in prompting AI tools and finding new ways to incorporate these tools to assist us in our daily work - were we find them useful.

In EPICO we connect people, who create the future within IT, which is why we invest in our employees. We have intensified our efforts to improve employee well-being and promote a culture of holistic health within the organization, aiming to prevent health issues and foster a healthier work environment. To ensure continuous improvements for our employees, EPICO has invested in a digital tool to survey the work environment and employee satisfaction. Both surveys will be conducted regularly, and outstanding issues will be followed up by management.

At the end of 2023, EPICO Tech was established on the Danish market. EPICO Tech assume project responsibility for the customer with professional end-to-end solutions that the customers demand - delivering managed services to customers within development, mainframe, oracle, cloud etc. The introduction of EPICO Tech on the Danish market is a natural extension of EPICO's business areas and the ambition aligns with EPICO's focus on being able to deliver a broader range of services throughout Scandinavia.

Going forward EPICO will be preparing for ESG reporting and 2024 will be a year of continuous investments in digital transformation - making sure that we are capable of servicing all our customers for years to come. Customer and consultant satisfaction remains the epic nerve of EPICO. The strategic focus continues to be on building even more solid and long-lasting relationships with larger customers.

Furthermore, we aim to increase the delivery-relationship and deliver even broader to existing customers, with the goal of delivering more value and maintaining our long-lasting and strong relationships.



Michelle Mark
CEO

WE CONNECT PEOPLE THEY CREATE THE FUTURE WITHIN IT

EPICO was founded in 2009 and is based on quality delivery of a wide range of consultancy and recruitment services through its strong network of contracted consultants in the Nordic countries and selected parts of Europe.

EPICO provides specialized IT and technical consultancy services, recruitment services and now also managed services - focusing intensely on the Nordic market. EPICO is a privately owned company headquartered in Ballerup, greater Copenhagen. The company has subsidiaries in Sweden, Norway, and Poland.

EPICO has a leading position in Denmark within the identification, qualification, and delivery of the right IT consultants for the state, municipality, and business segments in the Nordic region.

In 2023 we delivered more than 800 consultants to our customers.

In Denmark we delivered more than 150 freelance consultants within the public market – consultants who contributed to the development, integration, and maintenance of public IT systems – within areas such as energy, healthcare, financial institutions, and public administration.

We also deliver services to private customers within many different sectors – such as healthcare, energy, media, manufacturing, fintech, banking, insurance, and transportation.

EPICO has several customers within the C25 index, who we deliver services directly to.

Our resource management department is the heart of our customer delivery service, when matching freelance consultants. In EPICO a total number of 28 Resource Managers are servicing our customers.

Our resource managers vary in the ages between 28 and 62, and are of different nationalities - English, Danish, Norwegian, Swedish, and Polish. Our resource management team in Denmark is the largest team. The team continuously update their knowledge, provided by insight from the very same specialists we source, into various it-technologies or it-compliance – such as Artificial Intelligence, chat robots, SAP, security, and NIS2. This enables our resource managers to execute orders fast and service our customers the way THEY prefer.

We take pride in getting to know our customers and consultants so that we can deliver a match on more than a professional level, because we know how much personal connections mean for collaborations. We cherish our professionalism within IT, and we always conduct business with the highest degree of openness and honesty, as we want the best result for our partners. This defines the way we work in the organization – across departments and specialist areas. In this way, we are tied together as ONE EPICO.

THE 10 UN GLOBAL COMPACT PRINCIPLES

ENVIRONMENT



Principal 7: Businesses should support a precautionary to environmental challenges;

Principal 8: Undertake initiatives to promote greater environmental responsibility; and

Principal 9: Encourage the development and diffusion of environmentally friendly technologies

SOCIAL



Principal 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
Principal 2: Make sure that they are not compliant in human rights abuses

Principal 3: Businesses should uphold the freedom of association and the effective recognition of the right to collaborative bargaining

Principal 4: The elimination of all forms of forced and compulsory labor

Principal 5: The effective abolition of child labor

Principal 6: The elimination of discrimination in respect of employment and occupation

GOVERNANCE



Princip 10: Businesses should work against corruption in all forms, including extortion and bribery



ENVIRONMENTAL

RESPONSIBILITY AND PERFORMANCE

We support and encourage the development and diffusion of environmentally friendly technologies. We fully support all three principles 7, 8, and 9 to mitigate environmental challenges today, and we consider all three principles a part of our policy and daily workflow. We are committed to upholding all three principles to ensure that we do our best to prevent and reduce energy consumption, reduce emissions of greenhouse gases, and handle natural resources in a sustainable manner.

With EPICO's commitment to the UN Global Compact, we support and uphold a precautionary approach to environmental challenges, and we are proud to be taking several actions within different areas to promote greater environmental responsibility at EPICO.

In EPICO we stand by our responsibilities towards the environment, and we have taken various initiatives to protect the planet and reduce EPICO's footprint. Since the nature of our operations are related mostly to intangible services, our direct environmental impact is relatively small. The environmental impact of consulting is therefore in large indirect through partners, clients, and especially suppliers. We therefore not only set standards and goals for our own environmental impact, but we also expect our stakeholders to do the same.

At EPICO we continually encourage our employees to think and act environmentally responsible during their daily work as it is important for EPICO to take actions against environmental pollution.

ENERGY CONSUMPTION

Compared to 2022 we have increased our power consumption in Denmark.

COUNTRY	2021		2022		2023	
	POWER IN kWh	GREEN POWER IN %	POWER IN kWh	GREEN POWER IN %	POWER IN kWh	GREEN POWER IN %
EPICO Denmark	27,757	Tal/værdi	20,341	100%	26,751	100%
EPICO Sweden	Unknown	Unknown	12,710	100%	13,533**	100%
EPICO Poland	6,603***	0%	17,212	0%	11,829*	0%
EPICO			50,263	66%		

Data Quality

*We have only been able to measure the power consumption since July, due to moving into a new leasing location, thus consumption from January to June is based on an estimate. Our energy consumption in Poland increased in September due to client network devices.

**The energy consumption for the Göteborg and Stockholm offices is estimated based on m2 as the offices are part of co-working spaces, where energy is included in the rent. It has not been possible to get power consumption from our new office in Stockholm, which is the reason why the number is so low and therefore we have used the 2022 power consumption for Stockholm.

***In Poland our total energy consumption in 2021 only accounts for the new office space we acquired in Poland half way through the year.

EPICO will continue to work with our leasing companies to provide better data for future reporting.





TRANSPORTATION - DENMARK

In EPICO, we believe in using our resources responsibly and this extends to transportation.

Therefore, the Group Executive Management encourages all employees to carefully consider if trips are strictly necessary and to either use public transportation or share transportation among employees within reason e.g., when traveling to and from work events.

At our offices in Sweden, we have a bike that our employees often use to get around town e.g., for meetings nearby with clients or consultants. EPICO will continue to look into greener options and alternatives for transportation going forward. This also supports our aspiration to actively contribute to the Group’s chosen UN Sustainable Development Goal goal number 12 - responsible consumption and production.

TYPE OF LEASED CAR	2022		2023	
	NUMBER OF CARS	CO2 (TtW)	NUMBER OF CARS	CO2 (TtW)
Electrical	5	2	3	3
Plugin-hybrid	5		5	
Gass	1		2	
Diesel	4		5	

Data quality

The above CO2 numbers have been reported to us by our leasing company, currently reported as ESG, scope 2. EPICO will continue to work with the leasing company to provide better data for future reporting.



EPICO recognize the need to adjust our leasing policy to phase-out diesel cars going forward.

Employee registered kilometers in 2023 in Denmark (full year) come to 87.504 km. We will continue to measure our transportation consumption and obtain more details and insight to better grasp the environmental impact.

At our offices in Sweden, we have a bike that our employees often use to get around town e.g., for meetings nearby with clients or consultants. EPICO will continue to look into greener options and alternatives for transportation going forward.

ENVIRONMENTALLY FRIENDLY MERCHANDISE

During 2023, we further reduced our stock instead of investing in more merchandise.

During 2023 we bought 14 different kinds of merchandise, and only 4 of them are considered sustainable or environmentally friendly.

This means that we have not reached our goal of at least 50% of our merchandise and company gifts being sustainable and/or environmentally friendly in 2023.

WATER DONATION

We continue to buy AYA-IDA sustainable water bottles and thermo cups and support AYA-IDA's work for clean water in 2024.

RECYCLING

At our office in Ballerup and in Århus, we have recycling stations, and we recycle plastic along with tin cans, and we continue to recycle paper.

In Poland it is possible for us to sort and recycle plastic and paper.

Unfortunately, no recycling stations have been made available by local municipalities at our offices in Sweden.

Recycling is still a work in progress and very much dependent on our landlords. EPICO will continue to bring more focus to this area going forward.



HUMAN RIGHTS

In EPICO we are committed to upholding basic human rights for all our employees, and we strive to ensure that we do not go into business with any client, partner, or supplier, who does not uphold these basic human rights.

As our headquarter is situated in Denmark, this report will cover the human rights issues that the Danish Institute for Human Rights has found to be the most relevant and challenging for businesses, globally. In relation to this, we strive to continue to live up to principle 1, 2, 3, 5, and 6 of the UN Global Compact initiative.

HEALTH INSURANCE AND PENSION

EPICO ensures that all our employees have access to basic healthcare.

An additional voluntary private health insurance can be added to the pension plan by all our employees in Denmark and Sweden. EPICO continuously negotiate with the insurance company to improve the content of the insurance.

In Poland all employees and our consultants on contract are also offered a private health insurance, which is also voluntary to be a part of.

In EPICO, we offer all employees in Denmark, Sweden, and Poland a favorable pension plan.

WORK ENVIRONMENT

Our office buildings and the office spaces provided for our employees comply with all work environment standards as described in the Danish Working Environment Act and equivalent laws or guidelines in Sweden and Poland. All employees are provided a suitable desk, chair, electronic equipment as well as other office supplies deemed necessary to uphold a healthy and safe work environment.

In Denmark in 2023, we replaced the surface on some of our desks, as light surfaces reflect the light, making it more difficult for our employees to see the screen.

EPICO has a work environment organization in accordance with the Danish Working Environment Act

The work environment organization consists of two employees; one selected representatives not on management level and one from the management team. All representatives are required to partake in workshops as part of a certification course to ensure health and safety measures at our offices and to ensure that we fully live up to all health and safety regulations.

In September, EPICO conducted a workplace assessment for employees in Denmark, Sweden, and Poland with impressive results, which were subsequently reviewed and followed up with local action plans. The key steps involved: Assessment, Risk Evaluation, Action Plans and Follow-Up.

INTENSIFIED FOCUS ON EMPLOYEE WELL-BEING

In 2023, EPICO has intensified efforts towards enhancing employee well-being and fostering a culture of holistic health within the organization.

Central to this initiative was the hiring of an internal health consultant charged with

leading initiatives focused on fostering both physical and mental well-being within EPICO-IT, aiming to prevent health issues and promote a healthier workplace environment.

We have identified six key areas that we believe are crucial for our overall workplace satisfaction: Mental health, Physical health, Social health, Collaboration & communication, Physical work environment, and Motivation & meaningful work.

A strategic approach has been undertaken within these six categories, where we have already implemented initiatives, such as clubs for runners, expanded health check-ups for employees, mindful breathing events, juice bars, mental breaks, and walking competitions. The launch of these activities, coupled with strategic-level work in this area, stem from our ambition to become Denmark's healthiest workplace.

The recipe for achieving this status is not yet fully defined, hence we are experimenting with various activities to find a direction that will lead us to our goal.

DETAILED HIGHLIGHTS OF SOME OF OUR 2023 HEALTH ACTIVITIES



WHAT MAKES THIS TRIP TRULY EXCEPTIONAL AND INCLUSIVE IS THAT IT WELCOMES PARTICIPANTS OF ALL SKILL LEVELS. IT'S FAR FROM BEING AN ELITE CYCLING TOUR FOCUSED SOLELY ON SPEED OR COMPETITION; INSTEAD, OUR EMPHASIS LIES ON MOVEMENT, ENJOYMENT, AND EXPERIENCING THE SIGHTS ALONG THE WAY.



EPICO'S ANNUAL CYCLING TOUR - BALLERUP TO HAMBURG

In 2023, employees from EPICO, alongside customers and consultants, embarked on an exhilarating cycling adventure to Hamburg. The journey commenced in Ballerup, right from our headquarters. Nearly 60 enthusiastic cyclists gathered in Ballerup, brimming with excitement, as they prepared for the four-day excursion to Hamburg. What makes this trip truly exceptional and inclusive is that it welcomes participants of all skill levels. It's far from being an elite cycling tour focused solely on speed or competition; instead, our emphasis lies on movement, enjoyment, and experiencing the sights along the way.

Once again, the tour was expertly organized by a third party, renowned for their lively guides who never fail to entertain with a tale or two during the journey. From picturesque landscapes to memorable pit stops, the route offered a blend of adventure and camaraderie that left everyone with lasting memories. The EPICO cycling tour to Hamburg was a testament to the spirit of togetherness and exploration that defines our company culture.

PHYSICAL AND MENTAL WELLNESS AT EPICO

Recognizing the sedentary nature of our work, EPICO has historically emphasized physical activity initiatives to maintain a healthy environment. However, in 2023, we broadened our focus to include mental well-being.

We introduced Breath Work sessions at both our Ballerup and Aarhus offices, led by external instructors. These sessions aimed to provide tools for mental respite in our busy schedules, enhancing overall well-being. By addressing both our physical and mental health, we're committed to fostering a holistic approach to wellness within our workplace.

ELEVATING WELL-BEING: EPICO'S VISION FOR 2024

As we set ambitious goals for our business in 2024, we recognize that our overall well-being is fundamental to achieving success. After all, our performance flourishes when we feel good.

To ensure our well-being initiatives at EPICO are purposeful and impactful, and we're committed to implementing a new objective in 2024: measuring well-being across the company. Every two months, we'll conduct well-being assessments covering the critical areas we've identified as essential for both work and personal satisfaction.

These assessments will provide invaluable insights into how we're all faring, enabling us to identify potential well-being challenges early on. By addressing these challenges promptly, we aim to prevent them from becoming a financial burden for the company or a personal struggle for our employees.



We will use the data from these assessments to report on our well-being initiatives. By focusing our efforts where they're needed most, so we can ensure that our initiatives have the greatest impact.

In essence, our commitment to measuring and enhancing well-being reflects our dedication to creating a workplace where everyone can thrive, both personally and professionally.

OUR CONSULTANTS AND OUR SOCIAL RESPONSIBILITY

Our freelance consultants are very important to us, and we inform them of our recommendations as to what kind of benefits they should consider investing in.

Our policy is that we always try to negotiate a package for our consultants to purchase, when negotiating benefits for our employees.

The package is not contingent on the consultants working for EPICO, rather it's something the consultants will have access to also when being on assignment through other companies. These packages are:

- Pension plan package
- Health insurance package
- Business insurance package
- Online education package

EPICO will continue to support our freelance consultants in this way, adding more packages for them to access.

SICK ABSENCE

We are continuously working on reducing sickness absence at EPICO by providing and implementing health promoting initiatives.

The number of sick days in Denmark has been reduced by 25 days in 2023.

EPICO will continue our elaborate company health program in 2024.

COUNTRY	SICK DAYS/ LONG TERM LEAVE		
	2021	2022	2023
EPICO Denmark	36/unknown	111/unknown	136/93
EPICO Sweden			42/0
EPICO Poland			83/62
EPICO			261/155

*Data quality

A long-term sick leave is defined as an absence due to illness lasting more than 30 days

DONATIONS AND CHARITY

In Denmark EPICO donated to the following organizations in 2023:

- Coding Pirates
- Red Cross & Kirkens Korshær in connection to EPICO's Charity Day
- Cykelnerven
- IT-Camp for girls

CODING PIRATES

EPICO has chosen to support Coding Pirates with an annual donation as Platinum Matros Contributors, in the current and future financial year. Coding Pirates is a non-profit organization that works to promote IT creativity and technology understanding in children and young people up to the age of 17. EPICO is not only making a financial donation, but we also donate our knowledge and support the various activities hosted by Coding Pirates. In addition, we decided to share our tent at "Folkemødet" in 2023 with Coding Pirates - enabling them to host debates and activities in our tent.

EPICO'S ANNUAL "CHARITY DAY"

Again in 2023, EPICO has chosen to launch a 'Charity Day' in Denmark, which entails that all Danish employees are paid their normal wage, but instead dedicate a full workday to a humanitarian organization. The Humanitarian Organization that the company chooses to support changes from year to year, and thus the exact tasks/projects of volunteering vary. In 2023, we chose to support Kirkens Korshær (DanChurchSocial) in Ballerup and Red Cross in Århus.

CYKELNERVEN

In 2023, EPICO chose to sponsor / donate again to Cykelnerven. We chose to sponsor three of our employees as they head towards the French Alps in June 2024

to cycle in the Tour De France mountains - for a world without sclerosis. Sclerosis is a chronic disease that affects the central nervous system.

Cykelnerven supports the fight against sclerosis and raises money for research into sclerosis, including the development of medicine, and this year alone, about 300 riders from Cykelnerven managed to raise over 7.2 million DKK for this important research.

For the participating riders, Cykelnerven is often both a personal challenge and an important contribution in the fight against sclerosis.

IT-CAMP FOR GIRLS

In 2023 EPICO also donated / sponsored IT-Camp for girls. The camp is held over three days during the fall break in 2023.

The purpose of the camp is to combat prejudices about the IT industry and show young girls that an education in IT is not just for males but also for the female gender. The IT camp is an important element in the effort that needs to take place to get more girls engaged in IT. The camp offers girls from all over Denmark solid insights into the many opportunities that IT education and the IT industry provide. These girls subsequently help spread the important message to their network: that IT is for everyone.

The camp will consist of an exciting and challenging program, where we show the different aspects of the educations in Computer Science and IT Product Development. Among other things, this happens in the form of lectures, workshops, company visits, and meetings with various role models from both Aarhus University and from different companies.

LABOR

At EPICO, we are committed to supporting and complying with principles 3, 4, 5, and 6 of the UN Global Compact initiative. We believe in an ethical work environment, and we are therefore committed to maintaining and incorporating the four principles to ensure this.

At EPICO, we ensure that all employees, as well as freelance consultants, are employed or sourced on orderly terms, and we always follow national laws and regulations in terms of labor and human rights. As such, we are committed to practicing a transparent and ethical culture towards employees, consultants, clients, and partners. We follow laws and regulations in each country in which EPICO operates.

We fully support the elimination of all forms of forced or compulsory labor and the elimination of discrimination in respect to employment and occupation, as well as the effective abolition of child labor. At EPICO, we do not discriminate under any circumstances, and we do not support any direct or indirect discrimination towards our employees, consultants, or potential employees and consultants. We advocate and strive for a diverse and inclusive labor force as we believe diversity fosters innovation, development, and progress.

We encourage all employees to immediately report to their manager if they detect any type of violation against the four principles or any other problem in relation to the workplace, and we uphold and support the rights of the four principles throughout any process, culture, country, or business in which EPICO operates.

FREEDOM OF ASSOCIATION

At EPICO, we are committed to upholding the freedom of association and the effective recognition of the right to collective bargaining. We respect the right for all employees and consultants to freely and voluntarily establish and join groups for occupational interests as well as trade unions of their choice without fear of intimidation or reprisal, in accordance with national law. All employees and consultants have the right to freedom of expression and opinion.

FORCED LABOR

At EPICO, we do not complicit in or benefit from forced labor of any kind. EPICO operates in countries where forced labor is illegal, and where strict laws prohibit and sanction any entities violating this.

However, we fully support the elimination of all forms of forced or compulsory labor and the elimination of discrimination in respect to employment and occupation.

We are committed to upholding all human rights in relation to this matter. We are aware of countries, regions, sectors, and economic activities, where there is a greater risk of forced labor, and for that reason we always take this matter into account, when establishing new business areas or large-scale business operations. All our employment contracts state the terms and conditions, which are written in languages easily understood by our employees. All employees can give notice and leave the employment contract within a reasonable period.



We always clearly communicate this prior to the employment. EPICO offers all employees an annual salary negotiation, bonus plans, and the freedom to work.

EPICO's employees have the right to renounce work assignments that go against their individual ethical principles, always. We meet our consultants with the same freedom of work.

All employees of EPICO have the right to maternity leave, holiday, and pay during illness in accordance with their contract. This contract can at any time be renegotiated, if desired.

All information is communicated clearly and explicitly in EPICO's Employee Handbook and employment contracts.

CHILD LABOR

We fully support the effective abolition of child labor. EPICO operates in countries where child labor is illegal, and where strict laws prohibit and sanction any entities violating this.

We are committed to upholding all human rights, this relates as well to labor. We are aware of countries, regions, sectors, and economic activities where there is a greater risk of child labor, and for that reason we always take this matter into account when establishing new business areas or large-scale business operations – as well as cooperating with new suppliers.

NON-DISCRIMINATION

We always strive to have a healthy and diverse work environment at EPICO as we do not discriminate based on age, gender, identity, race, language, national or social origin, property, health status, economic or social situation, material and family status, religion, ethnicity, sexual orientation, mental or physical ability, political beliefs nor any other opinions or orientations, and we continuously uphold the elimination of discrimination in respect to employment and occupation.

We strive to accept every individual's differences to enable all employees and consultant's full potential.

EPICO continues to have an increased focus on eliminating discrimination and other inappropriate behavior within EPICO. We also added a non-discrimination description in job ads.

UNBIASED CRITERIA

In EPICO we strive to make sure that all employment related decisions are based on relevant and objective criteria, this includes decisions concerning hiring, wages, promotion, training, retirement, and termination.

We believe diversity and inclusion is a strength for our organization and for the work environment.



INCLUSIVE WORK ENVIRONMENT

When we communicate and brand employee activities, we always ensure to display a diverse workforce in our visual materials to promote diversity and inclusiveness. We find it important to have an inclusive work environment at EPICO.

The company has therefore taken reasonable steps to enable qualified persons with disabilities or health conditions to gain employment opportunities within the company. EPICO has, and has had, employees hired under special conditions, where the needs of the employee were considered. EPICO has hired employees with public subsidy conditions, as well as accommodated employees with stress, and made onboarding plans for employees returning to work after longer periods of serious illness.

In addition, we also offer more flexible working conditions for employees, who have kids with special needs, as we find work-life balance important. We practice 'freedom with responsibility' for all our employees as we practice a work environment based on trust and transparency.

EPICO NEXTGEN - INVESTING IN DIVERSITY FOR THE FUTURE

EPICO NextGen is a concept which support our belief in terms of diversity being a competitive advantage.

In EPICO we attract and invest in the best young IT-professionals or students with a background in IT to become IT-specialists and hopefully later in their career freelance consultants and on assignment on behalf of EPICO.

We support our NextGen candidates from the first time we meet them. Many of them are introvert, come from very different backgrounds, some without Danish language skills and others unfamiliar with what it means to have a job in a Danish/Nordic/International company and to be part of a Danish working culture.

EPICO NextGen is exposed through online collaborations as well as physical events in collaboration with student associations. Examples of such events are - career counseling, CV writing advice, job interview management as well as work life and career development. We offer companies using our NextGen candidates the option of hiring the candidate after end-of-project, resulting in many of our NextGen candidates getting their first permanent job.

EMPLOYEE SATISFACTION

In EPICO we value employee satisfaction and belonging. Therefore, we have an ongoing organizational focus, supported by our flat organizational structure, where communication is essential, when supporting each other across functions.

All employees are invited for an annual employee development interview to be held between an employee and manager. The purpose of this interview is to give all employees the opportunity to influence their professional and personal development at EPICO.

In 2023 we have had a strong focus on the company culture and values. The EPICO culture and our values are now part of our strategic focus in executive management.

All employees have participated in workshops and training in 2023, where culture and values have been discussed.

As a dynamic organization, EPICO has had multiple management and organizational changes during 2023, which have had an impact on all our employees and managers. We have decided to invest in a digital tool to perform ongoing employee surveys to support and ensure surveys are performed continuously going forward.

In EPICO Denmark we have also had an employee competition where employees could nominate each other for good collegiality based on behavior aligned with the company's values. This employee competition generated a lot of engagement throughout Q4 and was a great success.

In 2024, EPICO will continue our strategic work with the company culture and values. We will involve all employees in our work, while at the same time ensuring they feel a sense of belonging and inclusion.



EMPLOYEE HANDBOOK

In 2023, we have in EPICO updated our Employee Handbook with internal policy on vacation, leave of absence, company car policy as well as security and working environment policy.

We have updated our maternity leave rights policy because of the changes to the new Danish maternity law, which as of January 1st 2024, includes improved rights for single parents, LGBTQ+ parents and parents to twins or triplets.

Changes and amendments have been communicated both verbally and digitally to all employees. The maternity leave rights can be accessed at any time on our Intranet by our employees.

CONSULTANT SATISFACTION

At EPICO, our consultant satisfaction is also of utmost importance.

All consultants are invited for social events several times a year, and a consultant starter pack is handed out during the onboarding process. We keep finding new ways of continuously strengthening our relationship with the freelance consultants and attracting newcomers.

We continuously update our Consultant Handbook to explicitly communicate procedures, processes, services, regulations, and all relevant information regarding consultants on contract at EPICO.

This handbook is sent to all new and existing consultants to ensure that all consultants are informed explicitly and that every consultant receives the same information.

PROFESSIONAL EVENTS

In 2023, EPICO hosted 4 CV-Speed for our consultants. CV-Speed is a networking event with our Sales- and Resource Managers and other freelance consultants. Part of the event consists of a short interview with one of our Resource Managers to uncover your key competences. The event is for:

- IT consultants that wish to begin working with EPICO – in this case, we recommend an interview with a Resource Manager
- IT consultants that already have worked with EPICO before and wish to re-establish or continue a partnership with us

EPICO has had a lot of success with these events, some consultants have been offered an assignment shortly after attending a CV-Speed event. It's also a great place for networking with other consultants.

DIVERSITY AND INCLUSION

EPICO's policy dictates that all genders should have equal opportunities for career advancement. Recruitment of new employees and appointments to management positions are based solely on the qualifications of the respective candidates relative to the vacant position.



In EPICO we strive to make sure that all employment related decisions are based on relevant and objective criteria, this includes decisions concerning hiring, wages, promotion, training, retirement, and termination. We believe diversity and inclusion is a strength for the organization and for the work environment, which is also why our workforce consists of – men, women, students, seniors etc.

In 2023, EPICO endorsed the Danish Industry's (Dansk Industri's) Diversity Pledge, along with several other companies, which undertake initiatives aimed at avoiding discrimination in the IT job market. Committing to the Diversity Pledge means committing to:

- Working with our own target figures for management and board of directors.
- Drawing up an action plan for your efforts.
- Working actively to promote gender diversity, using one or more of the 16 principles as a basis.

In EPICO we see it as a natural "next step", as open-mindedness is part of our values. In addition, it also supports our aspiration to actively contribute to the Group's chosen UN Sustainable Development Goal; goal number 5 - to achieve gender equality and empower all women and girls.





GENDER EQUALITY

At EPICO, we are closely monitoring gender equality among representatives within our work force.

The measurements respective to all the employees in EPICO, the team leads, and the group Executive Management show positive results for gender equality.

However, when it comes to IT consultants, and our Swedish offices, we do not see the same positive numbers.

EMPLOYEES

The gender split between men and women in EPICO is in general balanced.

In EPICO, counting employees in Sweden, Denmark, and Poland, the gender split, female is 51% with a total of 118 employees where 58 are women.

However, the overall gender split for each of our offices, differ compared to each other. In Denmark the gender split, female is 66%, which is a bit higher than 2022. In Poland the gender split, female is at 67%, and in Sweden we have had an increase to 13%. Overall we consider this to be a positive result, as we are very close to have a 50-50% balance. However, we are aware that our Swedish offices differ greatly from our other offices in a negative direction. We are therefore committed to working on our biases and lessen the gender gap, and continue to focus our efforts on greater equality, diversity, and inclusion.

Employees

COUNTRY	MEN/WOMEN*	% WOMEN
EPICO Denmark	25/49	66%
EPICO Sweden	33/5	13%
EPICO Poland	2/4	67%
EPICO	60/58	49,2%

Data quality

*The numbers count FTEs. Our NextGen consultants are included under consultants.



MIDDLE MANAGEMENT

As our headquarter is situated in Denmark, this measurement will cover the Team Leads of HQ and all departments in Denmark, which is the only Middle Management Group established for EPICO Group, globally.

The teams and the Middle Management Group have been restructured during 2023.

The Middle Management Group now accounts for 18 employees, which is higher than in 2022.

The gender split, female now accounts for 50% women - with 9 women and 9 men.

Many of women in Middel management service the whole EPICO Group and thus it makes most sense for EPICO to look into the total distribution between men and women.

Middle Management

COUNTRY	MEN/WOMEN	% WOMEN
EPICO Denmark	3/7	70%
EPICO Sweden	5/1	20%
EPICO Poland	1/1	50%
EPICO	9/9	50%



GROUP EXECUTIVE MANAGEMENT

The diversity of the Group Executive Management (GEM) in terms of gender are two women and one man.

In 2023, the composition of the board remains unchanged from 2022, when the target for the proportion of female members was set. As of the end of the financial year 2023, the board consists of three men.

We are an organization who focuses on gender equality at all levels within the organization, among employees and management. We believe in gender equality and that a diverse workforce enhances productivity, development, quality, and EPICO's culture.

Gender equality within different industries is still an issue, and the IT-industry is no exception.

In EPICO, we will continue to remain focused on achieving a good balance between the genders and uphold a general balance of 50%. EPICO's goal of having a board where women are represented by 25% by 2026, still remains.

CONSULTANT GENDER SPLIT

Even though EPICO can overall present positive results in terms of gender equality, the IT industry, still struggles when it comes to the number of women holding IT positions.

Unfortunately, this also holds true for our consultants on contract.

In 2023, only 12,7% of our consultants on contract are women - still it is an improvement of 4,7% compared to 2022. Still, the average percentage of women in the IT-industry in 2023 is 26%.

EPICO will continue to invest in IT for women and to promote IT towards women, recommending women to choose a career in the IT-industry.

We are committed to working on our biases externally when interviewing, screening, and evaluating candidates, and thus working towards closing the gender gap further.

However, if we, as a society, wish to close this gap and further increase diversity and equality, we need actions on macro-, meso-, and micro levels.

Consultants on contract

COUNTRY	MEN/WOMEN*	% WOMEN
EPICO Denmark	812/125	13,3
EPICO Sweden	156/22	12,4
EPICO Poland	67/4	5,6
EPICO	1035/151	12,7

Data quality

*The numbers also include our NextGen consultants. All contract extensions are count as a new consultat

PUBLIC - IT IS ALSO WELFARE



EPICO supports Sustainable Development Goal no. 5 - to achieve gender equality and empower all women and girls as well as SDG no. 12 - responsible consumption and production.

These goals are very relevant to EPICO and we will continue to report and improve on these goals, as they are both part of our COP report and will be part of our future ESG reporting.

During Folkemødet 2023 EPICO hosted more than 20 debates on topics - such as:

- More diversity in the work place
- More women in the IT industry
- How to increase the number of IT students



THROUGH THE PLATFORM "IT IS ALSO WELFARE," EPICO CONTINUES IN 2023 TO CONTRIBUTE TO THE PUBLIC DEBATE ON 'EDUCATING FUTURE IT TALENT'S THROUGH PRESS INITIATIVES AND VARIOUS ONLINE ACTIVITIES.

EPICO placed an increased emphasis on corporate social responsibility, engaging in social initiatives aimed at enhancing this focus. In 2023, through the platform "IT is also Welfare" EPICO continues to contribute to the public debate on educating future IT talent's through press initiatives and various online activities.

Additionally, EPICO contributes to the public debate on IT, the shortage of IT resources, IT and welfare, diversity, and related topics by participating at the Danish event 'Folkemødet' (People's Meeting) with our own tent, in collaboration with Dansk IT and Coding Pirates.

Many of EPICO's freelance consultants, have contributed to the continuous improvement and maintenance of the Danish Regions and The Danish Health Data Authority IT infrastructure and applications.

In addition, EPICO's freelance consultants support the many IT professionals working with critical public infrastructure, which delivers basic services to the Danish population.



G OVERNANCE

ANTI-CORRUPTION

In EPICO we denounce any form of corruption, and strive to uphold principle 10. We also encourage all employees to report if they discover or suspect any type of corruption.

As a company founded in Denmark, corruption is not considered an eminent risk. Denmark continues to be ranked as the least corrupt country in the world, which positively impacts the way we do business in Denmark.

In EPICO we pride ourselves on being open and trustworthy. These are values ingrained in the company along with other core values. However, these are not only core values that our employees live by. In EPICO we make sure that all our consultants do business in an open and honest way. All consultants are properly screened before we send them on assignment at our clients, and we make sure that our consultants follow the same work ethics and same behavior as all our employees.

GDPR - GENERAL DATA PROTECTION REGULATIONS

In EPICO, we are fully focused on operating GDPR compliantly and following EU's data regulations.

EPICO has outsourced the handling of data privacy and Data Processing Agreements – including information security to an external partner, to ensure that we continue to stay compliant and follow new rules and regulations in relation to EU's data regulations.

We will continue to outsource in 2024 to ensure that we continue to stay GDPR-compliant and improve our processes even further. We are very aware of the coming NIS2 directive and the EU AI directive and have already been in dialog with our external partner to ensure that we prepare for implementation of these directives.

WHISTLEBLOWER PROGRAM

In December 2023 EPICO implemented a whistleblower program. A whistleblower program is a place where employees, partners, or others with an interest and relation to EPICO can safely express their concerns regarding violations of legislation, good practice, or breaches of internal guidelines. EPICO’s whistleblower program is accessible through our website and all reports are handled by an external 3rd party professional with strict confidentiality for all users.

DIGITIZING COMPLIANCE

In 2024, EPICO will be investing in tools which will enable us to automatically obtain reports and maintain a complete overview when implementing compliance documentation, as well as training in subjects such as anti-corruption, phishing, and diversity bias.

This will strengthen EPICO’s management system and our governance setup

REPORTS TO DOCUMENT OUR PROTECTION OF DATA

In 2024 and 2025 EPICO will invest in three different reports – two types of ISAE-3000 reports and an ISAE 3402 type 2 report. These reports will be available to all our clients.

EcoVardis RATED COMPANY

EPICO has been an EcoVardis rated company since 2022. The business’ sustainable score is based following themes - Environment, Labour, Human Rights, Ethics, Sustainable Procurement – and a dedicated scorecard on Carbon. The rating is updated annually, usually shortly after the COP report.

COMPLIANCE - REPORTING

There have not been any reported incidents nor has EPICO detected any form of human rights abuses, discrimination, labor instances/work-related accidents or corruption. In addition, EPICO has also not received any Whistleblower reports - as you can see from the table below.

EPICO COMPLIANCE	CLIENTS	CONSULTANTS	SUPPLIERS	OTHER PARTNERS	EMPLOYEES
Human rights abuses	✓	✓	✓	✓	✓
Discrimination	✓	✓	✓	✓	✓
Labor instances at work	✓	✓	✓	✓	✓
Corruption	✓	✓	✓	✓	✓
Whistleblower system			✓		

STRATEGIC GOALS

- In 2024, EPICO will switch to a green energy supplier in Poland.
- In 2024, EPICO will update our leasing car policy and remove diesel fueled cars.
- EPICO will implement a transportation and accommodation policy in 2024, which will ensure implementation of environmentally friendly guidelines.
- In 2024, EPICO will implement a purchasing policy with environmentally friendly guidelines.
- In 2024, EPICO will implement a policy for reusing and donating IT-equipment and mobile devices.
- Every second month in 2024, EPICO will be measuring employee well-being across the company.
- EPICO will in 2024 update our policy on human rights abuses and non-discrimination, to also include a more specific policy and actions to follow.
- In 2024, EPICO will create and implement a policy on ethical handling of data.
- In 2024, EPICO will begin reporting on heating/cooling as well as water consumption