



ESG Commitment

April 2024

ESG Commitment

Introduction

emagine Consulting A/S, Reg-no. 26 24 96 27, and its subsidiaries and associated companies (collectively the "Group") and employees are required to comply with this ESG Commitment.

Our ESG Commitment

As one of the largest suppliers of senior business, management and IT consultants in Europe, emagine is committed to assisting customers (in all industries) scale up with the exact expert resources needed at the exact time and on the exact location. While running a company with continuous profitable growth, emagine is committed to act responsibly regarding human rights, environment and business ethics.

We respect the rule of law and comply with national regulations in all countries in which we operate; and expect the same from all our employees and business.

In addition, we commit to conduct regular impact assessments to identify actual and potential adverse impacts in our business practices and severe impacts in our value chain. We will also address risks related to changes in our product range, operating contexts or new business relationships. We will communicate the findings of our assessments to relevant stakeholders. We expect that regular assessments and transparent communication will help anchor our commitment throughout our company.

In the case we cause or contribute to actual adverse impacts, we commit to provide access to remedy or to contact the appropriate authorities as necessary.

Expectations to employees and business relationships

Our employees are key partners in helping us respect the international principles for sustainable development. All emagine team members are expected to assist us in honoring our commitment, and we encourage our team members to alert management of any actual or potential adverse impacts that emagine may cause or contribute to; or should they become aware that we are linked to severe impacts.

We will expect all our business relationships (customers, suppliers and consultants) to align their operations with UN Guiding Principles for Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECD) as well. This means they should prevent or mitigate adverse impacts on human rights, the environment and business ethics (anti-corruption), and should address any actual adverse impacts that arise. Our expectations are further detailed in our Code of Conduct.

We commit to being open and transparent about our business activities. We will not engage in any form of bribery, corruption or fraud.

The Scope of our commitment

Our commitment is founded on respect for internationally recognized principles for sustainable development; human rights (including labor rights), the environment and anti-corruption, confer the UN Global Compact principles as made operational by UNGPs/OECD. This commitment is integrated in our strategy and business operations.

We aim at being diverse regarding gender, nationality and have a non-tolerance for discrimination; demonstrating excellence in managing the right to privacy; supporting environmentally sustainable practices; working to reduce our own adverse environmental impacts by using environmentally friendly services, solutions and technologies; and not engaging in any form of bribery, corruption or fraud.

Policy Review

This policy will be reviewed at least second year and, if necessary, revised. The Commitment may be amended at any time with the approval of the emagine management. Responsibility for the Commitment revision lies with the Group CPO. This policy is available on our website. This version of emagine's ESG Commitment was approved by Management and Board of Directors 08.04.2024.

Miscellaneous

If no officer holds the official position of Group CPO, the role of the Group CPO under this policy shall be presided by the highest-ranking officer in the Group.

Annexes

- Annex 1: Document Classification Overview

Annex 1

Document Classification: External
Version: 1.3
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Revision history

Version	Date	Revision author	Summary of Changes
1.1	01.12.2023	JDI	Original
1.2	18.03.2024	JDI	Update
1.3	02.04.2024	JDI	Update

Distribution

Name
Board, Group CXO, Employees and Stakeholders

Approval

Name	Position	Presenter	Date
emagine Board and Management	emagine Board and Management	JDI	08.04.2024