

**QualiWare,  
UN Global Compact,  
and the SDG's 2020**



Inspired by the 4 UN Global Compact main categories (Human Rights, Labour, Environment, Anti-Corruption) and the 10 underlying principles, QualiWare aim to be a small building block in the big picture.

*“In 2020, QualiWare ApS started working on the 10 principles defined in the UN Global Compact.*

*In the years to come, work will continue focusing on the 4 overall areas, with the goals and actions mentioned in the report.*

*2020 was a year where we had to learn, define, and determine QualiWare’s focus areas within the UN Global Compact.*

*2021 will also be educational, but with a strong focus on future activities.”*

**Kuno Brodersen**  
Co-Founder | CEO  
QualiWare

We handle all activities, focus areas, and improvements to bring us closer to our set goals in our own software, QualiWare X.

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UN Global Compact	Principle	UN SDG	QualiWare Target	Target Description	Target Performance	Target Progress
Global Compact-Human Rights	<p><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p><b>Principle 2:</b> make sure that they are not complicit in human rights abuses.</p>	<p>3 Good Health and Well-Being</p> <p>4 Quality Education</p> <p>5 Gender Equality</p> <p>8 Decent Work and Economic Growth</p>	<p>Right Competence to right work area</p>	Secure right competence through strategic capabilities and annual employee appraisal interview.	Numbers of new educations per employee	<p>By combining input from QualiWare's strategic capability level and the annual appraisal activities, it is ensured that the individual employee has, and will continue to develop the necessary skills and competencies.</p> <p>The current status is that if a need for training with the individual employee is identified, this is planned so that the employee achieves the desired professional level.</p>
			<p>No discrimination in QualiWare</p>	With our many different nationalities, religious beliefs, sexual orientations, ages and competencies, QualiWare take exceptional pride in the diversity of our work place.	Improvement in employee evaluation (Employee satisfaction)	<p>In all employments and in daily work, the established goals for this principle are always considered and worked on.</p> <p>The policy will be clearly included in the job advertisements that are available on QualiWare's website, and other forums where these appear.</p> <p>Assessments are made using the interviews in connection with the annual appraisal activities. Harassment Policy implemented in QualiWare 2020</p>
			<p>Access to special health treatment</p>	QualiWare try to secure all employees the possibility to health treatment no matter where the employment are located.		<p>To give QualiWare's employees the opportunity for a healthy life, we strive to offer health insurance that can ensure both preventive and curative treatment.</p> <p>However, this can sometimes be challenging due to local conditions, culture, and legislation in specific countries.</p> <p>In 2020, approx. 85% of QualiWare employees are covered by this, and the aim is to increase this over the coming years if local conditions, culture, and legislation allow this.</p>
			<p>Work environment focus</p>	As a part of the "AMO" QualiWare focus on the daily work environment, and is working continuously to improve this area.		<p>In 2020, this point has been disrupted by the global pandemic COVID 19. Most of QualiWare's employees have worked from their home since mid-March.</p> <p>QualiWare has, to the extent possible, taking into account the infrastructure of the individual employee, tried to maintain the qualities a workplace requires. Technically, this has been accomplished, but consequences in the social aspect, etc., are not known at present.</p> <p>This will be the focus in the future, as future home workplaces are expected to continue after this pandemic is under control.</p> <p>Workplace assessment will resume when the current pandemic is well over and is handled by the QualiWare work environment organization, AMO (Arbejdsmiljøorganisation), and the set rules for this.</p>
Global Compact-Labour	<p><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p><b>Principle 4:</b> the elimination of all forms of forced and compulsory labour;</p> <p><b>Principle 5:</b> the effective abolition of child labour; and</p> <p><b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.</p>	<p>9 Industri, Innovation and Infrastructure</p>	<p>QualiWare focus on freedom of association</p>	It is QualiWare's intention that each employee must have the right to organize individually	Evaluation of the individually perceived threat level with regards to oppression and lack of freedom	<p>At QualiWare, it is completely voluntary how the individual employee wants to organize themselves in terms of trade union and/or unemployment insurance fund.</p> <p>In 2021, it will be verified how the individual employee experiences this in connection with the annual appraisal interview.</p>
			<p>Participation in University cooperation and Government established projects</p>	It is important for QualiWare to help and ensure that innovative projects can become part of a sustainable element for all types of businesses	Numbers of academia or government innovation projects/activities per year	<p>It is QualiWare's goal to be able to participate in either private or public development projects. In 2020 the efforts have been limited due to COVID 19, and 2021 will most likely also be affected by this.</p> <p>The goal will be to participate in at least one project per year. Some projects can, however, easily be continuous activities stretching over a number of years.</p> <p><b>LEGO and QualiWare participate in sub-project with CBS (Department of Strategy and Innovation)</b></p> <p>LEGO has started a number of experiments and initiatives in order to promote the digitalization of the whole process of production. This includes experiments with smart factories (AUC) and digital twins (SDU) and DTU) as well digitalization of packaging in the Kladno factory. The aim of the experiments is to get a better basis for creating the digital twin in production. The objective of the project is to follow the experiments and not least focus on the organizational learnings from the experiments.</p> <p>Participation from QualiWare is Chief in editor John Gatzke.</p> <p><b>QualiWare and EA Fellow ApS.</b></p> <p>QualiWare, in partnership with EA Fellows ApS, offers accredited enterprise architecture certification with certification from Carnegie Mellon University. The certification training includes a total of 10 course days for participants. In 2021, the aim is to certify 27 persons in total, comprising 9 employees and two classes of 9 participants from global QualiWare customers. The complete certification program in 2021 will run online.</p>
Global Compact-Environment	<p><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</p> <p><b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and</p> <p><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.</p>	<p>12 Responsible Consumption and Production</p> <p>13 Climate Action</p>	<p>Green Power supply to QualiWare production</p>	In cooperation with our suppliers, QualiWare will be part of the initiatives that will help reduce CO2 emissions for our daily operations.	CO2 equivalent emission for running QualiWare servers per year	<p>Throughout 2020, QualiWare has worked to restructure the entire IT infrastructure, which in the long run will affect both customers and internal operations. This restructuring will improve the safety infrastructure as well as ensure the future use of green energy for the entire operation.</p> <p>In 2021 we will continue with this development, and it is the goal that QualiWare in partnership with our suppliers will use 100% green energy by 2030.</p> <p>No later than 2022 vendors representing 90% of all IT-related costs must be analyzed against the UN Global Compact and SDG. This includes cloud service providers, hardware manufactures, professional service providers, and software manufactures.</p> <p>Already within the next 2 years, it will have an effect for our customers towards a greener environment - a small contribution to the big picture.</p>
			<p>Avoid company flights</p>	QualiWare will have focus on implementing digital meetings to avoid company flights	Numbers of company flights	<p>QualiWare company flights will under normal conditions be estimated at around 50 flights per year.</p> <p>Due to COVID 19, in 2020 this has been reduced to 7 in Q1 2020 2021 will also be affected by this, with a reduction of approx. 50%, due to a changed company structure, as well as increased awareness of the environmental impact of flights.</p>
			<p>Recycling of old IT equipment</p>	All IT related hardware and IT related consumables must be recycled to the extent technically feasible. QualiWare will collaborate with the specialized companies available in Denmark	Numbers of recycling IT equipment	<p>In 2021, QualiWare will start organizing the planned destruction of used IT equipment in a more environmentally friendly way. The destruction will be initiated at local recycling stations, as well as organized destruction/recycling through special recycling companies.</p> <p>The goal for QualiWare is to have all IT equipment destroyed for recycling over the next 5 years</p>
Global Compact-Anti-Corruption	<p><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>16 Peace, Justice and Strong Institutions</p>	<p>Compliance with ISO 27001</p>	QualiWare has been certified according to ISO 27001 - Information Security Management System since 2019. To maintain this certificate, an external audit will be conducted each year by the certified body DNV GL	Yearly Approved External Audit from DNV GL	<p>In December 2020, QualiWare had our second follow-up audit before new recertification in 2021. - no Non-Conformances were given in this Audit. QualiWare's ISO 27001 certification is verified by DNV-GL in Denmark, and QualiWare's goal in general, and in the context of the UN Global Compact is to maintain this certificate with continuous improvement activities.</p> <p>Compliance with this standard is, for certification purposes, considered as a goal fulfillment for UN Global Compact Principle 10 and SDG Goal 16.</p>