



## Our Commitment

As the leader in Configuration Lifecycle Management, Configit is committed to providing global manufacturers transformative, business-critical solutions for the configuration of complex products in a sustainable, responsible way.

Our commitment is founded on respect for internationally recognized principles on human rights (including labor rights), the environment, and anti-corruption- namely the UN Guiding Principles for Business and Human Rights and the OECD Guidelines for Multinational Enterprises. This commitment is integrated in our strategy and business operations.

We respect the rule of law and comply with national regulations in all countries in which we operate. In addition, we work to avoid causing or contributing to adverse impacts on human rights, the environment, or the economy through our activities, and we commit to address such impacts if they occur.

We respect human rights by embedding this policy commitment in all our policies and processes in line with the UN Guiding Principles on Business and Human Rights. These enable us to identify, prevent, mitigate, and account for, how we address adverse human rights impacts in Configit.

We support environmentally sustainable practices and work to reduce our own adverse environmental impacts by using environmentally friendly services, solutions, and technologies.

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

We commit to conduct regular impact assessments to identify actual and potential adverse impacts in our business practices and value chain. We will also address findings 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 believe regular assessments and transparent communication will help anchor our commitment throughout our company.

Our employees are key partners in helping us respect the international principles for sustainable development. All Configit 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 Configit may cause or contribute to through our practices, services, or products.

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.

Our expectations for our business relationships are based on the same global minimum standard for responsible business conduct to which we hold ourselves accountable. We expect all of our business relationships to align their operations with this standard as outlined in the UN Guiding Principles for Business and Human Rights and the OECD Guidelines for Multinational Enterprises. This means they should avoid causing or contributing to adverse impacts on human rights, the environment, and anti-corruption, and should address any actual adverse impacts that arise. Our expectations are detailed further in our Code of Conduct.

We encourage responsible business conduct at all levels of our value chain, and we will use or build our leverage as a company to encourage others to address their severe impacts and move toward this globally-accepted standard.

Configit Board of Directors  
06/14/2018  
Copenhagen, Denmark