

# Legian Consultancy Engineering en Network Services B.V. Declaration on the Principles of Corporate Social Responsibility



## Company Profile

For 20 years Legian has been an independent, 100% Dutch ICT knowledge partner who advises and guides organisations on issues and projects between ICT and organization. The areas in which we focus are ICT Infrastructure, ICT Architecture, Cyber Security, Operational Excellence and Sourcing.

## Scope for FIRA

IT management services, including secondment of professionals, IT infrastructure services and IT security services by Legian Consultancy Engineering en Network Services B.V. based in the Netherlands (chamber of commerce 27164662). Subsidiaries Legian Consultancy B.V., Legian Projekten B.V., and Legian Professionals B.V. are also in scope.

## Our Commitment

As Legian Consultancy Engineering en Network Services B.V. we recognize the importance of social responsibility and we are dedicated to ensure the interests of our clients, employees, shareholders and society, through practical practices on Corporate Social Responsibility (CSR).

We subscribe to the principles of social responsibilities. We commit to:

- **Accountability:** be accountable for our impacts on society, the economy and the environment;
- **Transparency:** be transparent in our decisions and activities that impact on society and environment;
- **Ethical behaviour:** engage in ethically behaviour at all times;
- **Respect for stakeholder interest:** respect, consider, and respond to the interest of its stakeholders;
- **Respect for the rule of law:** accept that respect for the rule of law is mandatory;
- **Respect for international norms of behaviour:** respect international norms of behaviour, while adhering to the principle of respect for the rule of law;
- **Respect for human rights:** respect human rights and recognize both their importance and their universality.

We commit to inventory our material CSR issues, establish clear objectives and targets, develop and maintain social responsibility programmes and management systems, and dedicate sufficient resources to respond to these principles. Management and employees are expected to contribute to this policy.

We will review our values, CSR strategy and performance annually to ensure that our commitments are in line with our forward thinking.

We will work with the FIRA Platform to provide our clients with reliable data on our CSR programmes.

Managing Director,

D. Hoogendoorn

Date signature:

December 5<sup>th</sup> 2017