



Sustainability report

# 2019



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## TELE-POST carries a great responsibility

TELE-POST ensures the connections to the digital Greenland that brings the country into the digital age. The digital revolution may be the quiet revolution in the country's history, and we do not know what the future will bring. One thing is certain though - we have to let the next generations lead and work sustainably with ambitious goals.

TELE-POST works every day to secure the connections and wishes that they are seen as a path to development and knowledge and is a part of raising society.

We would like to contribute to making children's own wishes come true regarding higher professionalism and increased digitalization in the elementary school. We will do that through a targeted digital teaching project in close cooperation with municipalities, schools, children and teachers.

TELE-POST carries a great responsibility as we connect Greenland and Greenland with the world.

We build the national cohesion as a reliable distributor of tele communications and postal services to the entire

country. Greenland is geographically very large and sparsely populated. We secure the infrastructure from the top of tall mountains to the bottom of deep fiords. Our dedicated employees secure the connections during extreme climate and weather conditions that require substantial amounts of energy. We will protect our amazing nature by increasing energy efficiency and by using sustainable energy sources such as solar and wind power. We believe that we can create a sustainable future and will thus work to make the sustainable development goals the new normal.

*Enjoy reading our sustainability report.*

**Kristian Reinert Davidsen**  
Chief Executive Officer

# CSR & memberships

## Organizing CSR

The board of TELE-POST has Corporate Social Responsibility (CSR) and sustainability as points of emphasis, which are reflected in the coming work of the organization. The strategic responsibility for sustainability work is anchored with the HR-director that has a dedicated employee for the job. The CSR-employee is a part of securing development, anchoring, documentation and follow up on our work with CSR and sustainability.

Progress in the sustainability work is a fixed

item on the agenda every 14 days at a meeting between the CEO and the HR-director, while further management involvement is decided based on the theme.

The latest cross organizational focus was at TELE-POSTs management seminar in the fall of 2019, when 58 middle managers and key personnel was involved in the work with CSR and the Sustainable Development Goals.



*TELE-POST plays an important part in the Greenlandic society and the purpose by introducing the Sustainable Development Goals in the Company's work is to integrate a common language on sustainability – both internally in our organization and out towards our partners such as municipalities and companies.*

Helena Rotvig Kristiansen, HR-director

## Memberships

As a member of the UN Global Compact, TELE-POST commits to assuming responsibility with regard to the UNs 10 principles on human rights, workers rights, the environment and anti-corruption as well as contributing to realizing the UNs 17 Sustainable Development Goals. This is supplemented by local memberships such as of CSR Greenland and Transparency International Greenland that likewise work to promote the responsibility agenda in Greenland.

Once a year we have to report on our sustainability effort and progress to the UN Global Compact. In addition, this report is produced according to the law on annual reports article §99a and §99b.

For more information on the UN Global Compact – see: [www.unglobalcompact.org](http://www.unglobalcompact.org)

## The 10 Principles



### Human rights

**Principle 1:** Companies should support and respect the protection of internationally proclaimed human rights within the companies area of influence; and

**Principle 2:** Make sure that they are not contributing to violations of human rights



### Workers rights

**Principle 3:** Companies should maintain the freedom to organize and recognize workers right to collective bargaining; and

**Principle 4:** Support the abolition of all forms of forced labour; and

**Principle 5:** Support the abolition of child labor; and

**Principle 6:** Eliminate discrimination with regard to work and hire



### Environment and climate

**Principle 7:** Companies should support a precautionary approach to environmental challenges; and

**Principle 8:** Take initiatives to ensure greater environmental responsibility; and

**Principle 9:** Encourage development and spread of environmentally friendly technologies



### Anticorruption

**Principle 10:** Companies should work against all forms of corruption, including black mail and bribery



# BUSINESS MODEL



## Core resources

### Employees

Our employees make sure that services are provided across business areas, and we strive to offer the right competency and development opportunities for everyone.

### Financial resources

We finance our investments if possible through the flow of our operations and secondarily through lending.

### Customers and owners

Our customers and owners are the foundation for our business and we take our relations with both seriously.

### Community engagement

We invest in solutions that secure the digital development in parts of the country where the commercial basis is limited too.

## Investments

### Infrastructure

- The area ensures phone and internet connections to all of Greenland and has supply security as its main focus.
- Infrastructure is continuously being build and expanded that ensures connections that can provide current and up-to-date products for the customers.



## Revenue

### Phone and internet 67 % of revenue

- The area supplies phone and internet products for both private and corporate customers.
- New products are continually developed that ensure the customers opportunity to be a part of the digital evolution in Greenland and in the rest of the world.



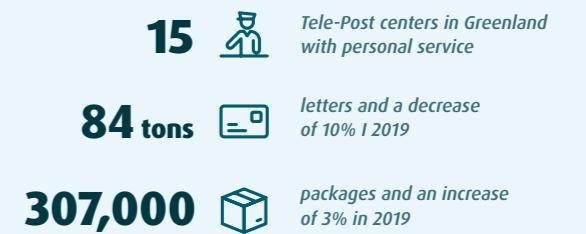
### IT services and other services 19 % of revenue

- The corporate business offers up-to-date IT-solutions to customers all over Greenland, which gives the companies the opportunity to focus on their core business.
- As supplier of emergency and safety contingency in Greenland, TELE-POST contributes to securing safety at sea.
- Delivery of services to aviation and weather services contribute to a solid traffic infrastructure in Greenland.



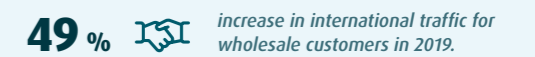
### Mail 12 % of revenue

- With sole concession on letters in Greenland, the postal business ensures a secure delivery of mail to the entire country.
- Delivery stabile package solutions are offered to all of Greenland, which makes international trade for both private and corporate customers possible.erhvervskunder.



### Wholesale 2 % of revenue

- Wholesale gives the citizens of Greenland the opportunity to chose competitors for the delivery of internet products.
- The area develops products for internet providers so that they too can offer up-to-date products for their customers.



## Strong networks enables growth

Today a lot of jobs depend on fast and stable internet connections. TELE-POST works every day to secure and strengthen the customers access to the internet. Stronger networks can be a means to increase access to information and knowledge.

Since the announcement of a new strategy in 2017, TELE-POST has set the ambitious goal to deliver high speed internet to 92% of our customers living in South, West and some areas of North Greenland no later than 2020. At the end of the year 2019, we had achieved 92.6%. This will have great implications on the digital opportunities in most of Greenland and amongst much more means improved accessibility to education and information in general.

To achieve the strategic objectives, over the course of the last few years we have been working intensively at expanding the network – both by extending the sea cable and by expanding and strengthening the radio chain. With the 4G-network, we have established the latest wireless network and antenna equipment in the country's villages and cities.

# 92.6%

*Percentage of the population with access to high speed internet*

An exception is the network in East Greenland and areas in North Greenland that are connected via satellite, which limits transfer speeds. We are working intensively on solutions that will improve network quality in those areas that use internet via satellite technology.

“ *The effort has clearly shown that TELE-POST's important role in society ensures the future and opens Greenland to the world and the world to Greenland. The strategy TELE-POST has been working at during the latest years now carries fruit and will benefit new generations. Flatrate in most of Greenland makes information accessible to all, and today children can log on to new modern online interactive teaching material in both villages and cities from their iPads.*

Jonas Hasselriis, Technical and IT director





The best results are achieved through motivated employees. Committed and motivated employees perform better, strengthen cooperation, inspire others and contribute to giving us a strong image.

To reach goal with good results, it is a natural part of business to create a healthy and safe frame for the physical and mental work environment.

### Job satisfaction

Job satisfaction is an expression of the employees motivation and loyalty to the company. At the beginning of 2019 job satisfaction at TELE-POST was at index 80, which is classified as a high job satisfaction and 'Best in class' at a Greenlandic bench mark. Employee loyalty to TELE-POST is at index 83.

**Index 80**  
in job satisfaction

**Index 83**  
in loyalty

### Work environment

The individual manager at TELE-POST ensures anchoring of all activities to protect employee health and safety. The manager must make sure to organize activities and prevention of safety and health risks as well as inform, direct and educate own employees on the area.

Through work place evaluations (APV) that are done every second year, the legally required ergonomic and safety conditions are secured for the employees at TELE-POST alongside an evaluation and follow up on the mental work environment.

TELE-POSTs safety and cooperation committee is tasked with securing communication and trust between management and employees. The committee helps create a common understanding of operations, economy and strategic objectives, when they plan, advice, oversee and orient on the safety and health work. The committee contributes to ensuring adequate work and employee conditions which must be respected and observed by all employees.

“ *Management and employees place great emphasis on promoting functioning and structured forms of cooperation in all the company's departments. A good cooperation between management and employees is the prerequisite for TELE-POST efficiently realizing its vision, mission and strategic objectives.* ”

John Frederiksen, vice chair for the safety and cooperation committee

### Safety at work

TELE-POST prioritizes employee safety by completing relevant education, courses and certifications like L-AUS, master rescue and the work environment education. Employees are instructed in the necessary safety precautions through which understanding, and compliance is ensured.

In 2019, 7 injuries were reported. Most injuries were characterized as soft tissue damage of a non-life-threatening type.

### Health

We contribute to employee health and well-being through healthy and varied canteen operations, free access to fitness facilities, company sport events and employee events.

All permanent employees are offered a health insurance upon hiring with the opportunity to access amongst other things treatment at a private hospital, substance abuse counselling, mental health care and physiotherapy.

### Sick leave

We have an objective to reduce sick leave and are in the process of mapping objectives and initiatives for reduction.

In 2019 sick leave was at 4.1%, of which long term sick leave was at 8.4%. Long term sick leave is defined as employees primarily suffering from a lengthy serious disease and in treatment.

### Employee and competency development

Through targeted skill upgrade we ensure that employees can handle new and existing tasks. Employee knowledge and competencies must always follow the digital development, which happens through continuous and targeted development of their potential. Through yearly employee development dialogues (MUS), employee needs and opportunities for education and development within their individual job branch is evaluated. In that way a good match between the employee's competencies and the requirements and demands the employee encounters in their work.

## Every 2nd employee

*has been through a course or on job training in 2019*

All employees at POST and SALEs have completed the POST-education, an internal education developed by TELE-POST.

### Trainee program

We always strive to attract the best trainees. In cooperation with different educational institutions in Greenland and Denmark, we give students the opportunity to write their thesis based on our company, carry out empirical studies, case work or realize own project ideas in connection to their education. Additionally, educations within TELE-POSTs business areas are offered:

- IT / electronics and technics
- Technical facilities and operations
- Purchasing and logistics
- Mail and philately
- Economics
- Customer service
- Marketing and communications

In 2019 we had 28 trainees and interns in active education spread over 8 different educations within TELE-POSTs business areas. Additionally we also contribute to elementary school students going in school internships to experience TELE-POST. With these initiatives the intent is to inspire kids and young people to chose an education matching our areas of business.



“

*I have had an incredible learning experience at TELE-POST, where I have been fortunate to have had a free space to shape my own tasks. It is cool to be able to test the tools I have learned in my education and put them to every day use as an intern. It has been really good to enter a large company that has given me ample opportunity to develop my competencies in different technical and practical areas.*

Arnalaa Johansen, former media graphics intern and marketing intern

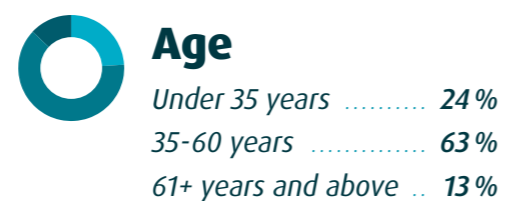


### When diversity creates value

Excerpt from TELE-POSTs policy for Diversity in management: "A diverse workplace is a workplace where the employee diversity is accepted and used as a strength. TELE-POST supplies many different services, and is as a company dependent on different types of employees – not least managers."

The Board consists of 5 general assembly elected and 3 employee elected members. 3 of the 5 general assembly elected are women, which means that we have achieved equal distribution per the order of the law and thus we have no further objectives. The executive group is made up of 2 female and 5 male directors, which likewise means that we have achieved equal distribution and thus do not put forth and describe a further for a policy for the other management levels.

At TELE-POST there is room for everyone regardless of age, gender, nationality, creed, sexual orientation and culture. It is competencies, motivation and ability that is in our focus, and we do not tolerate any form of discrimination.



### Senior scheme

We want to create the best opportunities until the retirement age with respect to the employee's individual needs and company operations.

Our employees have the option of entering into an individual agreement with TELE-POST on special work conditions that ensure the opportunity for a personalized plan for transitioning from work life to retirement.

### Help to get back to work

TELE-POST offers a special support and focus when possible in the situations, when a given employment can be helped across the finish line through these means. If at all possible, we meet the employees where they have a special need; for instance, in the shape of a flex job to help the employees continued retention in the labor market.

In 2019 we had an unemployed in job training. It has been a success that resulted in the person in question being permanently hired and thus got a good foundation for moving on in their work life. In Filatelia in Tasiilaq we have 5 unemployed in work testing.

*In 2019 we had:*

**2** in flex jobs

**1** in job training

**5** rehabilitees





Excerpt from TELE-POSTs Environment and climate policy:

“*TELE-POST wants to contribute to a better environment by making sure that environment and climate considerations are a natural part of all our activities and that we through opinions and behavior are a source of inspiration and increase awareness and improve the company’s effect on environment and climate.*”

## Energy optimization

### LED-lighting

TELE-POSTs main office and 7 other TELE-POST Centers in Greenland is outfitted with LED-lighting, so we can reduce our yearly energy consumption and create better work lighting. We want to continue to ensure implementation of LED-lighting when remodeling or raising new building in TELE-POSTs own buildings in all cities, which reduces the energy consumption for building operations.

### Economic and environmentally friendly cooling

We use free cooling for server spaces on all our radio chain stations. This form of free cooling is energy saving, economic and protects the environment of which we are a part.

### Renewable energy sources

TELE-POST has 44 radio chain sites that ensure internet connection for most cities and villages. Today, the electricity supply of our sites mainly consists of solar energy in the summer and primarily generator operations in the winter. The challenge is that the solar cells produce the required energy in the summer but that there is insufficient light to maintain energy production in the winter, which is

why generator operation is necessary. Transportation and consumption of fuel for the remotely located sites is cost heavy and in conflict with the environmental profile that we wish to work towards. That is why we are developing and testing the options for wind energy.

In the summer of 2019, we erected a windmill at Meqqitsoq (Skinderhvalen) south of Nuuk. This windmill has been tested for arctic conditions and tolerates winds up to 70 m/s.

# 7,000 kWh/year

*Expected production of wind energy in the future*

During a four-month period the windmill produced 712 kWh equivalent to an 8% saving. With wind energy, we expect to produce 7000 kWh/year, which can result in a 2/3rds savings of the generator diesel consumption. If we can reach the goal with right material and the expected productivity, we have an ambition of erecting more windmills across Greenland.

Every year our Filatelia releases two stamps with the theme “*Environment in Greenland*”.





# Good business practice

Working with good business practice through 2019, we have established an Anti-corruption policy and Guidelines for company presents as well as a Whistleblower scheme to ensure our continued work with responsibility. We want to work at increasing the knowledge of the new initiatives and procedures that has been established.

Excerpt from TELE-POSTs Anti-corruption policy: *“TELE-POST conducts business in a responsible manner and rejects all forms of corruption, bribery or other forms of unethical behavior that can harm the reputation of the company. Employees at TELE-POST must at any time act professionally and responsibly across departments and when meeting customers and other stakeholders.”*

### Receiving gifts

Generally, our employees may not receive or give gifts or other advantages in relation to the pursuit of their job which are – or could be seen as – bribes. However, modest tokens of appreciation within reason given or accepted in relation to anniversaries are acceptable.

Excerpt from TELE-POSTs Guideline for company presents: *“The purpose is to ensure a clear and uniform frame for all levels regarding the Company’s business methods as to how we act in relation with our customers, suppliers and partners and at the same time protecting the Company / employee from any form of corruption or bribery.”*

### Conflicts of interest and nepotism

Personal interests may never effect the decisions made by our employees, including for example favoritism of family members or friends based alone on personal relations.

### Whistleblower scheme

The whistleblower scheme is intended to give the employee and other stakeholders at TELE-POST the opportunity to make an anonymous report of persons with relations to the company, in the case of – or suspicion of – ethical, business or legal violations committed in our company, for example in the shape of:

- serious criminal actions, such as fraud, bribery and embezzlement
- serious breaches of security and law
- serious inappropriate behavior such as discrimination, bullying etc.





## We create value for society

With a focus on the next generation, TELE-POST wants to contribute to increased self-esteem and well-being among children and young people and increase their desire to – and opportunity to – complete an education. We want to contribute to reducing the barriers towards learning that may exist, as well as creating initiatives that strengthen the community through increased access to communication.

We support activities that may have a positive and lasting effect for the individual and that works towards a more sustainable society.

### Coding Class

All kids should have the competencies to navigate in the digital age and world as well as become acquainted with digital solutions that will be central to the work force of the future. Not only will they have to be super users, they will also have to be able to create and produce creative digital solutions.

TELE-POST would like to contribute to the strengthening of the next generation and thus have entered into a partnership agreement with Kommune-qarfik Sermersooq before the end of 2019, with the purpose of bringing coding to the school lecture plan – a concept developed by the business association IT-Branchen with other member companies.

The partnership includes a pilot project on 4 school classes that will go through a Coding Class program in the spring of 2020. Through a class program the school classes in question will receive detailed knowledge of design processes, innovation and coding through cooperation, analysis and innovation that all are areas central to the 21st century competency needs. It is the intention that this can be rolled out to all of the country.

### Attat – Greenlands educational network

TELE-POST supplies and supports the educational network, Attat, to all educational institutions under Self Rule authority. It is a network which supplies elementary schools, trade schools and higher education in Greenland with internet. In the fall of 2019, we have completed initiatives that gives the schools faster connections all over the country, which opens more opportunities. Distance learning becomes more accessible, and it strengthens student's opportunities. The teachers receive new possibilities for creating education based on current events and eases access to educational tools as well as in job training.

### Facilitator of IT-educations

In 2018, we established a national Microsoft test center in Nuuk and through this facilitate IT courses in cooperation with a certified course provider, so course participants no longer need to travel out of the country. The center is also open to external stakeholders. We continue to run and facilitate the test center.

**CODING**  
**<CLASS>**





**DHL / TELE-POST relay**

Every year, TELE-POST organizes Greenland’s largest race in Nuuk. The relay is an annual company party event, when a large number of participants are ready for a day of exercise, health and community across departments and companies.

**1,225 people**

*attend every year and are divided into 245 teams.*

**Cancer Society’s national fundraising**

Every year, TELE-POST contributes to the fight against cancer, when we support establishing and operating a call center for the Cancer Society’s annual TV-show. Thus, every citizen has the opportunity to call and donate in the fight against cancer. We believe that through this, you can make a difference – not just for the cancer inflicted but to the whole family.

**Filatelia**

Every year our Filatelia publishes around 24 new stamps in cooperation with renowned artists. One of the stamps has an additional cost of 1 kroner per sold stamp. This additional cost goes straight to a social cause and can achieve a value of 150,000 kroner. In 2019, the additional cost stamp was published in January. It is sold to benefit ‘The Salvation Army in Greenland’.

**150,000 DKK**

*Maximum achievable value for support of social causes.*

**Largest sponsorships in 2019**

TELE-POST supports large and small sponsorships that line up with our strategic objectives as a tele communications and mail company. The sponsorships can be the services we sell, but some sponsorships can be of a financial type. Often we support good or cultural purposes through the smaller sponsorships, but we also support larger projects financially and an example is our sponsorship of Elite Sport Greenland.

- Attat (GreenInads Educational Network)
- Elite Sport Greenland
- Cultural Center Katuaq
- Nuuk Nordic Culture Festival
- The Association Greenlandic Children
- Neriuffik (Cancer Society in Greenland)
- Orphanage Tupaarnaq
- IKIU (The Self-governing Legal Aid Institution)
- PAARISA (Center for Public Health)

# Sustainable initiatives 2019

Our employees want to spearhead change. Here are some of their initiatives.

## Less plastic

We have waved goodbye to single-use plastic bottles that over the years have been delivered to our exercise facility in Nuuk as well as to the main office, where they were used for example in meetings.

“ We should think of how to change our habits to benefit the environment, so I am really happy that we can make a difference here. I am happy to bring my own water bottle with the world's finest water from home.”

Solveig Heilmann, active user of the exercise facility and a part of TELE-POSTs exercise committee

## How we support Saligaatsoq

Every year we support a greener environment at CSR Greenland's yearly clean-up day 'Saligaatsoq'. The summer of 2019 was the third year running that elementary school students were given the opportunity to collect trash for TELE-POST in return for a 10,000 kroner sponsorship for their study trip. Aside from supporting their study trip, children and youth become more aware of the environment we live in and the importance of taking care of the environment.

“ The students take care of nature and this task is really a good opportunity that is a part of raising awareness of our joint responsibility to minimize trash in the nature.”

Stina Nielsen, elementary school teacher

## Revolutionizing combustible toilet

We have installed a combustible toilet at a TELE-POST Center in North Greenland and are in the process of installing more combustible toilets at tele stations and other TELE-POST Centers at sites with no-drainage toilets. We are aiming at installing 9 more combustible toilets during 2020. The initiative has been a great success amongst employees and has been a boon to the environment, as you prevent plastic waste in nature.

## Good ideas spread fast

Trash in nature leaves clear marks and does great harm to environment and animals. More companies and organizations around the world are working actively to reduce and prevent environmental challenges.

“ We were inspired by another department that minimized their amount of trash bags by centering one garbage can in the department instead of having a garbage can per desk. The initiative triggered a wave that more departments have embraced.”

Hans Rasmussen, HR-consultant



## Sustainable merchandise

“ We are constantly looking at how to optimize our work processes to benefit society as well as the environment. There has been put a stop to purchasing cheap plastic merchandise that leaves visible marks and instead focusing on sustainability in our merchandise purchase.”

Lars Rasmussen, head of product and marketing

# International principles, risks and 2020 efforts

## Uncovering the international principles

In 2015, TELE-POST has identified the most important effects in relation to the UN Global Compacts international principles in the areas of human rights, workers' rights, environment and anti-corruption. Thus, we have identified areas where you over time have to work with sustainability. We are continually working to maintain a focus that contributes to employees and other stakeholders meeting a company that through organized conditions show that you appreciate the cooperation.

TELE-POST wants to contribute in the best possible way to the work with CSR and sustainability, and has thus established relevant policies for publication during 2020.

Authorities and the Self Rule Government has the responsibility for promoting the work with human rights so that the measures are recognized and observed, which is why TELE-POST has not found a separate human rights policy necessary, but TELE-POST respects and observe current legislation in the area.

## 2020 efforts

Responsibility and sustainability are a large part of the Executive Group's commitment. TELE-POST is in the process of identifying, revising and mapping the work on sustainability. We have an ambition to develop the work in a way that your ongoing anchor more efforts while integrating sustainability in our other tasks.

We want to work with increasing awareness of sustainability through targeted communication and cooperation with employees.

TELE-POST must additionally enter into strong and relevant partnerships on putting coding on the curriculum. The objective is to realize the first 4 Coding Classes in the spring of 2020 in the elementary schools 7th grade. We hope that other

municipalities will be interested in the project and be open to the possibility of entering a new cooperation on educational programs at other schools, when the first experiences have been made from Kommuneqarfik Sermersooq.

TELE-POST also wants to contribute to teachers' digital competencies, to all elementary school teachers can teach digital creativity. We want to examine the opportunities to enter into a partnership with the Institute for Learning at Ilisimatusarfik (The University) and Ilinniartissuaq (Teacher Training College) and have already completed the first dialogue. The objective was to establish how best to contribute to developing teachers' competencies in a digital perspective.

## Risks

The executive group are supremely responsibly for handling TELE-POSTs risks as well as for developing and determining measures that will continuously reduce TELE-POSTs most important risks.

Areas	Most important risks	Handling
<b>Human Rights</b>	<ul style="list-style-type: none"> <li>IT-security and choice of strategic suppliers are treated in TELE-POSTs annual report</li> </ul>	
<b>Social- and employee conditions</b>	<ul style="list-style-type: none"> <li>Attracting and keeping employees</li> </ul>	We prioritize the good both physical and mental work environment by minimizing negative influences on workers' rights
<b>Environment and climate</b>	<ul style="list-style-type: none"> <li>Negative environmental and climate impact</li> </ul>	We are looking at procedures so we handle waste reliably and responsibly to avoid impacting environment and climate unnecessarily, while we work for efficient use of renewable energy
<b>Anti-corruption</b>	<ul style="list-style-type: none"> <li>Transactions and purchasing</li> </ul>	Through approval processes and a centralized purchasing department, we ensure continuous control and surveillance of transactions





# The Sustainable Development Goals as beacons

“ *TELE-POST takes part in the responsibility for the next generations, our future workforce, the environment and sustainable development both globally and locally. Our future as a company and business depend on the people and the environment we together create in this country, and Greenland is effected by the world. That is why we too must take responsibility, and that is why we are making the Sustainable Development Goals every day at TELE-POST.* ”

Kristian Reinert Davidsen, Chief Executive Officer

“ *The choices we make every day has meaning and consequences for people, the environment and thus also for future generations. At TELE-POST, we believe that we must do what we can to contribute to a more sustainable society both now and in the future.* ”

Tanja Christensen, CSR-consultant

With these words in the fall, we made the global goals our own through a management seminar, where focus was on increasing awareness of and working with integration and mapping of the UNs Sustainable Development Goals in a TELE-POST context. TELE-POST plays an important role in the Greenlandic society, and we have a responsibility to contribute to Greenland’s sustainable development. In our company, the Sustainable Development Goals will be used to symbolize the work with sustainability and increase awareness of the difference we make, and what value that has to society. The goals will contribute to sharpening focus and creating a common language around sustainability – both internally in the organization and externally towards the society, we, of which, are a part.

TELE-POST has identified 3 Sustainable Development Goals that are the primary in relation to, how we contribute and create a real difference to society while at the same time creating value to our company.

Of the 17 Sustainable Development Goals, we contribute to the following Sustainable Development Goals:

- Sustainable Development Goal 4 – Quality education
- Sustainable Development Goal 9 – Industry, innovation and infrastructure
- Sustainable Development Goal 17 – Partnerships for action

### 3 Sustainable Development Goals



#### We are letting the next generation lead

With our sustainability strategy, we take responsibility for the future by letting the next generation lead.

With our ambition of fulfilling children's own desires for higher professionalism and increased digitalization in elementary school, we want to contribute to supporting children's and young people's development and ensure projects in a digital perspective.

Through strong partnerships, we want to lift and strengthen the next generation and contribute to development, where the internet is seen as a path to development and learning.

All children must have the competencies to navigate the digital age and world as well as have knowledge of digital solutions that will be central to work force of the future. They not only have to be super users, but have to be able to make and produce creative digital solutions, and thus feel excitement by being innovative with IT.

That is why we have entered into a partnership agreement with Kommuneqarfik Sermersooq on putting coding on the curriculum in the spring of 2020. A concept that gives children the opportunity to be creative and creators of IT.



#### Digital infrastructure clears the path for growth

As a leading supplier of digital infrastructure, every day we create cohesion across Greenland and connect the country with the rest of the world – this is a decisive prerequisite for a sustainable community in the future and is the core in our business.

Through robust infrastructure – and with efficient use of environmentally friendly technologies – we deliver high speed internet to 92,6% of our clients living in South, West and areas in North Greenland.

Greenland is truly entering the digital age with improved internet connections, creating a technological boost for 100% of Greenland's population.



#### A common path to quality

Alone, we cannot realize our sustainability strategy, and that is why we want to enter into strong partnerships, where we jointly can strengthen the quality of our work. Partnerships are thus an essential means to achieving the essential goals.



“

*Our vision is to let the next generations lead by making the Sustainable Development Goals every day at TELE-POST. We secure the country's infrastructure and connect Greenland with itself and the world. We want to prepare the company for the future by contributing to lifting the digital Greenland and the next generation with the connections we make.*

Stine Bosse, Chairman of the Board





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