

# MANAGEMENT SYSTEM CERTIFICATE

Certificate No:  
259893-2018-OTH-NLD-DNV

Initial certification date:  
16 July 2012

Valid:  
24 October 2019 - 16 July 2021

This is to certify that the CSR management system of

## Conscia Nederland B.V.

Kampenringweg 47, 2803 PE Gouda, Netherlands  
Chamber of Commerce number 29031508


is rated by DNV GL Business Assurance and meets the requirements of the standard:

### CSR Performance Ladder: Level-3 version 2013

**according to CSR Performance Ladder certification standard (version 2013), a practical application of ISO 26000 on Social Responsibility and is registered on [www.mvoprestatieladder.nl](http://www.mvoprestatieladder.nl)**

To manage the development and implementation of CSR policies on CSR indicators in consultation with stakeholders in the technical sector (please fill in). This certificate is valid for:

**Advice, functional and technical design, delivery, implementation operating and support services of enterprise networking, security, datacenter and Unified Communications.**

>> Floor of the CSR indicators as the level increases >>						
 Certification Standard CSR Performance Ladder	Starting Level-1		Starting Level-2	General feasible for the industry Level-3	Specific Level-4	Specific Level-5
	1 year certificate		1 year certificate	3 year certificate	3 year certificate	3 year certificate

The CSR Performance Ladder and this CSR certificate are registered on website [www.MVOPrestatieladder.nl](http://www.MVOPrestatieladder.nl).

Place and date:  
**Barendrecht, 24 October 2019**



For the issuing office:  
**DNV GL - Business Assurance  
Zwolsseweg 1, 2994 LB, Barendrecht,  
The Netherlands**



  
**J.H.C.N. van Gijlswijk**  
Management Representative