Software Mind

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INTRO

Software Mind is a global digital transformation partner with operations throughout Europe, the US and LATAM. Driven by tech and empowered by people, Software Mind provides companies with software engineers and autonomous, cross-functional development teams who manage software life cycles from ideation to release and beyond. For over 20 years they've been enriching organizations with the talent they need to boost scalability, drive dynamic growth and bring disruptive ideas to life.

Top-notch engineering teams combine ownership with leading technologies, including cloud, AI, data science and embedded software to accelerate digital transformations and boost software delivery. A culture, driven by trust, that embraces openness, craves more and acts with respect enables their experts to create evolutive solutions that support scale-ups, unicorns and enterprise-level companies around the world.

Software Mind achieves their goals and targets by implementing technology, while also contributing to their communities and the environment.

ENVIRONMENTAL

The integration of Environmental, Social, and Governance (ESG) considerations holds paramount significance in shaping our approach to environmental concerns. Despite our non-production-oriented nature, Software Mind recognizes the importance of mitigating our environmental impact. To this end, water dispensers have been strategically installed on company premises, and glass jugs have been introduced in conference rooms, limiting the use of disposable plastic bottles. Moreover, a concerted effort has been made to facilitate the proper disposal of old batteries in our offices in Poland and Moldova by arranging designated containers for this purpose. In pursuit of an environmentally conscious workplace, informational infographics have been strategically positioned across our office spaces, explaining the importance of judicious waste management. Additionally, measures have been implemented to ensure the responsible handling of electronic waste, including reuse, proper disposal or donation to charitable causes. Software Mind is committed to fostering employee engagement in eco-friendly endeavors. Notably, in September, Software Minders and their families actively participated in a riverbank cleanup initiative along the Vistula River.

In alignment with our sustainability objectives, a recent modification to our employee benefit program involves a departure from conventional plastic cards. In a conscientious move to reduce plastic consumption, Software Mind has opted for electronic cards, accessible through a mobile application. It is important to note that previously issued plastic cards will remain operational without any expiration date, facilitating a seamless transition to the new, sustainable approach.
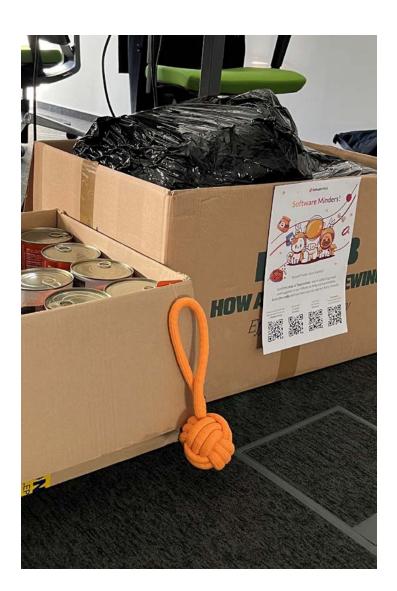
SOCIAL

In the first half of 2023, Software Mind implemented an Employee Satisfaction Survey, a crucial initiative aimed at soliciting feedback on working conditions and internal communication within the organization. Concurrently, the company expanded its training program to include acquired subsidiaries, while encompassing both general and specialized skill-building topics for managers. A noteworthy component of this expansion was the introduction of the „Skill IT Up" conference, which fostered knowledge-sharing among entities within the corporate Group.

On a global scale, Software Mind actively promoted employee participation in the „Energy ON" initiative. This multifaceted endeavor encouraged team building, enhanced involvement with the company, elevated employee engagement and motivation, integrated personnel at the Group level and provided a heightened focus on well-being by covering aspects such as healthy lifestyle and mental health. The initiative featured diverse topics, including conscious breathing, physiotherapy in sports, healthy sleep, dietary habits, cooking workshops, dietary supplements, ergonomics, natural relaxation methods and cancer prevention. Comprising sport-oriented goals, challenges and webinars, the initiative culminated in achieving a 40,000 km target of covered distance and providing support to four non-profit organizations.

In March, Software Mind hosted a specialized webinar titled „Break the Bias," facilitated by an internal expert who discussed the nature and impact of biases on individuals and decision-making. We also promoted the message of breaking biases in the IT sector on the company's social media in a video featuring our employees from different countries. Subsequently, in July, an additional webinar featured an expert from the Diversity Hub Foundation who provided insights on effective communication with individuals from diverse cultural backgrounds.

In September, our LATAM entity organized a blood donation event, which emphasized our commitment to community well-being. Moreover, in May and October, Software Mind extended support to technologically excluded senior citizens in Poland through knowledge-sharing events conducted in collaboration with local senior associations.

Demonstrating philanthropic spirit, Software Minders in Poland orchestrated a charity bake sale and an auction of experience vouchers, with proceeds dedicated to supporting the medical treatment of an individual under the care of the "You Can Count On Me" Foundation.

In the latter half of the year, Software Mind and Software Mind Moldova collaborated to raise funds and collect donations for local animal shelters, underscoring the company's commitment to the welfare of vulnerable pets.

GOVERNANCE

In 2023, Software Mind instituted an Environmental, Social and Governance (ESG) team, tasked with the enhancement of the company's compliance and business ethics standards. The purpose of ESG as well as the company's commitment to expanding its ESG activities were presented to all employees of Software Mind and its subsidiaries in an all-hands meeting. Notably, since its establishment, the ESG team has implemented a comprehensive Code of Business Ethics, which holds binding authority across all subsidiaries. This strategic measure is designed to ensure unwavering adherence to ethical principles by all employees, irrespective of their positions or departments, in the course of their daily professional endeavors.

A pivotal component of this initiative involves the integration of the Code of Business Ethics module into the onboarding process for new employees. This deliberate inclusion aims to familiarize team members with the company's values and expectations from the outset, thereby reinforcing a commitment to these principles. Furthermore, ongoing efforts include the provision of similar training sessions for the management team, underscoring the company's dedication to upholding ethical standards at all organizational levels.In the third quarter of 2023, Software Mind's Polish division launched a digital newsletter, distributed on a monthly basis via email. This communication serves the purpose of apprising employees of recent developments within the company, circulating noteworthy news and providing insights into upcoming initiatives and events. This concerted effort reflects the company's commitment to fostering transparent internal communication and keeping its workforce well-informed.

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