Our Commitment to Sustainability

Our company is committed to actively participating in socially responsible activities and sustainable development practices. We want our employees, customers, and business partners to adhere to these principles and the ethical code of our company and to share our beliefs.

Software Mind

Our commitment to Employees

1. We place great emphasis on building an environment of inclusivity, where each individual is empowered to grow and make a meaningful contribution to our clients and the community.
2. We apply equal and fair rules for the employment, remuneration, development and promotion of our employees. We treat employees equally and we do not tolerate direct or indirect discrimination on the basis of race, gender, age, nationality, religion, sexual orientation, disability, ethnic origin, language, political opinions or trade union membership or any other characteristic that is not objectively related to working conditions, regardless of the jurisdiction.
3. We select and promote decisions in the Software Mind Group are always based on merit and objective and transparent assessments. Employment or termination of cooperation is determined solely by objective substantive criteria. We assess the quality of employees' work fairly and transparently, being driven only by objective criteria.
4. We respect the rights, dignity and freedom of our employees. Compliance with the human and employee rights enshrined in international and national legislation is a principle at the Software Mind Group, as well as a requirement for business partners in our entire supply chain.
5. We do not accept any form of forced labour or use of child labour below the age of eligibility for employment. We make sure that our business partners comply with standards on respect for human rights.
6. We are determined to keep our workplace free from all forms of harassment, intimidation and violence. We do not tolerate actions with the features of sexual harassment, bullying or other socially reprehensible or legally prohibited behaviour.
7. We are committed to observing and monitoring the safety standards. We introduce action plans for the prevention of occupational risks in each of its businesses, in accordance with the legislation in force in each country.
8. At the Software Mind Group, we do not tolerate any type of violation of the law regulations and our Code of Ethics. Violations may give rise to disciplinary measures, in accordance with the provisions of applicable law as well as the Group's internal procedures.

<u>So far:</u>

- Everyone is bound by our Code of Ethics,
- We introduced initiatives, processes and policies regulating issues related to labour and human rights,
- We implemented a well-being program in our company, consisting of a range of initiatives promoting a healthy lifestyle,
- We made reporting violations transparent and anonymous by implementing a dedicated third-party platform for Whistleblowers,
- We imposed new policies and practices to make hybrid work more inclusive and accessible.

Software Mind

Our commitment to Business Partners

Our relationships with customers are built on trust, innovation, and a personalised approach to their needs. Our goal is to provide products and services of the highest quality that meet customer expectations while acting as an advocate for the implementation of responsible supply chain practices and policies in our industry.

1. We encourage our suppliers and partners to apply reliable, ethical and transparent business practices in their own activities. We expect business partners to put in collective efforts to improve business practices in areas such as health and safety, human rights, ethics and environmental stewardship throughout the supply chain.
2. We consider environmental factors into our procurement strategy and implement due diligence procedures for areas that may have an immense impact on the environment. We also take into account the values and business principles of our partners when conducting business operations.
3. We oppose corruption, bribery, kickbacks and other forms of extortion. Software Mind operates in compliance with the anti-corruption legislation in force in the countries where the Group operates.
4. We make sure that our business partners and entire supply chain comply with the highest ethical standards.
5. Relationships with customers, suppliers, associates, partners or persons or entities that conduct, have conducted or could conduct business with the Software Mind Group should be maintained by authorised persons and kept within the limits established in our Code of Business Ethics and the anti-corruption legislation.

So far:

• We rolled out our sustainable procurement guidelines,
• We established a team dedicated to ESG-related topics to better respond to the needs and inquiries of our business partners.

Our commitment to Society

Software Mind strives to create lasting value for its stakeholders and communities, while practicing responsible business. We believe that we are co-responsible for the entirety of collective life and, for the sake of the common good.

1. We engage in social activities that contribute to the well-being of society.
2. We take actions related to shaping appropriate social relations.
3. We support charitable initiatives, non-governmental organisations, and actions aimed at educating and promoting social values.

So far:

- We collaborate with local communities and promote initiatives that serve people in need,
- We enrolled a separate onboarding module to educate on ethical behaviour and professional demeanour.

Software Mind

Our commitment to the Environment

Software Mind places great emphasis on environmental issues and the impact that we might have on the world. As an IT company, we are aware of the impact of our activities on the environment. Therefore, we aim to minimise the negative impact on the ecosystem and to be compliant with applicable environmental legislation.

1. We seek ways to decrease our energy consumption and greenhouse gas emissions in both Scope 1 and Scope 2.
2. We integrate environmental considerations into our procurement processes.
3. We cooperate with our landlords to optimize and adapt our offices in accordance with the best pro-ecological practices.
4. We aim to reduce residual waste.

So far:

*   We introduced the Environmental policy,
*   We applied zero-waste approach in office canteens,
*   We administer partial replacement of the vehicle fleet with hybrid cars,
*   We execute educational initiatives focused on cleaning up green spaces from litter,
*   We foster our approach of reusing and reselling of IT equipment,
*   We significantly reduced office space according to current needs.