

innowise[•]

Innowise Group Corporate Social Responsibility Report 2022-2023



Contents

Innowise Group CEO statement	2
Innowise Group in numbers	3
Corporate social responsibility	4
People and Human Rights	5
Governance	6
Labour Practices	7
Warsaw IT Career Days	8
Fair Operating Practices	9
Community Development	10
Healthcare	11
Healthcare IT contribution	12
Charity	13
Education	14
Our contribution to education	15
Environment	16
Plogging	17
Contacts	19

Innowise Group CEO statement



Corporate responsibility, for us, is not a mere checkbox but a cornerstone of our strategy, aiming to truly connect and enhance the lives of people.

At Innowise Group, our philosophy – "We Develop the World" – is a testament to our commitment not only in the realm of IT and software development but to our broader societal responsibilities. Over 2022-2023, we have steadfastly pursued this mission, emphasizing a long-term vision that interweaves our professional objectives with essential social priorities.

Our Corporate Social Responsibility report underlines this commitment. It is not just a showcase of our advances in IT. It's a testament to our dedication to the betterment of society. Beyond our technical contributions, we're actively engaged in diverse social activities. Whether it's plogging, blood donation drives, organizing educational webinars for clients, or hosting meetups to foster employee training and enhance technical communication, our intent remains the same – to uplift and connect communities.

I'm immensely proud of our team's unwavering dedication and resilience, especially given the challenging market dynamics and the overarching shadow of the pandemic. Their passion is evident in our endeavors to contribute socio-economically, environmentally, and educationally. Corporate responsibility, for us, is not a mere checkbox but a cornerstone of our strategy, aiming to truly connect and enhance the lives of people.

I extend my heartfelt gratitude to every member of the Innowise Group company. Your zeal, commitment, and tangible outcomes have kept us on course, adhering to our development plan, core mission, and values. It is your relentless drive that ensures Innowise Group remains a beacon of positive change in challenging times, propelling us to foster social initiatives, champion environmental preservation, invigorate education, and engage in charitable efforts. Indeed, We Develop the World.

Pavel Orlov,
Chief Executive Officer

Innowise Group in numbers

Innowise Group is a global software development company founded in 2007. We are a team of more than 1500 highly professional IT experts with comprehensive software engineering expertise.

16

years in software development



1500+

IT professionals



850+

projects delivered



10+

delivery centers
in 4 countries



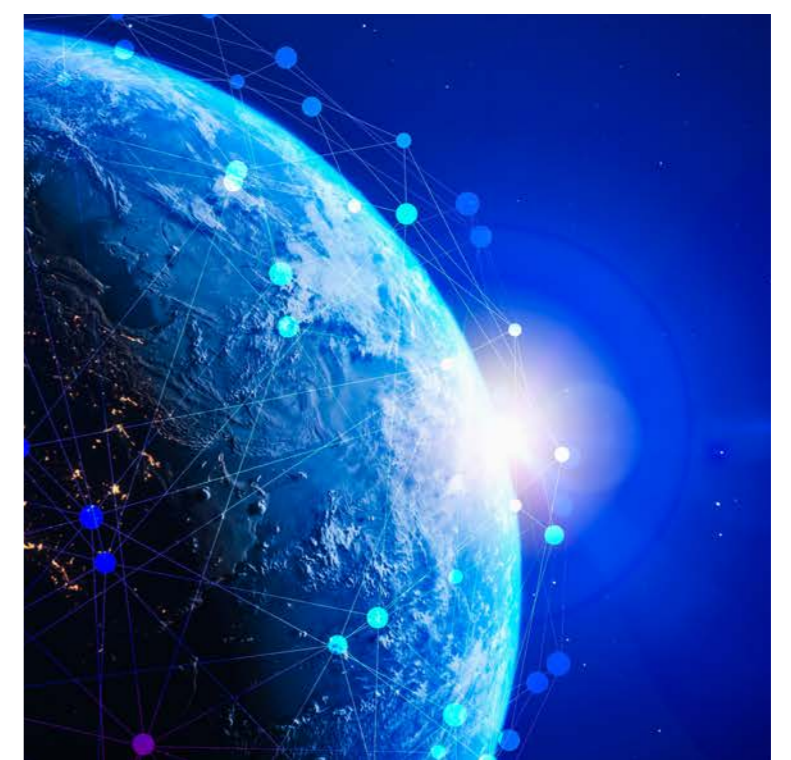
200+

customers served



30+

countries



Corporate social responsibility

Innowise Group strives to meet each of the Sustainable Development Goals (SDGs) goals as much as possible. But our top priorities are Good Health and Well-being, Quality Education, Decent Work & Economic Growth, as reflected in the report.

Our Sustainable Development Goals define our Corporate Social Responsibility policy and focus on the following domains:



People and human rights



Governance



Labour practices



Community development



Education



Environment

People and human rights

At Innowise Group, we believe in the primacy and supremacy of human rights, ethics, and international norms. Thus, our software development company rejects and condemns any form of discrimination, be it racial, gender, religion, or any other oppression. We support diversity, freedom of expression, privacy, welfare, and human rights of all employees.

Our internal policies and procedures to secure human rights compliance:

01

Equal opportunities

Employees of Innowise Group are hired and evaluated only according to objective qualification requirements, hard & soft skills, and working performance.

03

Law and regulations compliance

Innowise Group undertakes to follow the letter of the law concerning employees, observing all agreements, social guarantees, and ensuring fair remuneration.

02

Employee health and safety

Our company is committed to providing safe and decent working conditions for all employees without exception.

04

Only respectable partners

We interact only with bona fide parties who do not violate human rights, respect their employees, as well as national and international legal and ethical standards.



Governance

Innowise Group's organizational governance is based on the following principles:



Corporate ethics

Innowise Group's operation in the market reflects corporate ethical behaviour, respect for the principles of fair competition and cooperation.



Confidentiality

Innowise Group strictly complies with all confidentiality requirements for partners and customers and systematically develops an internal information security system.



Anti-corruption policy

We strongly condemn all possible forms of corruption and bribery. Our company does not allow any cooperation with unscrupulous parties despite the potential financial benefits.



Individual approach

We do not opt for the "one-size-fits-all" principle and provide an individual approach to each partner and client, maintaining high-quality services.

Labour practices

We strongly believe that sustainable development of the company is driven and maintained by every team member who is comfortable with their job and feels supported and encouraged by the company. Innowise Group facilitates employees in achieving their personal fulfillment and create all the necessary conditions for that:



Decent work & economic growth

Innowise Group provides decent remuneration for all employees and contributes to the economic development of local regions by opening new offices, generating new jobs and increasing the number of employees (at least x1.5 per year), and organizing retraining courses for those who would like to enter the IT field.

Social protection

Innowise Group understands and accepts responsibility to employees in the field of social support, including leave for health reasons, maternity leave, welfare assistance in difficult life situations, etc.

Benefits package

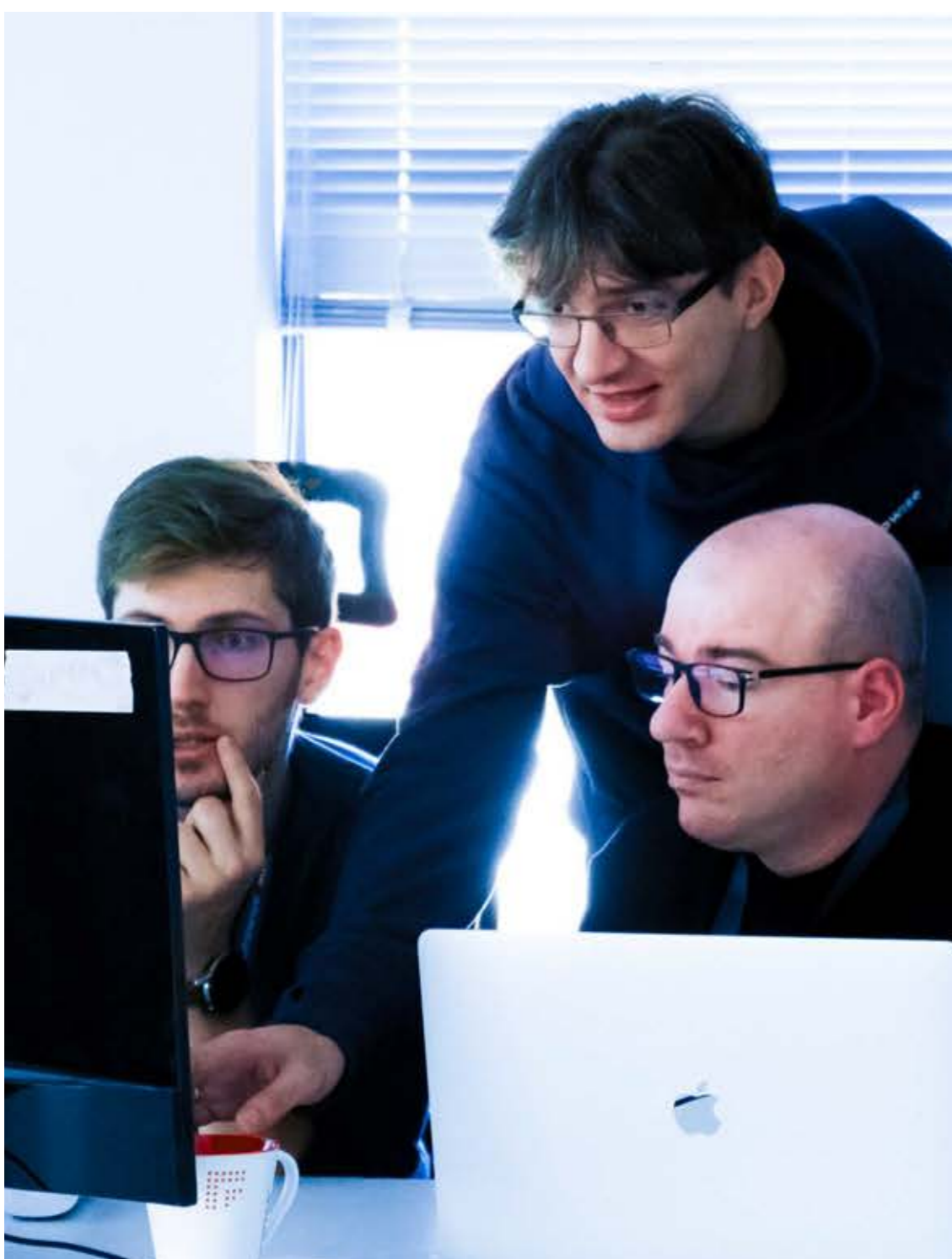
Innowise Group provides a set of corporate benefits to employees, including medical insurance, reimbursement of sports activities, family bonuses and events for children, corporate events, and more.

Employee education

Our employees are provided with opportunities to enhance their hard & soft skills in foreign language courses, thematic meetups, international and local conferences, etc.

Respect for rights of employees

The company respects and observes the rights of employees defined by the relevant legislation and condemns any form of violation thereof.



Innowise Group participated in Warsaw IT Career Days

During the Warsaw IT Days in Poland's capital, Innowise Group was an active participant. The two-day event commenced with an online session, during which we showcased our company and provided advice on how to succeed in the international IT market. The subsequent day witnessed an offline gathering, with over 50 companies setting up stands, engaging potential employees and discussing their operations.

The event was also punctuated by insightful round tables and speaker presentations. We are proud to note the significant interest in our company, as evidenced by the 500+ visitors to our stand. We received hundreds of applications and have added many talented engineers to our team as a result of this successful event.



Fair operating practices



1

Payment ethics

The company adheres to payment ethics unquestioningly, that is, pays bills on time, provides fair compensation, and is open to dialogue to solve possible problems.

2

Respect to property rights

Innowise Group deeply values and respects private property rights, including intellectual property. Our dedicated employees strictly use only licensed software for operations.

3

Anti-corruption policy

We strongly condemn all possible forms of corruption and bribery. Our company does not allow any cooperation with unscrupulous parties despite the potential financial benefits.

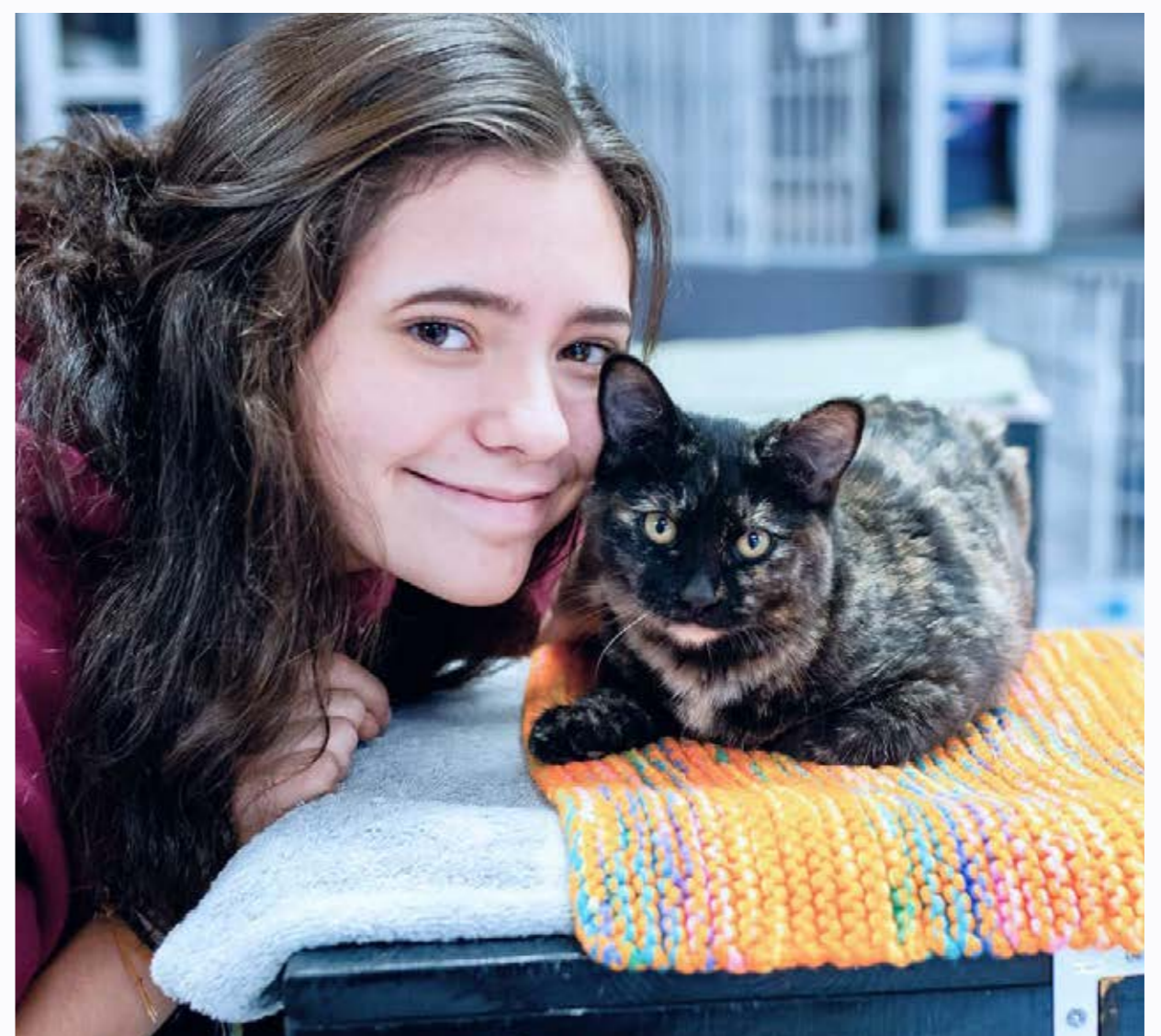
Community development

We strongly believe that sustainable development of the company is driven and maintained by every team member who is comfortable with their job and feels supported and encouraged by the company. Innowise Group facilitates employees in achieving their personal fulfillment and create all the necessary conditions for that:



Healthcare

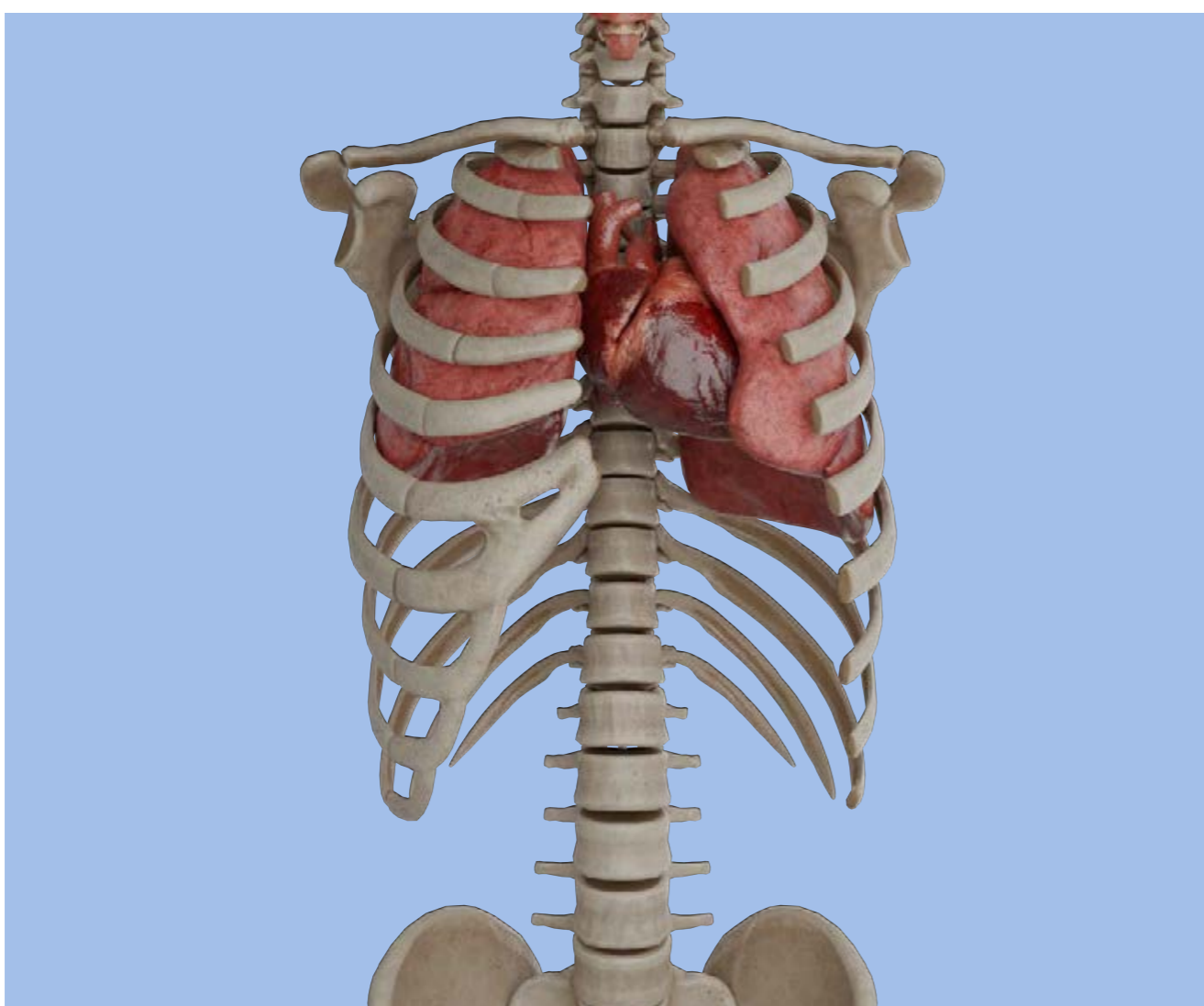
Charity



Healthcare

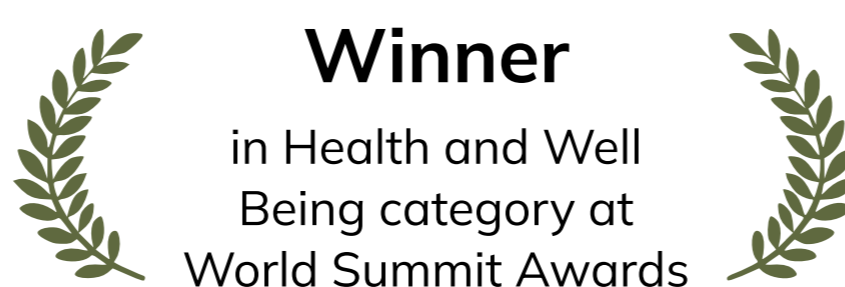
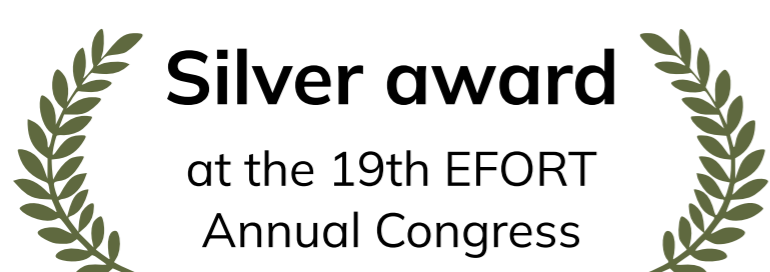
Innowise Group wants to make a significant contribution to the support of local medical organizations, play a large role in the development of the Healthcare IT industry, and take care of the health of its employees, as it's one of the most important sustainable development goals.

VOKA.IO



Partnering with VOKA.IO, Innowise Group launched VOKA Pathology 3D, an innovative app that provides 3D insights into human pathologies for the medical community. This distinctive tool, accessible on both mobile and web platforms, showcases intricate 3D representations of human pathologies, offering an enriched comprehension of diseases. Bolstered by scholarly articles from esteemed surgeons, it's no surprise that the app has been wholeheartedly embraced by the medical community, with a barrage of positive feedback testifying to its relevance and impact.

Addressing the persistent challenges of offline learning, archaic resources, and information paucity, VOKA stands as a beacon, heralding a new era of MedTech solutions. Our collaboration is more than just a product; it's a commitment to elevate medical learning and practice through cutting-edge technology and information dissemination.



Healthcare IT contribution

Innowise Group has designed an electronic patient record system that includes features such as appointment management, detailed patient profiling, telehealth services, efficient billing, and lab integration.

We developed an online pharmacy app to optimize operations across a multi-location pharmacy chain. Available on mobile and desktop, this centralized platform offers users an efficient method to order prescribed medicine from home.

Explore more Healthcare IT projects by Innowise Group.



Blood donation drive

Innowise Group employees participated in a blood donation drive. Taking a short break from their work, many volunteered to donate, underlining our team's proactive approach to community involvement. It was a straightforward but impactful way for us to contribute to the community's health needs. Simple actions, big difference.



Charity

Innowise Group strives to make every possible effort in contributing to the society. Countless individuals desperately need our support, and even modest actions can profoundly transform their lives. Our employees support initiatives for orphanages, animal welfare organizations, hospitals, clinics, and more. Throughout 2022 and 2023, we've extended our assistance to the following organizations:

Oncology centers



Animal-care facilities



State schools



Medical facilities



Orphanages



Charity organizations



Education

We consider education as a fundamental and one of the main elements of the social development process and our corporate social responsibility activities. That's why Innowise Group strives to participate in the development of local educational establishments through investing material resources and conducting educational activities.



Our contribution to education

- 01** Innowise Student Lab, a branch of our company, aims to share our expertise with students and budding professionals through internships, meetups, open days, and excursions. At present, we offer internships that cover a range of technologies, including .NET, Java, JavaScript, PHP, Python, Unity, and more.
- 02** Innowise Group consistently collaborates with faculties of Mathematics, Informatics, and Technical Sciences at various universities, establishing student development laboratories within. These labs are outfitted with servers, PCs, and VR devices, and they are designed to serve as platforms for specialized training programs and professional meetups.
- 03** Innowise Group is committed to supporting local schools, particularly in smaller cities. During 2022-2023, we donated over 100 sets of furniture and more than 20 computers to 3 educational establishments.
- 04** We want our employees to grow in every aspect of their life, and we ensure the aspects that depend on us – like professional and career growth. At Innowise Group, we regularly host seminars and trainings across diverse fields, ensuring that each employee has opportunities to hone the skills they're passionate about.
- 05** We organize meetings for everyone interested in the IT sphere at least once a month, and usually we get over 100 participants at each of them. Over a year, we ran 22 meet-ups in 14 areas such as software development (Python, Java, .NET, mobile, etc.), data engineering, blockchain, metaverse, extended reality, DevOps, UI/UX design, 3D design, and quality assurance. All in all, more than 3000 people attended our educational events, and 82% of participants responded that it had a positive impact on their education.
- 06** Innowise Group is committed to supporting local schools, particularly in smaller cities. During 2022-2023, we donated over 100 sets of furniture and more than 20 computers to 3 educational establishments.

Environment

Our planet urgently requires our care and attention. At Innowise Group, we're dedicated to making a lasting, positive impact on Mother Earth. From recycling waste paper to charitable donations, we're passionate about effecting positive change.



Plogging: combining fitness with environmental care



We plant trees together with One Tree Planted



Separate garbage collection for subsequent processing.

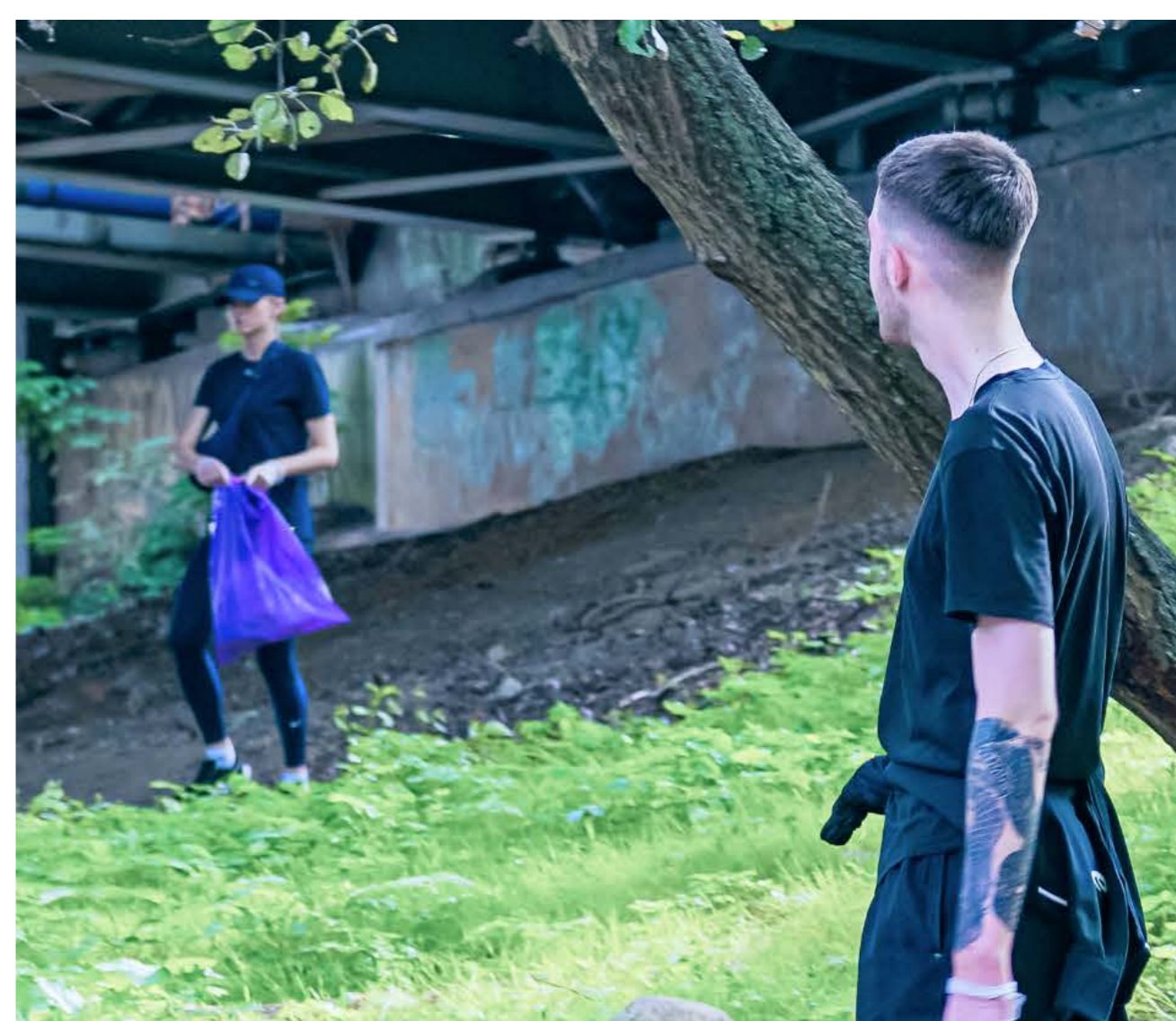


No to plastic utensils — we encourage employees to use their own reusable tableware.



Plogging

Our commitment to enhancing the world extends beyond our professional projects and developments. Demonstrating civic responsibility, our team actively engaged in the plogging initiative, combining fitness with environmental care by collecting waste along the Vistula River embankment.



Innowise Group is a reliable IT outsourcing partner to guide your business along the digital journey.

Bringing in our 15-year experience, we provide high-quality software development services with an eye to the goodness of our customers and partners. We develop not only as professionals in the sphere of software development, but also as contributors to the social, economic, environmental, and educational life of our communities.



Let's make the world a better place together!



innowise-group.com



[innowise-group](https://www.linkedin.com/company/innowise-group)

