

# Corporate Social Responsibility Report

2022



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Actions are the hallmarks of leadership. We believe that taking action — no matter how small or large — will make a difference. That holds true whether we advise clients on how to grow their businesses, protect our employees' health and safety, or support refugees, children, and communities in need. At Edvantis, we strive to do this with transparency, structure, and proactivity in mind.

Making a difference has been at the heart of our business since we were founded in 2005. In our mission statement, we declare our aspiration to bring value to everyone we deal with — our clients, owners, employees, and the larger society.

Current turbulent times have proven that this principle is worth setting in stone. Today, we are inspired by how the world can unite in adversity and how people, communities, and businesses around the globe help each other go through difficult paths.

Our gratitude goes out to everyone who shares our beliefs. For our part, we commit to being a trusted partner in growth, a supportive employer, and a responsible business that cares about those surrounding us and the environment where we live and operate.

## **Ruslan Zakharchenko**

Edvantis Group CEO



# About Edvantis

## Who We Are

Edvantis is a mature software development vendor with a global presence in three countries. Since 2005, we've been working to develop a lean delivery framework, transparent cooperation practices, and an evolving culture of knowledge sharing.

We hire and nurture experienced IT talent who shares our core belief of co-creation and shared customer success. Edvantis is growing stronger every day as we are backed by action and aimed at creating value for:

- ✓ Our Customers
- ✓ Our Owners
- ✓ Our Employees
- ✓ Society at Large

**400+**  
projects delivered

**30+**  
active Clients

**16+ years**  
of experience

**90%**  
of clients refer us

**300+**  
best employees

## Our Operational Principles

Values set the direction — actions contribute to results. We practice a culture of personal and business accountability within the company, and with our customers.

### 01. We honor commitments and focus on results:

Quality comes first. We proactively advise our clients on how to get the most value from their tech investments and commit to projects we can fully deliver on.

### 02. We offer flexible and stackable service models:

Transparent service models give you flexibility. We can switch between being an on-demand consultant to a one-stop-shop for all your engineering needs.

### 03. We are in for the long-term success:

Co-creation is our way of doing business. Our teams will proactively support your business at all stages of the software development life cycle (and beyond).

## Our Recognitions

Edvantis has a mature delivery culture, backed by international certifications, membership associations, and accolades. We are named the winner of a 2022 Silver Stevie Award in The Annual International Business Awards, recognized as a Top Developer and Top Staff Augmentation Company by Clutch, and as one of the Top IT Services Company and Top BigCommerce Developers by Techreviewer.



## Our Partners

Value-oriented partnerships are one of the core principles of our company. At Edvantis, we believe that effective collaboration is not only about providing high-quality outsourcing services. We constantly strive to be the best version of ourselves and work on a systematic approach to help more clients achieve their best results.

We are very honored that these words are accompanied by the Partner status from such client-oriented organizations as BigCommerce and Microsoft.



### BigCommerce Partner

In Spring 2022, Edvantis officially became a BigCommerce Agency Partner. As a member of the BigCommerce Partner Program, we are now able to offer a broader range of ecommerce software development services powered by BigCommerce, a leading Open SaaS ecommerce platform for fast-growing and established brands. Our cooperation promotes knowledge sharing and gives us access to recommended best practices. This allows us to provide more flexible, fast, and innovative solutions to ensure our clients' retail and digital growth.



### Microsoft Gold Partner

Microsoft Gold Partner status underlines our commitment to providing our customers with high level of service. This certification allows us at Edvantis maximize the benefits that customers receive through the qualified implementation of Microsoft solutions in domains of security, technological excellence, high standards of SDLC and innovative approach in each cooperation.

## Our Memberships



### German-Ukrainian Chamber of Commerce and Industry

Since November 2021, our company has become a member of the German-Ukrainian Chamber of Commerce and Industry (AHK Ukraine). From now on, we will be able to take an even more active role in forging tighter economic ties between Germany and Ukraine.

Also, AHK Ukraine membership gives us yet another opportunity to showcase the full potential of the Ukrainian IT sector and improve the overall economic climate in collaboration with top-notch businesses.



### German Outsourcing Association

Since September 2020, Edvantis has become a corporate member of the German Outsourcing Association, one of the biggest networks for ITO and BPO professionals and organizations in Europe. The membership opened new business opportunities, in particular by helping expose us to new potential clients in the region. The network includes such companies as Hewlett-Packard, Fujitsu, Siemens, SAP, etc.

This step also brought benefits to our German-speaking clients by helping us to stay on top of the growing needs and realities of the DACH (Germany, Austria, and Switzerland) market. As a member of the Association, we have better access to market information as well as expert knowledge and skills, which allows us to better evaluate and implement ITO projects. This is an important development in our company's efforts to expand our presence in the DACH region, a significant and fast-growing IT market.

## Our Certifications



We continuously raise the levels of service for our clients by aligning our practices with globally recognized operational standards.

Edvantis is certified by TÜV SÜD Management Service for ISO/IEC 27001:2013 — an internationally recognized standard for managing information security for consulting and software engineering services for high-tech industries. This certification serves as proof to our abilities in managing security risks of the information we hold and gives our clients extra reassurance that we can be entrusted with sensitive information during the collaboration and ensure its utmost security.

# CSR Approach at Edvantis

## Our Impact on Community Involvement and Development

**Small steps help cover incredible distances.**

Here at Edvantis, every single day, we do our best to make the lives of the people around us better.

Giving back to the community we live in and helping those who lack access to basic human necessities is extremely important to us. Edvantis, as a company, strives to donate material goods and provide financial support to charity organizations.

### 01. Helping Children

**In February 2022**, Edvantis collaborated with Community organization [“3D – Davai Dopomozhemo Ditiyam” \(Let’s Help Children\)](#) to organize the Winter Camp for 80 children from two orphanages. Our team raised more than 4700 USD and worked on several important projects, described below.

**Christmas camp for orphans** — a three-day winter camp was organized near Lviv for children who were not taken home for Christmas. During the three days, our specialists participated in educational and leisure activities for kids to support their socialization and development of values.

**Purchase of winter clothes, shoes and gifts** — we organized a Christmas party, where all children received a gift from Edvantis. Also, kids in need were provided with winter clothes and shoes.

**Dental care** — many children from low-income families have problems with their teeth. We managed to help 15 children who needed dental treatment.

**In June 2022**, Edvantis organized two charity initiatives dedicated to this year's Children's Day to help kids in difficult circumstances. We have cooperated with Municipal Institution of the Lviv Regional Council — [Rozdil Children's Boarding House](#) and [Dobrodiy Club](#) to provide children with clothes, shoes, stationery, and boarding schools with necessary repair materials.

**In August 2022**, we provided computers to the orphanages and volunteering centers in Lviv, among them were the [Education and Rehabilitation Center "Dream"](#) and the [Blagodot orphanage](#).

By providing hardware, Edvantis has enabled the homes to offer a higher level of support to their children. Our aim was to increase education accessibility and help children with learning computer fundamentals.



## 02. Helping Our Country

### Our strength lies in unity!

That is why, during the full-scale war, Edvantis and our employees are constantly supporting the Armed Forces of Ukraine (AFU) and humanitarian initiatives. All this time, we have been providing fuel for humanitarian aid carriers and established the delivery of humanitarian aid and medicines from Nice on a regular basis. We also:



Purchased and delivered equipment to the frontlines - 50 thermal imagers, 22 drones, 3 Starlink systems with subscriptions



Hosted a fundraising campaign in the US - 2000 bulletproof vests, 100 Kevlar helmets



Organized a shelter in the office for refugees who need hemodialysis - 80 people



Helped equip a shelter for patients from the Kharkiv psychiatric hospital - more than 200 people

Edvantis has also established an internal Stabilization foundation, sustained by our specialists' contributions. Money is then used to purchase equipment and provide financial assistance to AFU and compensation for our mobilized employees.

Since its formation in March 2022, more than \$150 000 has been directed at support and equipment procurement.

In addition, our specialists raise funds for the army support and volunteering activities to help compatriots in a difficult situation due to war. More than \$65 000 was allocated to support various volunteering activities and charity initiatives including donations to Charity Foundation "Come Back Alive" and Hospitallers Medical Battalion.

We strongly believe that our help brings us closer to victory and peace.

**\$150 000+**

support and equipment procurement for the mobilized employees

**\$65 000+**

volunteering activities and charity initiatives

\*The statistical data used in this report is current as of September 2022.

# Our Impact on Cultivating Good Labor Practices

## Psychological support for our employees

There has been a war in our country for almost half a year now, and each of us reacts differently to the circumstances. Taking care of the emotional state of our employees, we have launched the **Mental Health Program** divided into two parts.

The first part is a series of webinars ‘Emotions amidst the War’ where Edvantis people had a chance to talk to renowned Ukrainian psychotherapists about their mental and emotional problems opened up by the Russian invasion.

The second part includes individual consultations for all employees with psychologists.

<b>4</b> “Emotions amidst the War” webinars with psychotherapists	<b>4</b> individual psychologist consultations for all employees per year
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## Cultivation of a new generation of specialists

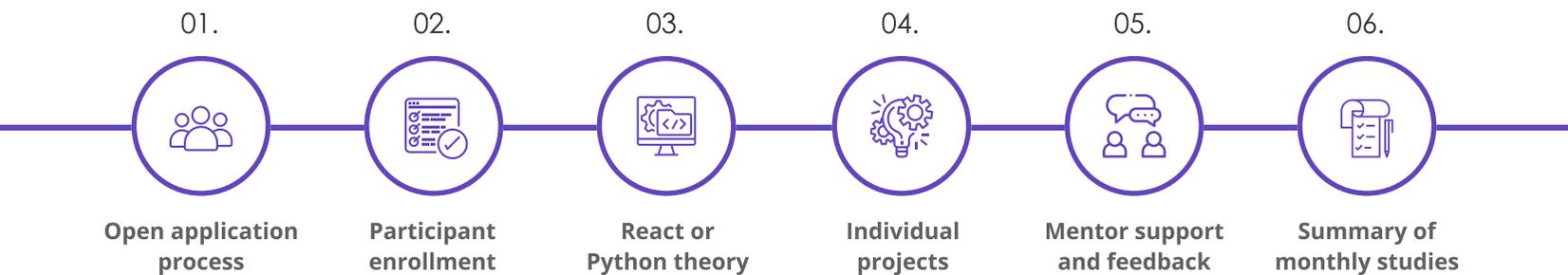
As part of our efforts to promote the IT industry, we help individuals who strive to enter the tech workforce but need additional guidance.

### 2021 — UI/UX Design and Business Analysis internship

Therefore, last year we launched UI/UX Design and Business Analysis internship opportunities for students and graduates interested in gaining new knowledge and hands-on experience. Those were the pilot programs, and yet they became a successful experience for both our teams, and a new generation of specialists.

### 2022 — Python and React internship

Taking into account this positive experience, we decided to make such programs our tradition, so this year Edvantis has hosted Python and React Internships. Here’s the workflow:



35 aspiring developers were selected out of 170 applicants to launch their first projects together with our mentors. After a successful completion of studies, all participants received certificates and 12 of them were selected to join the projects inside our company.



## Here's What Our Participants Have to Say:

"From the first day of the internship, it was clear that this program would be a great experience and my first big step to starting a career in IT. Each student had his own project and a dedicated team of mentors, who were helping us with every step of our learning curve. Every day I studied new features and libraries, while also immersing myself in the practical aspect of front-end development.

Afterward, each student made a demo presentation of their project, where we demonstrated and ran our application. Then we had to wait a few days for the results and those days were like an eternity. But it was worth it — when I received the invitation to join Edvantis as a Trainee Front-End Engineer, my joy knew no bounds!"

**Roman Shevts**, Trainee Front-end Engineer

"Thanks to participation in the Edvantis Internship, I was able to gain a lot of new and important experience as a Python Engineer. The internship program contained only up-to-date information, which was interestingly presented by experienced speakers. For me, the most important thing was that we used all theoretical knowledge in practice during the development of our own project under the guidance of an experienced mentor.

In addition to gaining the necessary knowledge and experience, I also met cool people and professionals in their field, who motivated me to develop in my profession even more. I am very glad that after the internship I was able to become part of the Edvantis company and I look forward to productive cooperation!"

**Mariia Skab**, Intern Python Engineer

"For some participants, these were the first courses, some wanted to change their profile and already had experience, so we tried to work with each student individually and make these courses as useful as possible. The most important thing for me was to teach students to work independently, yet to ask for help when it was needed.

This course was primarily focused on preparing for real projects, so we recommended to our students those practices and approaches that we use in work ourselves. We gave regular feedback on their projects, conducted code reviews, and shared useful resources to help them with their vision and approach. We also had a course of lectures where we talked about the general insights into the field of work for junior developers."

**Myroslava-Oleksandra Sierova**, Middle Python Developer, Mentor

# Our Support of Human Rights

At Edvantis, we work to create a respectful working environment for all our specialists. To ensure this, we are following two important principles:

## 01. Equal Opportunities and Anti-Discrimination

We do not tolerate any form of discrimination. We don't judge, offend or treat people disrespectfully based on their race, color, descent, gender, sexual orientation, gender reassignment, political views, confession or religious beliefs, nationality, ethnicity, marital or civil partnership status, family/career responsibilities, pregnancy and maternity/paternity status, age, disability or impairment, profession or occupation, veteran status, physical peculiarity or genetic information.

There is no room for discrimination in any aspect of personnel practices, including recruitment, hiring, employment, compensation and benefits/remuneration, facilities and services, promotion, training, and professional development, termination and references, discipline, and grievance. All these practices will depend exclusively on employees' professional skills and qualifications to perform the work.

### **Edvantis employees must not participate in any of the below-mentioned actions:**

- ✓ Physical contact, remarks, or gestures that are unwelcome
- ✓ Spreading derogatory, offensive, or sexually explicit pictures or other materials online or by email
- ✓ A derogatory or offensive joke (explicit or innuendo)
- ✓ Verbal or physical abuse
- ✓ Threats

## 02. Safety and Health

Security and health policies are part of Edvantis' commitment to a safe and healthy working environment. In order to ensure our employees' health and well-being, we perform the following steps:

- ✓ We offer basic health insurance to all Edvantis employees
- ✓ In the office, all necessary precautions are taken to prevent COVID-19 from spreading (masks, disinfection, and social distancing)
- ✓ The company provides vaccines from coronavirus and encourages Edvantis to get vaccinated
- ✓ Until the pandemic is resolved, we encourage and allow employees to work remotely.

As a result, we expect our specialists not to put their colleagues' safety or health at risk. The following is not allowed in our workplace:

- ✓ Storing, consuming, distributing, or being under the influence of alcohol or any other controlled substances other than those prescribed by a physician on company-owned or leased property, during working hours, while on company business, or while using company property
- ✓ Visiting the office or another company property or event when suffering from a contagious illness (e.g. flu, cold, coronavirus, etc.)
- ✓ Violently or psychologically abusing colleagues



# Our Fair Operating Practices

## We value Legal Compliance

Edvantis is committed to complying with local laws, regulations, and codes. Our goal is to work fairly and honestly with government officials and other community members. We do not participate in any illegal activities and strongly encourage all our employees to do so as well.

To ensure our legal compliance is on the highest level, we have cultivated several principles that define our work.

- ✓ We place the highest priority on complying with laws in our business relationships with our partners, suppliers, contractors, customers, competitors, and other organizations and take special care for sound corporate governance to function in management and to be secured.
- ✓ We carry on our business in good faith and we do not receive personal benefits from business partners or give gifts to or entertain them with the aim of obtaining unfair gains.
- ✓ We always pay attention so as not to be suspected of having collusive relationships with people involved in political bodies and government agencies.
- ✓ We do not associate with antisocial forces, organizations, and groups that pose a threat to the social order and security of civil society.
- ✓ We respect free competition; therefore, we do not attempt to obtain information by inappropriate means, including intellectual property rights, other corporate secrets, and know-how owned by a third party, or use the information without a permission from them.

As an outsourcing vendor, we always back our cooperation with three key documents:

- ✓ Non-disclosure agreement (NDA)
- ✓ Master Service Agreement (MSA)
- ✓ Statement of Work (SOW)



# Our Organizational Governance

Organizational governance at Edvantis is based on the principles of transparency, accountability, ethics, respect for the rule of law, respect for international behavioral standards, respect for the interests of stakeholders, and respect for human rights.

We have chosen to focus on consistently delivering value in everything we do as a company. Our mission is to create value for:



## Our Customers

By consistent delivery of results and problem-solving in a competent, professional, and transparent way. Quality and honesty have always been the hallmarks of our services and will remain so.



## Our Employees

By ensuring they feel safe, respected, and inspired to achieve more in their workplace. As a large and diverse team, mutual respect and dignity are our top priorities, and we hold each other to the same level of standards.



## Our Owners

By achieving the company's financial, organizational, and social objectives. Using our combined expertise, we strive to continually improve Edvantis so it can carve its name as a successful and influential organization in the IT industry.



## Our Society at Large

By engaging in charity and implementing social responsibility practices in our company. We strive to give back to the communities in which we operate, whether that is by donating tangible goods or sharing our knowledge.

It is our commitment to deliver the results we promise. In this regard, we only accept work if we are confident that we have the resources and capabilities to meet the objectives and provide a positive impact. This is true for both our social responsibility and business practice.

From beginning to end, we aim for transparency and consistency in collaboration so that each of our partnerships yields fruitful results. Therefore, we clearly communicate our responsibilities, potential risks, and terms of collaboration. We ensure a transparent financial and time reporting process, as well as diligent business record-keeping. And we encourage employees to participate in creating and maintaining this culture.

