

Corporate Social Responsibility Report

2019-2020



intellias

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Introduction

Statement from Vitaly Sedler, CEO and co-founder of Intellias

People have always been at the heart of progress and innovation. They're the driving force behind disruptive inventions and life-transforming changes. When Michael Puzrakov and I founded Intellias, we built the company on breakthrough technologies and the bright minds behind them. Back then, we were sure Intellias would grow into a meaningful and impactful venture rather than a mere commercial project. Inspired by the human genius and drive for innovation, we brought together talented and creative people passionate about building world-changing technologies.

From day one, we've been a community united by the idea that technology shapes the future and that it takes great responsibility to use technology in a way that brings common good. Fast-forward 18 years and Intellias is now building intelligent systems that enable sustainable energy consumption, environmentally friendly cities, predictive healthcare, and many other concepts that contribute to a greener future and more eco-conscious society.

We're also proud that our corporate initiatives — including ecomobility, recycling, sports events, and charity causes — resonate with our employees and find strong support both within the company and in the local communities. I'm sure that with the level of social responsibility and inner drive we share here at Intellias, we can make a difference in the world of today and tomorrow.

About this report

The Intellias Corporate Social Responsibility Report aims to portray the relationships between Intellias and the full range of its stakeholders: employees, clients, local communities, and the broader society. Recognizing ISO 26000 as a reference document that provides guidance, we've implemented social responsibility into our organization to create positive impacts on the ecosystems with which we interact. In this report, we summarize our efforts not only in strengthening our socially responsible practices but also in adjusting them to new challenges brought by the global COVID-19 pandemic.



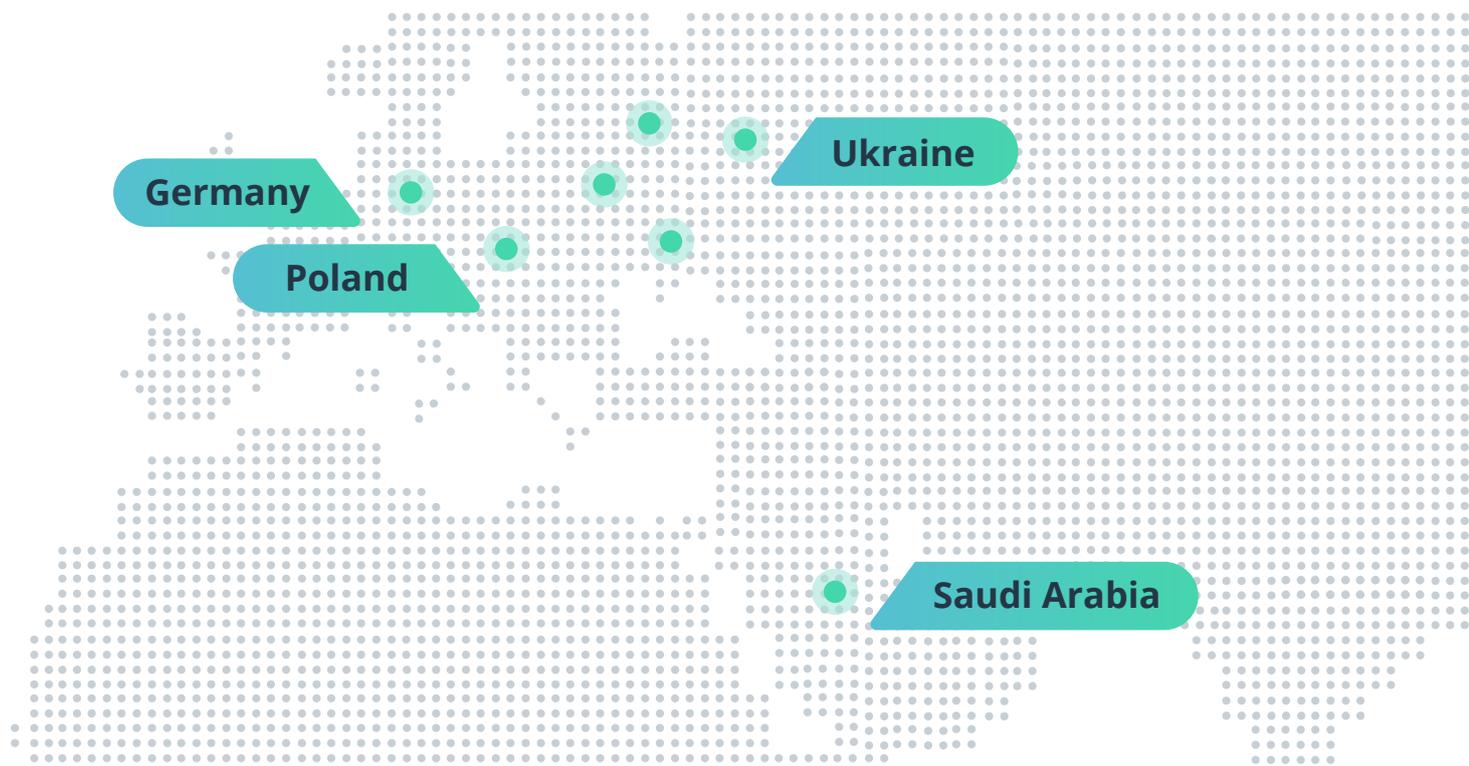


About Intellias

Intellias is a digital solutions and technology services company operating in Ukraine, Poland, Germany, the United States, and Saudi Arabia. Since 2002, Intellias has been enabling digital technologies for clients around the globe. The company brings together brilliant talent, deep technical expertise, and a commitment to delivering innovative solutions to Fortune 500 companies and industry-leading corporations. Intellias has been featured in the [2019 Global Outsourcing 100 list by IAOP](#), recognized by [Inc. 5000](#), acknowledged in the [GSA UK Awards](#) and named the winner of [Silver Stevie Award](#).



Offices



Service portfolio



Digital consulting

Evaluating clients' technology choices; optimizing and framing business processes



Advanced technology

Solving modern challenges with cutting-edge artificial intelligence, data science, and IoT technologies



Software engineering

Contributing to the design, architecture, deployment, and other stages of building software-based products and solutions



Development teams

Managing engineering capacity while saving clients time and money



Solution operations

Keeping environments running smoothly and updating them without operation interruptions

Intellias mission

To help our clients meet unique business needs through digital technology by merging top engineering talent, deep industry expertise, and personal dedication.

Based on this mission, we have developed corporate values that shape our daily work.



Intellias values

We take initiative and get things done

We're proactive, ready to take responsibility whenever we see an area for improvement. We persist till we succeed with the desired outcome and are always eager to go the extra mile to deliver exceptional service.

We're professionals striving for excellence

We're constantly learning and improving our skills to keep abreast of emerging technologies and practices. We pursue excellence in everything we do.

We're smart and creative

We engage intelligent and talented people to solve challenging tasks that require creative thinking. Our professional attitude ensures superior results for our clients.

We act honestly and fairly

We regard trust as the only viable basis for long-lasting relationships. Therefore, we treat our clients, partners, and each other with honesty and integrity.

We respect each other and work as a team

We believe that teamwork yields the most remarkable results. Respectful and close collaboration is our key to success.





Organizational governance

We aim to enhance our organizational governance policies while fulfilling our corporate social responsibilities. We strive to maintain a high level of management transparency by disclosing to stakeholders our business goals, our progress towards achieving those goals, and our management responsibility guidelines. As a company, we work to strengthen the trust of our stakeholders.

Management responsibility

Position	Responsibility
Shareholders	Overseeing general company performance
CEO	Managing the company and executing the corporate strategy
COO & Chairman of the Group	Managing internal activity of the company, including business processes, HR, recruitment, and infrastructure; overseeing matters of corporate governance
CDO	Managing the Delivery Organization, which is responsible for delivering services to clients
CTO	Overseeing technological aspects of the company strategy
VP, Delivery Delivery Director (multiple positions)	Overseeing delivery of services to Intellias clients within respective organizational units
VP, Head of Technology Office	Creating and transforming Intellias technology offerings in all areas of product engineering, from ideation to productization
Project Management Office (PMO)	Defining, implementing, and optimizing work within client engagements; building the Delivery Manager Community to continuously improve management practices
Delivery Operations (DO)	Defining, implementing, optimizing, and supporting processes within the delivery management ecosystem

Position	Responsibility
VP, Sales & Marketing	Overseeing the company's presence in strategic markets, managing lead generation, and selling services to new clients
VP, Business Competence & Services	Overseeing the definition of a competitive service portfolio offered to our clients
VP, Business & Operations, USA	Driving regional revenue growth, diversifying the Intellias client portfolio, and establishing the foundation for expanding engineering operations in the US market
Director, Account Management	Building and developing strong and successful client relationships that are mutually beneficial
VP, Finance	Promoting Intellias financial growth, managing financial flows, financial planning and reporting
Legal Counsel	Overseeing Intellias activities within the legal framework; providing legal support for corporate and commercial matters
VP, Talent Management	Developing the company's employer brand on the labor market; developing the Intellias corporate culture; managing recruitment, onboarding, and professional development
Director, Employee Experience	Overseeing the entire employee journey with Intellias
Manager, Talent Delivery	Overseeing employee recruitment in accordance with project needs, requirements, budgets, and schedules
Director, BPM	Overseeing information resources, business processes, IT architecture, data, analytics, information systems, security, regulatory compliance, certifications, business continuity, risks, and vendor partnerships,
Director, Admin Services	Supporting the corporate infrastructure, overseeing working conditions (offices, networks, equipment), and performing other administrative services such as travel management

Programs and policies

- The Intellias recommendation program offers bonuses to Intellias employees for recommending suitable candidates to open positions based on the urgency and value of the job profile.
- The client referral program offers bonuses to employees for recommending clients that eventually sign contracts with Intellias.
- A welcome program for new employees comprises many onboarding activities during an employee's first two months at Intellias. The goal of the program is to help all new employees settle in and get a solid understanding of our corporate culture and operations, their teams and projects, and the Intellias office.
- The People Partnership program helps employees navigate within the Intellias ecosystem and guides them through corporate services, programs, and processes.
- Our rotation program allows employees to change projects while keeping their tech focus or change positions within a project.
- Within the Compensation & Benefits program, employees can select a compensation package that covers medical insurance, sports compensation, or a mix of both options.
- Our travel management program covers all expenses for visa fees and procedural expenses business trips and relocations. An Intellias travel manager arranges onsite visits for customers and employees, taking care of all logistics so employees can work productively, have a comfortable stay, and enjoy safe travels.
- The Corporate Initiative Hub encourages employees to share their ideas on creating more comfortable working conditions and improving corporate services and processes. We have developed a simple and transparent procedure for evaluating requests and deciding if they can be implemented within the department's capacity and the existing annual budget.





Labor practices

Employee rights

Respect for human rights is woven into our corporate values, business operations, and everyday activities. As a socially responsible employer, we believe that ensuring the rights of everyone with whom we work is key to keeping our business resilient and sustainable. We apply the following principles to our labor practices.

- **No forced labor.** We regard labor as forced when it is performed involuntarily or under the threat of any punishment or pressure from a superior. Intellias is opposed to any forms of forced labor, including bonded labor, penal labor, corvée, and any labor against a person's will.
- **No child labor.** We don't employ people under the age of 16 according to Ukrainian law.
- **Decent pay.** All employees at the same employment performing equal work receive equal pay without regard to race, national origin, religion, gender, age, skin color, marital status, disability, veteran status, sexual orientation, or reproductive choices. Hourly rates of Intellias employees correspond to the recognized industry average within the local market. Employees can request remuneration reviews every six months and get raises based on their performance.
- **Working hours.** Our employees' hours do not exceed legal limits or the recognized industry minimum within the local market. Intellias provides paid days off on all public holidays. On top of that, our employees manage their work hours by themselves. They can pause the workday in case of private matters without needing to report a reason. For us, results speak louder than hours.



Retention practices

We regard our employees as the most valuable part of our company. Therefore, we strive to create a comfortable work environment for them.

To find out how employees feel about their positions at Intellias, we encourage them to take surveys. This allows employees to evaluate their satisfaction with the company, projects, teams, direct managers, and other colleagues and aspects of the work environment. Their feedback helps us to properly recognize problems and fix issues raised.

Also, each employee has monthly one-on-one meetings with their line manager. These meetings give employees the opportunity to talk about their pain points and offer suggestions while giving managers insights into the overall team spirit and the risk of turnover, helping them develop action plans if needed. Moreover, monthly meetings nurture trust and honesty in subordinate-manager relationships and demonstrate to employees that Intellias pays attention to their needs and ideas.

Labor and health protections

All Intellias offices meet national standards for a safe and hygienic work environment. Each of our offices contains lounge and lunch zones as well as fun rooms where employees can spend their break time. However, in March 2020, we restricted access to all of our offices due to quarantine.

Ensuring the right to health protections during the COVID-19 pandemic

The health and safety of our employees and their families has always been our priority. [Our response to COVID-19](#) has been to enhance protections of our employees' right to health. When the pandemic began, we immediately developed a plan for how to take care of our employees and help them meet complex challenges brought by urgent changes in everyday life.



Working from home. Starting March 16, 2020, working from home became mandatory for all Intellias employees. We comprehensively supported our colleagues to help them adjust to their new work environments and stay productive. This help comprised:

- providing technical equipment upon request
- enhancing cybersecurity for remote distributed collaboration
- sending newsletters with tips about workspace organization, cybersecurity, online collaboration, and work-life balance
- communicating transparently about the current business situation via monthly CEO updates in the form of online meetings
- sending newsletters with reliable sources of information about COVID-19, symptoms, and actions to take if you have symptoms

Personal safety kit. In April 2020, the novel coronavirus continued to spread globally, and the demand for personal protective equipment exceeded available retail supplies. Concerned about the safety of our employees, we delivered safety kits to them at home.

Free express tests. All Intellias employees can get a free consultation from a company doctor upon request. If employees exhibit symptoms of COVID-19, we recommend taking an express test provided for free by Intellias.

Support of employees with COVID-19. Intellias provides extended paid sick leave for employees with confirmed cases of COVID-19.

Back to the office after quarantine

We're continuously analyzing the changes in work processes that have occurred because of the coronavirus pandemic. Our goal is to act effectively in the new conditions and to find the optimal balance between customers' expectations, the wishes of our colleagues, and business goals.

In a June 2020 job satisfaction survey, we asked our team about returning to the offices after quarantine. In response, 60% of employees said they wanted to work both from the office and remotely.



To provide this flexibility, we'll implement a new IntelliSmartWorkPlaces approach by the end of 2020. With this approach, all workplaces in Intellias offices will be divided into three groups:

- Fixed desks — Workplaces assigned to specific employees
- Booked desks — Workplaces that can be reserved in advance
- Hot desks — Free workplaces (like in a coworking space) so employees can sit where they want

With this approach, we'll be able to manage the number of people working in the office simultaneously to maintain the social distancing needed to prevent the spread of the coronavirus.

Code of corporate ethics

As an equal opportunity employer, Intellias treats all specialists fairly without regard to race, national origin, religion, gender, age, skin color, marital status, disability, veteran status, sexual orientation, or reproductive choices. We aim to create a comfortable workplace where every employee can develop professionally in an ethical work environment.

To accomplish this, we have set up an Ethics Committee. It ensures that Intellias is free from physical, sexual, psychological, and verbal harassment from managers and coworkers. The Ethics Committee also guarantees equal treatment of all employees and helps to avoid conflicts and resentment.

The committee considers reports on violations of the Code of Ethics by colleagues, clients, and contractors as well as reports of unfair treatment, harassment, intimidation, and discrimination. To do so, the committee collects information and arranges meetings with the parties involved to address incidents within three business days of a request being submitted.



Corporate culture

In June 2020, we researched what employees value Intellias for as an employer. Based on employees' answers, we identified six key principles of our corporate culture, which we call **IntelliWhy**:

- **Humanely.** We care about people. Intellias doesn't tolerate discrimination, artificial hierarchies, pressure, toxicity, infighting, or gossip. We foster a culture of openness and caring, efforts, and results. Intellias is a company where an employee can request help from a manager, even for a personal matter. Our communication is open, and everyone can positively impact projects.
- **People over processes.** Our processes are smart but not set in stone. They're constantly evolving to become more convenient and to provide a positive experience for everyone.
- **Smart comfort.** Intellias has an entire system designed to make employees feel comfortable, both physically and emotionally. Employees can choose to work from home or at their favorite office desk. We've created a breathable workspace with lots of meeting rooms, a kids' room, a lounge zone, beauty salon, a terrace, and a fun room. This is what we call comfort.
- **Manage your own time.** Time is a currency we spend according to our needs. Our team runs on trust and personal responsibility. After all, we define our success by results delivered, not hours spent.
- **Mature engineers.** We celebrate professional maturity. Over 60% of our team are software engineers with senior and higher qualifications. Together, we've accumulated extensive expertise that enables us to attract clients among major international companies and gives our specialists the opportunity to be part of industry-leading projects.
- **Ecomobility.** In addition to coding and releases, we're united by ideas of sustainable development and eco-friendly cities. We start with ourselves, practicing a bike-friendly culture. We're conscious of our health and the health of our planet. That's why we create sustainable offices and reduce waste.





Learning

Knowledge opens new opportunities. To promote knowledge, we arrange efficient employee trainings and professional development programs. Educational events organized by the Intellias Professional Development team in 2019 and 2020 have covered various topics, from logging in Java to emotional intelligence.

Intellias employees can also enroll in free corporate English courses and an English speaking club to improve their grammar and vocabulary, develop presentation and communication skills, and overcome the language barrier with clients.

When COVID-19 brought the need for social distancing, we migrated all our educational events online. In addition to regular trainings, courses, and workshops, we introduced a new event format called IntelliMornings. IntelliMornings are online conversations where employees can share their thoughts and experiences regarding any preselected topic such as mindfulness, sports, and recycling. These online meetings help our people get to know each other better and prompt knowledge sharing across the company.

On top of that, we have corporate practices that encourage employees to learn and develop professionally.

- **Professional development roadmap**

Creating opportunities for employees' professional development is one of our strategic priorities.

For that purpose, we've implemented a range of programs aimed at assessing and developing competencies. Our professional development roadmap lays the foundation for these programs and helps employees navigate development opportunities at Intellias.

- **Personal Development Plan**

Our Personal Development Plan (PDP) professional development program is aimed at continuous improvement of competencies. The PDP program lasts 6 to 12 months depending on an employee's qualifications and empowers employees to plan and pursue their professional development goals.

- **Corporate training**

Based on the PDP, employees can choose what educational events they would like to attend in addition to those held within Intellias. We cover 70% of the costs for external training and literature.

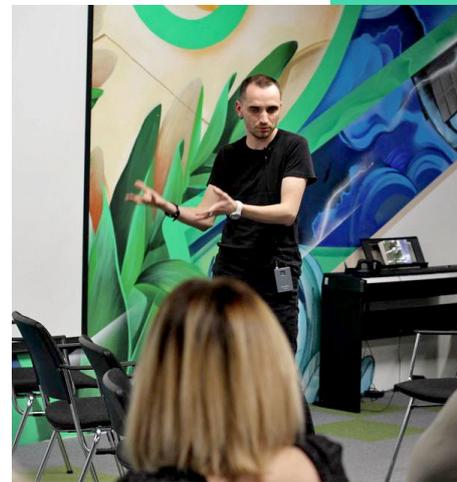
- **Centers of Excellence (CoE)**

We view expertise and excellence as inseparable components of success in developing software products and solutions. We support our specialists through knowledge sharing and motivate them to develop new competencies in technologies and processes within Centers of Excellence (CoEs). Intellias CoEs unite 27 virtual expert teams focused on implementing innovative practices, helping the company address market changes, conducting research, participating in assessing qualification levels, and setting up new directions for employees' professional development within particular areas of expertise.

- **Internship and scholarship programs**

We invest in the development of talented young people, offering internship programs and trainee positions at Intellias. Following our Accelerated Training Program, we help bright and gifted students enter the job market while still studying or right after graduation.

We have launched [a student scholarship program](#) to encourage talented young people with the same passion for technology that we have. The software development scholarship amount is \$1000. It will help a high school, college, or university student to achieve their goals in a technical field of study and their future career.



- **Changing projects or specializations**

The Intellias rotation program allows employees to change projects within an organizational unit or across the whole company. The purpose of this program is to help each employee achieve their professional goals and to help the company grow by quickly launching new projects and increasing customer and employee satisfaction. We also run an internal reserve program for employees of organizational delivery units. This program ensures payment while we actively search for a project that corresponds to an employee's skills and preferences as well as the company's needs. While in reserve, employees can implement their professional development plans, be partially engaged in internal or external projects, and interview for open job positions within the company.



Motivational programs and benefits

- **Compensation packages**

Intellias promotes healthy lifestyles among its experts by organizing a variety of activities to help develop good habits. We also offer a compensation package called Smart choice that helps our experts take care of their health. Within this package, Intellias specialists can choose from several corporate offers: Health (a health insurance policy), Sport (a yearly gym membership that includes exercise with fitness and cardio equipment, swimming pools, and group trainings and classes), and Mix (a monthly reimbursement for costs of various sports activities up to a set limit).

- **Company doctor**

The Intellias company doctor schedules office appointments and can visit employees at their homes. Services provided by the doctor include consultations, check-ups, prescriptions, and medical notes for sick leave upon request.

- **Employee recognition**

The Kudos program is a way to appreciate and recognize the efforts of Intellias colleagues. Every month, each employee receives a certain number of kudos that can be used for rewarding colleagues for expert advice, going the extra mile, demonstrating fantastic achievement, being an inspirational leader, or being a great team player.

- **Corporate currency**

With the corporate currency Smart we express gratitude for employees' proactiveness in the company. Employees can receive smarts for client referrals, work anniversaries at Intellias, speaking at workshops or courses, or as a birthday gift. Employees can exchange smarts for corporate gifts ranging from a towel to an Apple Watch or iPhone.

- **Child-friendliness**

For the convenience of our colleagues-parents, there are children's rooms*. Employees can leave their children with a babysitter in the corporate kid's room full of everything necessary to have fun: toys, books, crafty kits, TV for watching cartoons, Xbox, etc. Pupils can stay at a study corner — a comfortable place to do homework. While having fun, children can have some healthy snacks, which are always available in the room. Every kid's room is equipped with a CCTV camera.

In 2019 Intellias organized offline events on the International Child's Day (Jun 1st) and on st. Nicolas Day (Dec 19th) for Intellias employees and their families. In 2020, the International Child's Day celebration migrated online, as we organized an online marathon of family creativity. With these events we want to emphasize how important is to find work-life balance and spend time with the beloved ones.

In addition, we congratulate employees on having a newborn by delivering them a package with child care kit.



- **Corporate massage**

Intellias employees may book a 30-minute in-office massage session twice a month. The type of massage is specially devised for people with screen jobs to prevent professional diseases. Although this massage is not therapeutic, it releases the tension in hand muscles, the collar area, the lower back, and the thorax.

- **Beauty salon**

Our in-office beauty salons include manicure and pedicure services as well as the services of a hairdresser or barber.

*Since March 2020, the corporate massage, beauty salons, and kids' rooms have been closed to avoid social contact during the pandemic.

- **Corporate parties and holidays**

Our biggest corporate entertainment events are Company Day and New Year's celebrations. In 2019, we held three thematic workshops, two book fairs, and children's holidays on St. Nicholas Day and Children's Day for our employees' kids. In summer, we organized surreal corporate parties in Lviv and Kyiv to celebrate the 17th Intellias Day in the style of a music festival called "Intellias L & the Surreal World." Last winter, we held a charity festival called "Intellias WinterLand" instead of our usual corporate party. Since March 2020, we've held all corporate parties and holiday celebrations online.





Fair operating practices

At Intellias, we promote our values, ethics, and corporate culture in the transparent way we deliver services we to our clients. We hold to the following operating practices:

- We safeguard and never disclose information we receive from our clients. Our clients' intellectual property is secured with strictly regulated non-disclosure agreements (NDAs) that every Intellias employee signs before onboarding.
- We hold ourselves to a high standard of privacy and data security, as confirmed by [ISO/IEC 27001:2013 certification](#). All business operations and corporate information are secured against fire, flood, hacking attacks, data loss, and system breaches.
- Our Zero Bureaucracy initiative helps us establish healthy and honest relationships within the company and with our clients through openness and transparency. We're always willing to undergo audits and all kinds of evaluation by third parties, including assessment of applicants.
- Intellias rejects all forms of corruption and is committed to honest business practices. We recognize corruption as the misuse of power for personal gain or for the benefit of another person or enterprise. Intellias opposes both the offering and acceptance of bribes. If we catch Intellias employees offering or accepting bribes, we will hold them accountable and they will be subject to prosecution under applicable laws.
- Intellias refuses to cooperate with any businesses that promote fraud, hacking, abuse, pornography, or other unethical practices. Instead, we develop products that promote positive aims such as corporate sustainability (for example, products that [manage energy consumption](#)).

Certification and standardization

To ensure our clients that Intellias is a reliable provider of high-end technology services, we comply with internationally recognized standards:

ISO 27001 — Information security standard

ISO 9001:2015 — Quality management standard

Intellias is a [Select Consulting Partner](#) in the Amazon Web Services Partner Network (APN). To become an APN Select Consulting Partner, we had to meet strict requirements that demonstrated the scale of our AWS expertise, capabilities, and engagement in the AWS ecosystem.

In March 2020, Microsoft recognized Intellias for its remarkable software development services by including the company in the [list of Microsoft recommended solutions providers](#) with golden competency.



Consumer issues

We believe fair competition is the basis for economic success, mature business relationships, and a strong brand identity. Therefore, we place strict demands on our projects and comply with all applicable national and international laws protecting free and fair competition.

We protect fair competition in the following ways:

- We do not make agreements with competitors on matters such as prices, relationships with clients, or calls for tender.
- We do not abuse a dominant market position (for example, by discriminating against business partners or pressing smaller competitors), as it represents a violation of competition laws.
- We do not permit the exchange of sensitive information that could be used to unfairly restrict competition.

To comply with rules ensuring fair competition and provide the best service to our clients, we've developed a transparent outsourcing services framework based on the principles described above. This framework covers the following aspects of starting cooperation with new clients:

- Cooperation with stakeholders at all organizational levels
- Transparent processes from kick-off to production rollout and support
- Transparent communication with potential customers, including management and engineering meetings
- Artifacts such as backlogs, registers, KPIs, and metrics that can be shared with our clients





Community involvement and development

As a socially responsible company, Intellias is committed to developing local IT communities. We are active members of [Lviv IT Cluster](#), [Kharkiv IT Cluster](#), and the [IT Ukraine Association](#).

Intellias also supports educational events and tech conferences as a partner and sponsor.

The most significant event we support is [IT Arena](#), which is the largest IT event in Eastern Europe. This annual conference is packed with progressive ideas from global change-makers and some of the world's most inspiring thinkers. In 2019, Intellias was responsible for organizing the technical stream at IT Arena. We also presented Walker RoadSafe, [our R&D project](#) to mitigate the risk of pedestrian-vehicle collisions. The Walker RoadSafe solution will make cars more adaptive to people with certain disabilities and simplify interactions between vehicles and the world around them. We were very pleased to see how many young and experienced engineers alike stopped by the Intellias corner to discuss the technical details of this project. In 2020, we became a golden partner of IT Arena, contributing to the development of technology in Ukraine.

In 2019, we participated in 25 technical events in Ukraine. Our experts shared their technological expertise and knowledge at conferences, meetups, workshops, and webinars including [Navimotive](#), [Data Science UA](#), [JavaDay Lviv](#), [Women Tech-makers Lviv](#), [Lviv JS](#), [DevOps Fest](#), [KharkivCSS](#), [Global Azure Bootcamp Lviv](#), [DevOps Days Kyiv](#), [ITRally](#), [DevOps Conference](#), and [Devoxx](#).

In October 2019, Intellias organized a chain of [IntelliTalks](#) events in Berlin. These events culminated with a tech meetup in Munich. The IntelliTalks series brought together mid-level managers and senior leaders in automotive, transportation, IoT, and related industries.

In 2020, we continued to participate in tech events online. Intellias specialists contributed to the Cloud Builders community by speaking at an [online event](#) about cloud infrastructure and at an [online build-up](#).

In March 2020, [Intellias joined Holland Fintech](#), one of the largest independent global marketplaces for FinTech players globally. As we strive to develop and amplify the FinTech community worldwide, membership in Holland FinTech will help us contribute to the future of finance.

Roman Pavlyuk, our VP of Technology, also participated in a FlashFriday [online talk](#) about the latest FinTech developments and their impact on the world.

Intellias invests in local communities not only from professional development point of view. On March 21, 2020, we allocated funds to purchase 10,000 COVID-19 express tests for citizens. In addition, Intellias has contributed to the United for Health initiative launched by Lviv IT Cluster.





Supply chain

As we strive to implement social responsibility at all levels of our operations, we seek to improve the sustainability of our supply chains. When selecting providers, clients, and other stakeholders, we choose those who support our values, share our company's fundamental principles of social responsibility, and carry out social projects.

For example, we chose [Horihovyi Dim](#) (Walnut House) as our corporate food delivery provider in Lviv in consideration of their recycling initiatives and their program supporting women in need. We also partner with eco-friendly companies that help to establish and manage recycling processes at Intellias.

We refuse to cooperate with companies that violate human rights and contribute to social inequality.



Human rights

At Intellias, we've always regarded people as the most valuable aspect of our company. Our corporate culture is based on a humane approach that rests on the Universal Declaration of Human Rights. As an employer, we protect the inherent dignity and equal and inalienable rights of all our employees. To that end, we've codified employee rights and take responsibility to ensure them.

Protection of fundamental human rights is embedded in our labor practices and our code of corporate ethics. Every Intellias employee is entitled to all rights without discrimination of any kind with regard to race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status.

In particular, we believe everyone has the right to work and the right to equal pay for equal work. When choosing an expert to fill one of our vacancies, we focus on a candidate's skills, expertise, and knowledge and don't turn away anyone based on their gender, race, or age. Intellias is open to employing people with disabilities, transgender individuals, refugees from eastern Ukraine, expats, undergraduates, elderly people, young moms, entry-level professionals, and applicants from any other demographics.

In March 2020, when the COVID-19 outbreak began, we focused on ensuring the right to health protections. The health and safety of our employees and their families were the first things we kept in mind when developing an action plan against the spread of the coronavirus. Our response to the global pandemic comprised:

- adopting a work from home approach
- delivering personal safety kits to employees
- supporting employees with COVID-19



Sustainable development goals

Intellias shares the United Nations' vision of a better and more sustainable world. We fully support all of the 17 Sustainable Development Goals that address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace, and justice. As a company, we focus on the goals that we have the greatest ability to impact with our operations. In this way, we believe we can bring the most value and create a better future for the next generations.

Eliminate poverty

The motto for this goal is donate what you don't use. We regularly organize fundraising programs for low-income families and children without parental care. We care for those in need by organizing and participating in charity projects. For example, in November 2019, we **raised \$14,810** for renovating the Mental Health and Rehabilitation Center for Veterans in Kyiv. In December 2019, we held a **fundraising event** for children's rehabilitation centers and orphanages for children with disabilities.

Promote health and well-being

Intellias promotes the well-being of its employees and their families, supporting sports activities, sponsoring health-focused events, and provisioning company offices with fresh fruit and berries every week. For four years in a row, we've organized children's cycling races to encourage kids aged 2 to 10 to enjoy sports and get used to a healthy lifestyle.

Provide quality education

By delivering software engineering services to companies in the eLearning domain and by developing learning platforms, we revolutionize the way people learn. Backed with our technological expertise, our clients offer online courses, connect teachers with students abroad, and offer thousands of books for free online.



One educational project we've developed is an AI and NLP-driven [language learning app for the Alphary](#) startup. This vocabulary acquisition app provides learners with feedback on their progress. We've also developed an intelligent eLearning software platform for BrainStorm that provides [career training](#) to a million employees worldwide. Furthermore, we've developed a [language learning app for Phase 6](#) that offers personalized vocabularies for schools, universities, and the enterprise sector.

We equip classrooms in Ukrainian schools and universities with computers and research labs, take part in educational initiatives like Hour of Code, participate in social career guidance projects, and support educational institutions for children deprived of necessary care or with special needs.

In this way, we address the problem of educational recruitment and help to make education affordable for everyone.

Support gender equality

When choosing experts to fill our vacancies, we focus on candidates' skills, expertise, and knowledge. We provide equal career opportunities for everyone without regard to gender, marital status, or family choices.

Promote affordable and clean energy

Apart from energy-saving initiatives in all our offices, we work on projects that smartly monitor and manage energy resources as well as optimize energy use of buildings. We've built IoT-powered software for a [smart building ecosystem](#) and a smart facility and energy management system for one of our clients. Plus, we've developed an enterprise [asset and energy management platform](#) for a Fortune 500 company. In this way, we contribute to sustainable energy use globally.



Provide decent work and economic growth

We create job opportunities for young specialists and hire specialists regardless of their age, race, national origin, religion, gender, family status, marital status, disability, veteran status, and sexual orientation. With many new projects and partnerships started at Intellias each year, we create hundreds of job opportunities. Rated Ukraine's top IT employer based on employee feedback and an evaluation by DOU.ua (a portal offering information and analytics about the IT sphere in Ukraine), Intellias is proud to offer promising career opportunities and quality jobs.

Reduce inequality

Intellias promotes the social and economic acceptance of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, and economic or other status. We hire specialists around the globe. Among our experts are individuals from Brazil, Israel, the United States, and other countries who work in Intellias offices in Ukraine, Germany, Saudi Arabia and the United States. By composing diverse teams and welcoming expats, transgender individuals, people with disabilities, and people from many cultural backgrounds, we build a healthy community that supports the fundamental principles of respect for human rights and fair and equal treatment.

Consume and produce responsibly

We push our offices toward a rational use of resources and sustainable consumption. We've equipped all our premises with containers for waste sorting and recycling to contribute to anti-pollution initiatives, and we hope to reduce global waste generation through reuse.

Establish partnerships to achieve goals

Mutual responsibility and cooperation allows us to achieve goals faster. At Intellias, we partner with eco-friendly service providers and initiate impactful projects with our clients to successfully implement Sustainable Development Goals. In today's hyper-connected world, combining technology, knowledge, and experience is a proven way to foster innovation.

Moreover, in September 2020, Intellias became an ambassador of the [Virtual SDG Relay](#). For this event, 2,500 teams of partner and ambassador companies as well as individual teams helped raise funds for educational programs for young Ukrainian entrepreneurs.



Environmental impact

Intellias believes in the concept of a green company. Striving to be a green company brings ourselves and our partners closer to implementing environmental, social, and compliance-related standards throughout the world.

Aiming to minimize our negative impact on the environment, we adhere to practices that promote the rational use of natural resources.

- We strive to reduce waste. We encourage all employees to put plastic, glass, paper, batteries, and plastic bottle tops in separate bins that are installed at every Intellias office. Intellias collaborates with non-governmental organizations including Green Box, Granty, and SortSmart for further recycling. In addition, we've partnered with the recycling center [ZELENEW](#) that makes home décor from plastic bottle tops.
- We highly encourage employees to ride [bicycles](#). All Intellias offices have bicycle parking lots and showers with clean towels, shampoo, and body wash. We even reimburse the cost of participation in some cycling competitions. Every year, we organize bike rides for our employees, providing the best routes, tech support, and healthy snacks.
- To achieve more sustainable energy consumption, we've installed [LED lamps in all our offices](#). They consume less electricity and can be used for a longer period of time than traditional incandescent, halogen, and compact fluorescent lamps. They're also free of mercury vapor.
- We do not use disposable plastic dinnerware in the office kitchens.
- To eliminate the use of plastic bottles, we've installed tap water filters and water coolers.
- We avoid printing on paper and use electronic documentation as much as possible. If we do print a document, we recycle the paper afterwards.

To raise the eco awareness of employees, Intellias regularly holds internal events that encourage leading a zero waste lifestyle.





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Intellias is a trusted supplier of software development services operating in Ukraine, Poland, Germany, the United States, and Saudi Arabia. With over 1,500 experienced specialists, we deliver solutions to Fortune 500 companies and help leading technology innovators build successful software products in a variety of domains. Contact us at info@intellias.com in case you have any questions.