

## **SOFTELLIGENCE CORPORATE SOCIAL RESPONSIBILITY POLICY**

### **POLICY**

Softelligence has developed this CSR Policy (the Policy), which was approved by the Board of Directors of Softelligence (the Board) at its meeting on January 8, 2018. This Policy governs corporate social responsibility (CSR) for Softelligence, in compliance with the applicable Laws. It lists the CSR activities that Softelligence plans to undertake and describes how we will implement, monitor, and report on these activities. The policy is effective from January 9, 2018 and is available at [www.softelligence.net/corporate-social-responsibility](http://www.softelligence.net/corporate-social-responsibility)

### **CSR WORKING PARTY**

The Board has constituted a CSR WORKING PARTY consisting of at least four directors (from departments like: Finance, Marketing, Human Resources and Legal) with at least one member being an independent director.

#### **CSR WORKING PARTY:**

- formulates and recommends CSR Policy;
- recommends CSR activities and spending allocations;
- monitors impact;
- reviews the CSR Policy annually.

### **ABOUT SOFTELLIGENCE AND ITS CORPORATE SOCIAL RESPONSIBILITY INITIATIVES**

Our goal is to be a purpose-driven company where hard work is always blended with passion to bring out the best in our people, in service of the common hope that what we do every day improves the lives of our partners, customers, end users and the communities in which we live.

Through a combination of grants, sponsorships and volunteer support, Softelligence works to improve the quality of life in communities where it does business.

### **OUR FOCUS AREAS**

We base our CSR strategy on financial support, sharing our business growth with the communities we are part of, to address core needs in areas where we believe our future stems from.

Our CSR vision is based on four programs, around which we have been carrying out actions that we are very proud of and we intend to commit to in the long term:

Program 1: Commitment to our employees: promote a positive work culture.

Program 2: Social and community support.

Program 3: Control and minimization of environmental impact.

Program 4: Influence on our suppliers, contractors, partners, employees and customers.

### **Program 1: Commitment to our employees**

At Softelligence we strive to improve the professional development of our professionals through training and internal promotion. All this promoting the values and ethical principles of the company and ensuring strict compliance with labor legislation and internal regulations. We promote quality employment, betting on the stability, training and professional development of employees.

### **Program 2: Social and community support**

In our Corporate Social Responsibility initiatives, we are guided by a deep focus on people, be it for social, educational, or cultural causes that promote our humanity and kindness towards our community.

#### **1. Communities and social causes**

We dedicate a part of our CSR efforts to the betterment of our communities, with a special focus on charitable social causes sustaining children and the positive development of future generations. We believe this is key in assuring equal chances for young people across varying social structures.

#### **2. Education**

Offering funding to encourage the introduction of a modern IT curricula focusing on Big Data and other key technology megatrends in higher education institutions and universities across the countries we do business.

### 3. Culture

As part of our human-centered approach in technology delivery, we support cultural initiatives that promote cultural diversity, an openness to appreciate international values and artists as well as encouraging exploration and discovery.

### **Program 3: Control and minimization of environmental impact**

Softelligence is aware of environmental issues and as a supporter of sustainable development and conservation of the environment stimulates responsible use of resources available in our company, promoting mainly the rational use of resources, saving energy and water and the proper management of waste. It is an important objective to raise awareness about environmental criteria in our employees and about energy savings.

### **Program 4: Influence on our suppliers, contractors, partners, employees and customers**

At Softelligence we strongly believe that Companies play a very important role in social life as agents of development in the communities in which they are established and we have continued to strengthen our social responsibility guidelines, involving a series of behaviors that go beyond respect and strict compliance with laws and regulations, towards adopting a business model based on ethics which takes the following into consideration:

- Protect human and fundamental rights.
- Ethical management and relationship with stakeholders
- Develop a responsible supply chain
- Corporate governance and anti-corruption

### **IMPLEMENTATION**

The Company is responsible for funding the implementation of projects with a focus on the areas identified above. The Company will implement these projects either itself or in association with credible third-party organizations listed as NGOs with the relevant local authorities, which can be verified on the dedicated website of the Ministry of Justice of Romania. Additionally, employees may voluntarily participate and/or contribute to the CSR activities of the Company.

## **MONITORING**

The Company will monitor this Policy and the effectiveness of the programs implemented under this Policy. The programs and activities will be identified and approved by the CEO of the Company in partnership with Leaders of relevant departments.

A specific budget calculated in accordance with the provision of fiscal law in effect in Romania is allocated for activities to be undertaken in pursuance of this Policy. For achieving corporate social responsibility objectives, the Company will initially allocate funds earmarked for such activities for implementation of programs either independently or jointly with third party organizations that meet the requisite expertise and credentials for the project(s).

## **SPONSORSHIP INQUIRIES**

For sponsorship inquiries, please reach out to [marketing@softelligence.net](mailto:marketing@softelligence.net) or contact us using the info below:

### *Romania HQ & Delivery Center*

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