

A black and white photograph of an office environment. In the foreground, a man with short hair and a beard, wearing a dark t-shirt with a small logo, is sitting at a desk, looking down at his work. Behind him, another person is seated at a desk, facing away from the camera, working on a computer. The office has white cubicle walls and desks. A potted plant sits on a desk in the background. A white mug is on a desk to the right. The overall atmosphere is professional and focused.

Qulix

Corporate Social Responsibility

Policy Overview and Implementation Results
(2022/2023)

ABOUT US

We are an international software developer with offices in the UK, Poland, and Uzbekistan. Our story begins in 2000 with a small software testing and QA consulting agency, but now Qulix has grown to be an industry giant and a reliable partner with a focus on quality and innovation. Currently, we employ around 500 employees, embracing software developers, QA engineers, business analysts, DevOps engineers, UI/UX designers, and many other professionals.

Our Services

- Custom software
- Mobile/web
- Back/front end
- Testing and QA
- Integration/migration
- UI/UX
- AI/ML

Domains of Expertise



Finance



Banking



E-commerce



Telecommunications



Insurance



Wealth management



E-learning



Health



Social care



Manufacturing



Media / Entertainment



Advertising



Law

MISSION

Our company's mission is to convert customers' ideas into profitable and innovative solutions, no matter the circumstances. This mission outlines our top priorities within the company's management and defines the overall business strategy.

CORE VALUES

Corporate values are guidelines for employees they are encouraged to follow in their everyday activities, irrespective of job titles and work experience. They define critical aspects in building and maintaining relationships with colleagues, clients, and business partners.

Best Employees

We hire, develop, and maintain the best talent for our business. We regularly upgrade our expertise and skill sets to deliver only the best to our clients.

Deliver Value to Our Clients

We are committed to delivering value to our clients. We have a passion for detail and strive to provide result-oriented services to make our clients successful.

Respect for the Individual

Qulix values men and women of diverse age groups, religions, and ethnic backgrounds. We value diversity and the unique contribution of all our employees.

Communication

The welcoming and friendly atmosphere in the company lies in the foundation of our success. Our communication policy implies no formality. We are on a first-name basis with one another regardless of the job position.

Integrity

For us, integrity means being ethical and honest. We say what we mean, stand behind our words, and take responsibility for our actions.

Collaboration and Teamwork

Our company is not only a group of professional individuals — we are a team. We encourage an approach of mutual support and cooperation. The results we achieve are based not just on exceptional individual skills, but instead on collaboration and teamwork.

Education and Skills Upgrade

Here at Qulix, we make every effort to develop educational programs and partnerships. We seek to improve students' knowledge base using our expertise in technology and aim to build skills and technological knowledge at universities.

CORPORATE SOCIAL RESPONSIBILITY

Our core values become most apparent in the actions we take through our Corporate Social Responsibility (CSR) programs. When creating these initiatives, we prioritise ensuring that CSR benefits all stakeholders, encompassing employees, local communities, educational institutions, and more.

TARGETED AREAS

Qulixers & Corporate Culture

Corporate Social Program

Governance & Ethics

Community Contribution

Green Initiatives



1 QULIXERS & CORPORATE CULTURE

We recognise that our success is closely tied to our ability to attract the industry's most talented professionals and continuously enhance their expertise and commitment to our collective mission.

Our dedication extends to upholding international human rights and labour norms, fostering a corporate environment where every individual, whether employee or visitor, is treated with the utmost dignity, equity, and respect. Furthermore, we assure all that their personal political and civic engagements will have no bearing on their affiliations with the company.

2000

DATE OF BIRTH

463

EMPLOYEES

Our Responsibility as an Employer

- Staff development programs
- Well-adjusted and tested onboarding procedures
- Individual development plans and career paths
- Wide variety of training options
- Employee benefits
- Team-building activities
- Keeping employees updated

Communication of news about current events in the company is ensured via regular corporate **newsletters, social media accounts**, messenger chats, printouts, etc. We try to create the most relevant content for employees and not only inform them about the company's news, but entertain and educate them as well.

The editorial board of the corporate magazine "**SUBJ**" make sure that it is issued at least twice a year and encourage everybody to participate in its creation. On its pages, you'll find first-person stories told by Qulix employers about professional growth, their travel experiences, and some pure entertainment materials. The magazine is available in different formats — digital and paper — for various screens.

What you may find on our social media

- News about the company's life (achievements, activities, projects, celebrations, etc.)
- Tips on how to keep information safe and secure
- Psychological advice on how to handle anxiety
- Job openings
- Interviews with colleagues
- Selections of online resources for self-learning and self-development
- Selection of entertainment resources (series, books, etc.)
- Qulixers' team-building activities
- Employees' travel experience



We try to remind our colleagues of our social media accounts and encourage them to follow them, take part in discussions, and leave comments.

Designers from the PR department have created **corporate background images** to be used during video calls with clients or any other person. The idea was welcomed by many employees, as now their Zoom video conference will look very professional and in line with the Qulix tone of voice.

To reiterate the idea that we all are one big team, we dispatch **regular newsletters** congratulating our colleagues on such happy life events as birthdays, weddings, becoming parents, etc. Birthday people also get a sweet box from the company, which they can share with colleagues or leave for themselves to indulge in the evenings.

In addition, updates on Qulixers' **promotions** are also shared with the company employees so that everyone can congratulate his or her colleague on their achievements. Newcomers are also welcome to share some intriguing information about them via our corporate newsletters. Apart from merely stating the fact that a person got promoted, such newsletters contain personal information provided by that very person about his or her background, education, interests, etc., so some may even find like-minded colleagues.

The tradition of celebrating **professional holidays** (International Volunteer Day, Lawyer's Day, System Administrator Appreciation Day, Day of the Programmer, QA Day, Salesperson Day, Business Analyst's Day, etc.) in the form of comics has made its full cycle, culminating in the entire comic book published as a whole and distributed among all our offices. Now each Qulixer has the chance to relive our creation by flipping through a paper book.

This year, we introduced a new tradition and called it **Spring Days**. Basically, it is a logical replacement of gender holidays, which are deemed an outdated practice at the company. Instead, we held team building activities in various countries in any form chosen by the employees — a quiz game, a mountain hiking trip, an immersive game, a trip to a historical place, or a picnic.

Apart from that, our employees get **corporate presents** on a regular basis that are sent to everybody, no matter the location. This is another long-term tradition at the company. Usually, it happens three times a year: a traditional T-shirt in summer (attributed to the company's birthday) and corporate clothes merchandise in autumn (around the time of the Day of the Programmer and the QA Day). Also, those who want may get a corporate paper calendar at the start of each year.

We also witnessed another round of **St. Valentine's mail**, when employees could send pre-designed Valentine's cards to their colleagues and share some warm words of gratitude with them. The option was available both for office and remote workers.

This year, we revived our tradition of hosting new year corporate parties for all the employees, arranging the events for every of our offices on the continent this time.

Our **HR Brand** unit has grown to become an operations control centre whom people can approach on a wide range of issues — from getting their presents to hosting a meetup or taking part in an interview for the corporate magazine.



1.1 Working Conditions

We enhance our infrastructure by continually equipping and enhancing various facilities, encompassing office spaces, sports and recreational areas. Our dedicated office managers prioritise the ambiance within our workplaces, and employees are encouraged to share their suggestions and ideas for enhancing our offices as well as their own work environments.

Our health and safety policy is firmly committed to promoting the well-being of our workforce through occupational health, safety, and accident prevention measures, fostering a secure environment across every facet of the workplace. Management takes on the responsibility of ensuring a safe working atmosphere, while employees are expected to act responsibly in adherence to our safety standards and policies.

1.1.1 New Offices and Relocation

Qulix continues to expand its global reach and has added another office, in Warsaw. For now, this is a rented secure coworking space, but we have ambitions and hope to turn it into a fully-equipped branded facility of ours. The company has also assisted in the relocation process when needed, both financially and in information aspects.

In particular, IT Park Uzbekistan provides extensive assistance to the residents' employees in terms of finding accommodation, legalisation, and so on. Also, Uzbekistan with its 35-million population has a promising potential to hire new employees for us.

No pressure is exercised on the employees to relocate, since we fully understand that not everybody has such an opportunity. Qulix people are free to work from any location they choose, provided they do so in compliance with local legal and tax requirements.

Apart from extending our new offices and renting new premises, we do not forget about maintaining and upgrading our old ones. This year, we have made certain rearrangements across them caused by the uneven distribution of our employees across offices. It has helped us reduce renting costs while saving money to renovate the existing office space.

1.1.2 Work from Home

Everybody at Qulix has a choice — to work at home or to continue working at office premises, or they may even opt for a hybrid option. Those who don't have the necessary equipment at home could take their workstations with them and be provided with all the necessary tools. The previous years proved to be a success in terms of adjusting to the changed reality, so the company leaders made a decision to continue this practice.

However, there were a couple of new arrangements introduced to the conventional scheme of arranging office workplaces. Since the degree of presence at the office may vary from employee to employee (some work 5 days a week at the office, and some visit office premises once or twice a week), we decided to optimise the availability of physical office desks to cut maintenance expenses in the time of uncertainty and the unfolding global crisis.

Now, those who go to the office less than 3 times a week will have to book a desk via the newly introduced Hot Desk system, with their previous workstations deallocated and sent to the overall balance of the company's equipment. This helps us considerably save money on new office equipment and cut costs in general. Important note: if a person who works from home needs any equipment (laptop, display, or desktop) for work purposes, he or she will undeniably be provided with one.

1.1.3 Work/Life Balance

To maintain qualified employees with the company in the long run, we not only offer a variety of training and further education options but emphasise a good work/life balance and a family-friendly work situation. Our flexible working hours and home-office option embrace this priority.

This year, we made going on a vacation an obligatory option to prevent burnout and retain employees at the company at the same time. Qulixers are free to choose the number of days and period of their vacation, but we strongly focus on the idea that even the hardest working employees should have their deserved rest.

1.2 Diversity

We maintain a strict non-discrimination policy and ensure fair and equal treatment to everyone regardless of race, gender, nationality, or religion. Discrimination and harassment have no place at Qulix.

We strive to achieve a more balanced gender ratio and attract female applicants from the fields of mathematics, IT, science, and technology. Currently, our gender distribution shows 45.36% of females in the labour force.



54.64%
MALE



45.36%
FEMALE

18% **18-24 YEARS**

25% **25-30 YEARS**

27% **31-35 YEARS**

16% **36-40 YEARS**

6% **41-45 YEARS**

8% **45+ YEARS**



● **JUNIOR 16%**
● **MIDDLE 54%**
● **SENIOR 14%**
● **MANAGERS 7%**
● **OTHER 9%**

1.3 Education and Training

At Qulix, we firmly believe that knowledge is a unique resource that multiplies through consumption.

When new team members join, they are seamlessly integrated into our **mentorship program**. In this program, experienced senior employees oversee their progress, assist in project adaptation, and support their ongoing development.

Furthermore, after a specific timeframe, we conduct **Newcomers' seminars**, designed to acquaint employees with our company, corporate culture, values, rules, and mission. We also maintain the tradition of Newcomers' interviews, where newbies share personal insights with fellow Qulix team members.

Our commitment to continuous learning extends to a wealth of **internal training resources**, including courses, programs, meetings, workshops, and the availability of professional communities such as Business Analysis (BA) and Quality Assurance (QA). These offerings create a conducive environment for professional growth within the company. Additionally, we offer specialised training programs for those looking to explore different roles within our organisation.

At one of our major offices, we have a **book library** installed with resourceful professional literature as well as board games to play with peers after work or during coffee breaks. The collection of books is listed on the company's internal resources, with the possibility to order books remotely or have them delivered to the employee's office of choice. Those who want to share books with colleagues can leave them in the bookcase (**book sharing**).



More in the [4.3 Participation in IT Events](#) section.

1.4 Employees Growth and Retention Strategy

We have developed our corporate Staff Retention Processes and Procedures and Internal HR Practices to address the staff development/retention issues.

The year 2023 continues to pose certain challenges for businesses all around the globe, as did its predecessor. The global events have certainly impacted our company, and we still maintain some crisis response measures to optimise expenses and preserve jobs. Below are some examples:

- We optimised our sales strategy, looking for new projects so that our teams would be busy to the fullest extent possible. Our sales specialists are actively searching for new opportunities in locations all over the globe for cooperation so that no one is in standby mode in the company.

- We paid for all business trips of our employees so that they could feel comfortable and do their job. The range of countries was not so impressive, but many negotiations and meetings took place online.

To promote the general atmosphere of professionalism and present real examples of career opportunities, we have developed a practice of sharing insights about Qulix employees being promoted supported by their detailed story and advice for peers. This information is dispatched regularly via the corporate e-mail.

Qulix promotions

39

JUNIOR TO MIDDLE

5

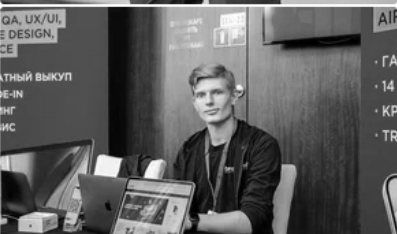
MIDDLE TO SENIOR

1.5 Awards and Recognitions

Maintaining team spirit at its peak is most effectively achieved by acknowledging that your team truly excels. And there's no better way to affirm this than receiving recognition from an external source.

Our team members consistently exchange positive feedback from clients, interns, colleagues from various departments, and more. However, what fills us with exceptional pride is the recognition and awards we've earned from international communities and global organisations. Here are a few noteworthy examples:

- Included in the **2022 Global Outsourcing 100 List** by IAOP
- Among the **Best 500 Mobile Developers** according to TopDevelopers.co
- Noted as one of the **fastest growing software developers** by TopDevelopers.co
- Landed among the 2023 **Banking Tech Awards Finalists** with our WealthTech project



2 CORPORATE SOCIAL PROGRAM

Our commitment to the welfare of our employees finds its most prominent expression in our comprehensive corporate social program, addressing various critical dimensions of our staff's social engagements.

2.1 Health Insurance

We care about our employees' health and provide them with the opportunity to become participants in a corporate agreement on voluntary health insurance. The company covers all expenses.



Qulix employees can choose between four medical insurance programs and insure their relatives at an additional cost. The coverage also includes treatment for COVID-19 and a visit to a psychotherapist.

326 insured
IN 2022-2023

2.2 Monthly Reimbursement of Expenses

Qulix offers a fixed amount of money in reimbursement to each employee on a monthly basis. It can cover three main options:

→ **Education**

Covers online courses of various professional domains, participation in conferences, workshops, and IT webinars that help enhance skills for work tasks. We offer a list of resources to choose from, with attractive discounts from selected partners. However, an employee is free to select anything else that is similar in nature.

→ **Sports**

Qulix employees can select between the AllSports membership or visiting a gym next to our office at a discount price.

→ **English classes**

Employees can choose between group classes with our in-house teachers or enroll in online courses. We always welcome high-class English teachers to join our partnership program.

2.3 Qulix Kids

Family values are one of our company's most important priorities. Throughout the years, we have been organising various events for kids of different ages, trying to find the perfect balance between activities being entertaining and educational.

This year's activities were dedicated to the new year's holidays and Knowledge Day. We arranged an educational event for smaller children and a trip to a skating rink for those who can skate on their own.

In addition, Qulix kids received generous presents by 1 September and 31 December.

2.4 Financial Aid

Provided in case of close relatives' death.

2.5 Language Classes

Classes are available to all employees, including both those who want to maintain the current level and those who want to see some improvements. There is an option of visiting classes hosted by our in-house teachers or Qulix employees can sign up for SkyEng courses and enjoy all the benefits of our partnership with this platform.

IN 2022–2023



42 employees attended

ENGLISH IN-HOUSE CLASSES



23 employees attended

POLISH CLASSES

2.6 Discounts

Qulix employees are entitled to corporate discounts at a number of partner companies:

- Cafés and bars
- Shops
- Cleaning services
- Delivery
- Car services
- Gyms
- Entertainments
- Health care
- Training, educational programs
- Housing development
- Beauty services
- Travel and insurance

Our CSR specialist is constantly looking to expand the scope of partnering organisations and provide our employees with options suitable not only for them directly but for their children as well. Thus, this year, our partnership community was enlarged by an online school offering various courses for children.

2.6.1 In-House Discount App

To make the use of our corporate discounts as smooth as possible, our development guys initiated the idea to develop a mobile app that would store all discounts in one place, will have categories to filter by, and will locate the nearest shops/café/deliveries included into the partnership program.

The iOS and Android versions are now available for download and update on a constant basis depending on the changes made to the partnership program.

2.7 Paid Time-Off/Personal Days

A Personal Day is a paid extra day-off. Employees may choose this option in case of important life situations such as university graduation, short illness, visit to a doctor, etc.

2.8 Fruit in the Office

Fresh fruit is regularly delivered to the office and distributed among employees to boost their immune system and promote healthy food.

2.9 Rewards for Long-Term Employment at the Company

The company values its long-term employees and issues gifts to those who have been working at Qulix for 5, 10, and 15 years. Gifts are presented at major corporate events in winter and summer.

2.10 Bonuses for Vacancy Recommendations

Our company has introduced a reward scheme for employees if they invite applicants for open vacancies. An employee receives his or her bonus if the recommended applicant has successfully passed the trial period.

3 GOVERNANCE & ETHICS

An essential part about responsible corporate governance revolves around the principles of open, transparent, comprehensive, and timely communication. At Qulix, our management team remains consistently open to direct, unbiased dialogue with employees, the media, and community representatives.

We diligently adhere to the pertinent laws governing our business operations, encompassing areas such as anti-bribery, anti-money laundering, securities, fair competition, data privacy, intellectual property, labour rights, immigration, and more.

Our approach to client relations is characterised by attentiveness, flexibility in addressing their unique circumstances, a commitment to delivering high-quality work, and nurturing positive relationships. In the face of the ongoing global crisis, we believe it is our collective responsibility to go the extra mile for our clients.

This year, we continued our practice of timely delivery of updates on the unfolding events. The management of the company communicated all the latest info on the progress with the opening of new offices and the state of affairs with the clients in the form of a video newsfeed, where our CEO concisely and to the point explained every little detail regarding the future of Qulix.



3.1 Data Security

For a software development company, digital information holds immense value. Consequently, safeguarding this information is a fundamental aspect of our business operations. Our information security manager is responsible for upholding both international security standards and our internal security protocols. These requirements and standards are applicable to all employees and anyone with access to our intranet or interconnected systems.

To prove our commitment to a cyber-safe environment, we obtained a **certificate of assurance** under the **Cyber Essentials information assurance scheme**, which was granted by Capula, a British certification body with years of experience in developing, engineering and implementing advanced systems and integration solutions. The Cyber Essentials scheme covers such key areas as effective management of internet gateways and boundary firewalls, secure configuration of software and hardware, strict control of access to data and services, protection against viruses and malware as well as patch management. As we are certified in accordance with this scheme, our clients can rest assured that basic cybersecurity controls have been implemented correctly.

In addition, our information security manager is always refining his professional knowledge via attending a wide array of courses in different languages. Also, he holds an introduction interview with each new employee, explaining the significance of data protection and the ways to maintain it. Constant reminders to keep your credentials and corporate/personal information intact and detailed instructions on common practices are regularly sent to all employees via corporate mail.

4 COMMUNITY CONTRIBUTION

At Qulix, we recognise our company and its employees as an integral component of society, and we are dedicated to the principles of corporate citizenship. In our commitment to fulfilling our societal responsibilities, we actively seek to form impactful partnerships with local authorities, non-governmental organisations, educational institutions, and more. We endeavour to support public initiatives to the best of our abilities.

4.1 Involvement in Professional Organizations, Associations, and Communities

In 2022, we became residents of **IT Park Uzbekistan** and are now actively participating together with the establishment in several initiatives. Later that year, we joined **CIO CLUB UZBEKISTAN**, a professional community for IT C-level managers.

Also, we are gaining weight in the **Polish business community** and are now partners of the relocation program managed by PAIH.

In the year 2008, we also became a member of the Science and Technology Association “**Infopark**”. Infopark is a voluntary community of top IT development companies created to stimulate progress by developing a favorable environment in the IT sphere.

In addition, our employees are actively engaged in activities of **Analyst.by**, a BA community, where they are responsible for creating expertise content and are regular speakers at the community's events, with videos available on the website.

We are also proud signatories of the **United Nations Global Compact** and the **Agreement on the Cooperation of Socially Responsible Companies**.

4.2 Partnerships with Educational Institutions

We hold a firm belief in the idea that knowledge equates to power, serving as one of the most invaluable resources for the future. This conviction drives us to not only invest in the ongoing development of our employees but also to extend our expertise to the broader world, championing educational initiatives along the way.

After the opening of the office in Uzbekistan, we extended our activities there and collaborate with such universities as INHA, Amity, WUIT, PDP University, and MDIS by taking part in vacancy fairs and offering internships. Apart from that, we have signed memoranda with Amity, PDP University, and PDP Academy.

Our activities include:

- **Technological support for universities, classrooms, and laboratories**
- **Organization of internships**
- **Participation in university programs of Qulix partners**
- **Teaching and holding seminars at universities**
- **Participation in and sponsorship for conferences, workshops, student meetings, university events, etc.**
- **Partnerships with training centers (PDP Academy, Mohirdev, BePro IT Academy)**

We collaborate with leading technological universities and **hire young professionals after graduation**, invite students to have their internship period with us, and participate in their competitions as a sponsor or part of the judging panel.

In particular, this February, our HR Manager Natilia Burets held a lecture for Uzbek students where she spoke about the life cycle of software development, specialist roles at each development stage and team collaboration. In addition, she answered each and every question from students and explained in more detail how to approach the issue of writing a CV and look for a job in current circumstances.

In addition, our HR specialists invite students to have a tour around our offices and get first-hand information about our IT projects, IT professions and feel the vibe in general (**Insiders Day**). This year, our employee hosted several seminars for IT students describing the technologies in most use by our company and internship options within Qulix.

Apart from that, we are actively promoting our own .NET and QA courses for Uzbek participants.

4.3 Participation in IT Events

Our company's employees are frequent visitors to various local and international conferences, seminars, training courses, and other IT events.

Where we were:

- Our business analyst held a seminar called '**Data Modelling: When and Where to Apply?**' for the International Institute of Business Analysis (IIBA).
- In October 2023, some of our employees and their family members took part in the run race '**Run For IT**' arranged in Wrocław.
- We held our own free webinar '**How to Launch a Neobank in 6 Months?**' for the second time after an immense success of its predecessor.
- In November 2022, our director of business development delivered the presentation '**Neobank 2.0. New Insights**' at **VI International Banking Forum** in Baku, Azerbaijan.
- One of our C-level managers delivered a presentation at the 14th meeting of CIO CLUB Uzbekistan where he unveiled the benefits of **AI and ML automation for business processes**.
- We held another free webinar answering the question '**How to Get On-Demand Liquidity with Commodity Tokenization?**'
- We participated in **Web Summit 2022** in Lisbon, Portugal, and arranged a series of business meetings with representatives of such companies as Onramper, LBank, and Fingerprint.
- Our HR people have launched their own project to help people with job interviews in turbulent time. It's called **QView** and basically is a series of training interviews where HR specialists share their view on interviews and provide complete feedback to participants. The project was even further extended with online meetups with tech experts in the Q&A form. Almost 80 people participated, among them front-end, .NET, Java, iOS, UX/UI, QA, and other. Most importantly, the project has not stopped but was pretty much welcomed by our in-house experts, who supported further activities: webinars, portfolio analysis, Q&A sessions, etc.



This year saw a surge in in-house meetups arranged by **Qulixers** for **Qulixers**.

- Our HR specialists launched a series of team building webinars (**Qulix People**). The underlying principle is to invite people who joined the company in a particular month, which would allow meeting peer colleagues with different experience from different departments and of different professions.
- The RDI department has been conducting a series of online meetups on a wide selection of topics:
 - **Account management**
 - **MongoDB, its features and problems**
 - **Facilitation**
 - **Information security**
 - **Sale solution**
 - **ChatGPT**
 - **And many other topics, covering even non-technical and everyday issues**
- The guys from the Comprehensive Solutions department demonstrated their will to share as well and hosted a number of meetups:
 - **Swift UI in the existing projects.**
Basic components and approaches
 - **Project modularisation when working with Widgetkit and Keychain**
 - **Documentation maintenance for big projects**
 - **Passive aggression**
 - **REST API**
 - **SQL**
 - **Postman**
 - **Interface decomposition (a series of workshops)**

4.4 Volunteering and Charity Work

Our charitable efforts are primarily focused on two key areas: supporting orphans and children from dysfunctional families, as well as aiding an animal shelter. This is relevant for our conventional locations, but we are trying to expand those initiatives and find new options to bring good to the world across our new offices as well.

Visiting children at a social shelter has become a cherished tradition for our employees. During each visit to the facility, we strive to provide something new and meaningful to its young residents. This includes both material assistance and engaging educational activities. Qulix employees actively collect gently used clothing and toys for the children, and contribute financially to ensure they are well-prepared for school. Within our financial constraints, we also provide basic equipment, personal hygiene items, and clothing. In addition to this ongoing support, we organise special celebrations to mark specific holidays such as New Year and Christmas, as well as events just to bring joy and positivity to their lives.

However, not only children are in dire need of assistance and support at such establishments. That is why this time we arranged a lecture for orphanage employees on how to tackle emotional burn-out. During the lecture delivered by a professional psychologist, children daycare workers were able to get advice on how to take care of their own mental state and share their hardships.

Regarding the **animal shelter**, our CSR coordinator organises frequent visits to the facility for Qulix employees to interact with the animals. During these visits, employees have the opportunity to walk, play with dogs and feed them, as well as assist volunteers with various tasks related to the animals' care. Additionally, we are dedicated to fundraising efforts aimed at purchasing essential supplies such as medication, accessories, and food for the shelter's resident pets.

Prior to winter holidays, we launched a charity campaign among our employees called “**Qulix Makes Dreams Come True 2023**”. Its mission was to collect money for Christmas presents for children at the orphanage and dogs at the animal shelter. To make the spendings transparent, our employees could also buy something as a gift themselves and hand it over to the CSR coordinator or even to the children themselves during our New Year trip which soon followed.

To express our appreciation of the volunteer movement within our company, we have arranged a team building event on **Volunteers' day (December 5)** dedicated to praise our volunteers. In February 2023, Qulix launched a campaign to collect money for an employee's relative. The kid was diagnosed with a severe hearing impairment and needed a hearing aid procedure to avoid any further delays in development. The management decided it was a good cause to share with the rest of the company and help the one in great need.



5 GREEN INITIATIVES

Our vision of a better tomorrow includes a healthy and vibrant environment. Through various campaigns within the company, we try to inspire our employees to become eco-aware and adhere to green thinking.

5.1 Eco-Friendly Offices

As part of our environmental goals, we are trying to encourage our employees to reduce plastic consumption and switch to a more eco-friendly option when it comes to disposable cups and dishes. For that purpose, we have fully-equipped kitchens where employees can enjoy their food and use quality glass and ceramic kitchenware.

We try to limit the consumption of paper through workflow automation and installing common printers for several rooms. We use the existing equipment efficiently and replace outdated hardware with new and more effective on schedule.

Additionally, we also collect used batteries, charge cables, and small electric devices for further recycling in accordance with applicable practices.

5.2 Our Campaigns

On November 6, 2022, we joined the **World Paper Free Day** movement. In our post on social media, we provided detailed insights on how to sort paper waste and where you can find collection points in cities, pointing out to a mobile app for further info on the issue.

Our work with the project '**A New Life in Exchange for Plastic Caps**' (Kryshariki) continued successfully. The idea is to collect plastic caps at office premises (or you can collect them at home and bring them to the office once a month, for example) which are then sent to a dedicated processing organisation. Money received in exchange for the collected plastic waste is sent for the rehabilitation of ill people in need. This year, we have also made public the rules on how to collect and sort plastic caps correctly.



For us, being a successful company means being responsible.

How we define success:

- We deliver success to our clients globally.
- We research and develop our own solutions.
- We are a recognized credible and reliable partner.
- We grow and make a profit.
- We deliver benefits to our society.
- We maintain exemplary values and social standards in our daily business operations.
- We promote education and innovation at our locations.
- We help Qulixers grow together with the company.

