

CSR Report 2024



Viseven

Reviews according to Glassdoor

01



4.2 ★★★★★

83% would recommend to a friend
(50 total reviews)

02



4.2 ★★★★★

Ratings for Diversity & Inclusion

Viseven Group has a Diversity and Inclusion rating of 4.2 out of 5 stars, based on 42 anonymous employee ratings. This is equal to the average for D&I ratings in the Information Technology sector. The average D&I rating left by 42 employees decreased over the last 12 months.

03



86% positive

0% negative

Interview experience



What is CSR in Viseven?

Our Corporate Social Responsibility

At the heart of our values lies a strong commitment to promoting an active social presence, embracing social responsibility, extending support to communities, actively participating in volunteer efforts, and championing various environmental initiatives. Moreover, we hold in high esteem those colleagues who are dedicated to making a social impact, recognizing their efforts as invaluable contributions to the betterment of society. Our commitment to giving back extends beyond mere words. We actively channel our resources towards charitable donations and actively engage in various philanthropic endeavors.

Our contributions play an important role in enabling education, fostering job opportunities, and nurturing the growth of professionals who are new to the industry. This dual-pronged approach not only fuels the industry's expansion but also empowers individuals by broadening their employment horizons and augmenting their earning potential. A defining aspect of our approach is the alignment of our Corporate Social Responsibility (CSR) initiatives with the globally recognized Sustainable Development Goals (SDGs). This strategic alignment underscores our ambition to go beyond short-term contributions, striving instead to create a lasting and meaningful impact. Through our multifaceted initiatives, we aim to bring about positive and sustainable changes that reverberate on a global scale, contributing to the overall betterment of our world.



**Social
Impact**



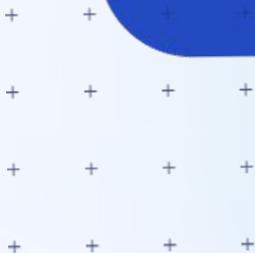
**Philanthropic
Impact**



**Environmental
Impact**

CSR MATRIX

Social Impact



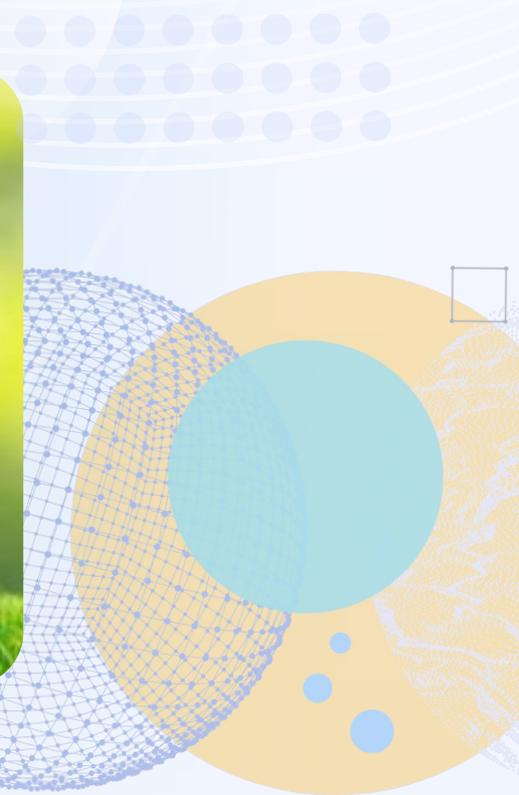
Governance



To drive Environment, Social and Governance (ESG) direction and ensure its continual improvement, our management structure in 2024 was enhanced, and a newly established Compliance department was authorized among other responsibilities to implement, streamline, and oversee internal ESG procedures as part of Viseven's continual improvement.

Compliance department within its capabilities and authority is accountable for:

- ✓ ESG corporate frameworks and workflows elaboration
- ✓ Compliance with applicable legislation and internationally recognized standards
- ✓ ESG risks assessment and risks mitigation
- ✓ Establishing and maintaining grievance and disciplinary procedures
- ✓ Pioneering best ESG practices and their implementation
- ✓ This long-anticipated move significantly boosted our ESG efforts and contribute to the current and upcoming shared achievements.



Human Rights Protection

In 2024, Viseven continued to strengthen our adherence towards Human Rights at work protection by formalizing our commitments in a comprehensive Human Resources Policy as a testimony to ethical working culture and decent working conditions.

Human Resources Policy reflects Principles 1-6 of the UN Global Compact and sets a mandatory compliance framework for all HR processes in Viseven. Our goal is to make sure that no breach of human rights is demonstrated towards any person, regardless of the position and management level.

The cornerstone of our approach to human resources management is set in HR Guiding Principles, a Policy's backbone and essence:

- ✓ Respect and secure internationally recognized human rights standards.
- ✓ Provide Equal opportunities and Fair treatment for all staff.
- ✓ Create a safe working culture by treating everyone with dignity and respect.
- ✓ Ensure Zero tolerance to all forms of abuse, violence and harassment (including gender-based), discrimination, exclusion, stereotypes.
- ✓ Provide competitive working conditions ensuring economic security and dignity.

Our HR Guiding Principles and Social commitments are publicly available for all interested stakeholders in [Human Resources Policy Statement](#).

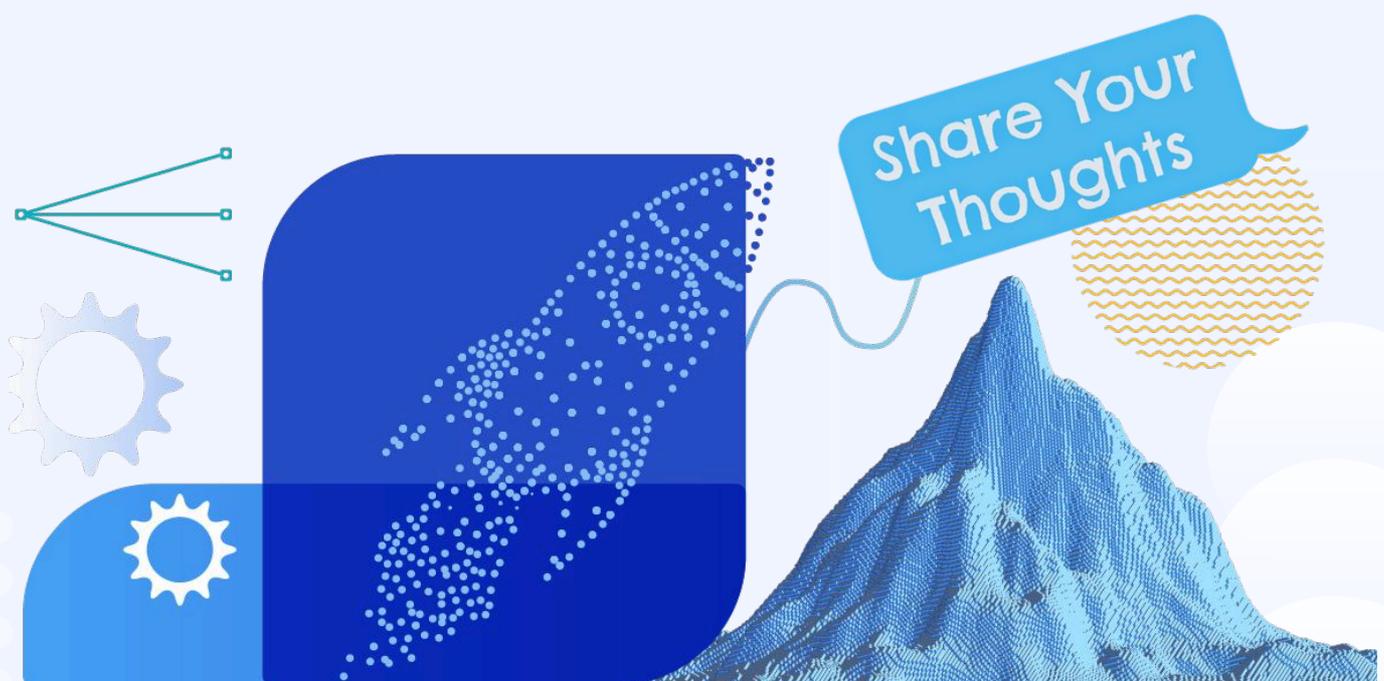
SpeakUp tool Enchantment

In Q4, 2024 we extended and improved our Grievance form to make it easy, accessible, and efficient tool both for internal and external stakeholders to bring light to a problem regarding ESG matters, including human rights at work.

Via [Grievance form](#) every person or organization can submit personal grievances or raise concerns they are aware of that relate to Viseven as a company. This tool is available for general public at Viseven's website as well as for internal staff at the company's intranet portal Confluence.

The Grievance form provides an option to stay anonymous if a person prefers to. Regardless of option chosen, Viseven guarantees maximum confidentiality while proceeding submitted grievance.

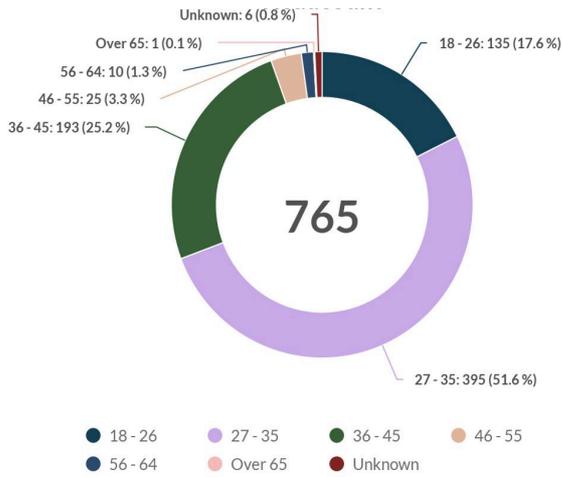
We view Grievance as a core element of SpeakUp culture and efficient tool capable of highlighting and signaling on areas for improvement and reducing/combating potential misconduct.



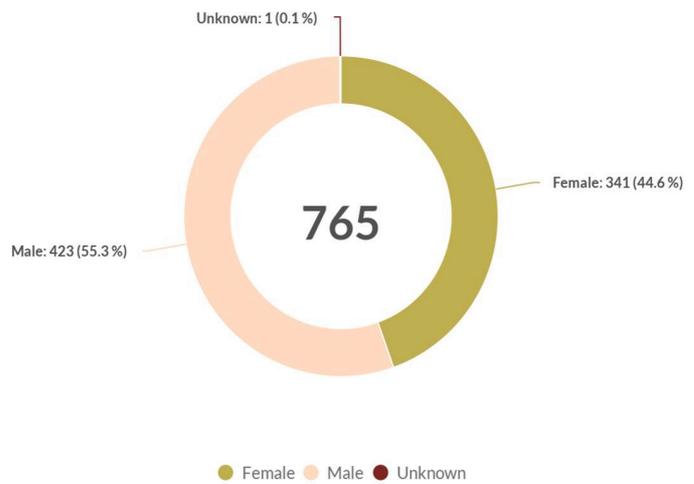
Diversity

Viseven sustains healthy gender and age balance within 2024

Age balance



Gender balance



Employees

Psychological Support

There is a wide range of psychological services for employees in **Viseven**: personal consultations, group trainings, business games, educational lectures and master mind groups.

Activities

68

Consultations

12

Group Trainings

2

Lectures

Master Mind Initiative

9

Sessions

2

Groups

10

Participants

Practical steps taken by Viseven in 2024 to support our people and communities

1

Veteran Hub was launched in Q4, 2024 to provide help and additional support for reintegration of Ukrainian war veterans to the civil life as well as to support veteran's families

2

SpeakUp tool to raise concerns and report grievances was reworked and updated to cover wide range of ESG issues, including Human Rights protection and Environmental concerns

3

Regular Cultural Days at Viseven to foster and celebrate our wide backgrounds and origins where our colleagues as speakers shared knowledge on their countries and cultures (US, Philippines, Morocco, China were covered within 2024)

4

Corporate loan programs to support our Ukrainian staff in energy resilience affords and prepare to possible blackouts during winter 2024/2025

5

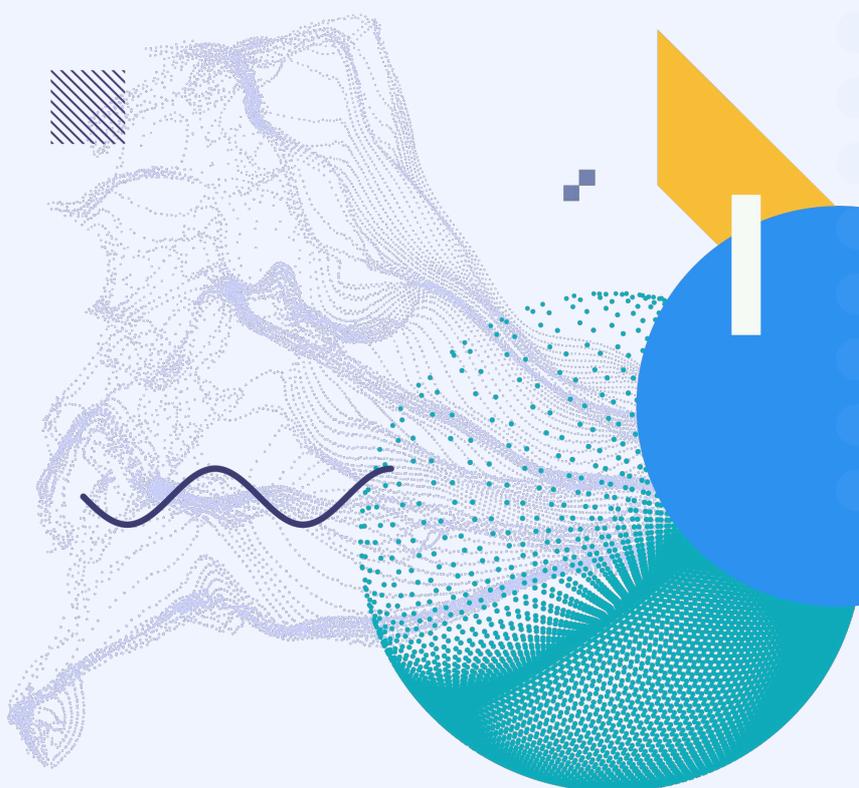
Regular annual and semi-annual engagement surveys to assess company's progress in providing a comfortable working environment and reveal areas for improvement

6

Support for young professionals and Geekspace students (Geek initiatives, internships and mentorships in 2024)

Culture Days

Culture Days is an initiative designed to showcase the diversity of cultures and countries where our teammates live and work. In 2024, we've conducted 5 lectures with colleagues from all over the world.



GeekSpace



Viseven supports the development of the local IT community through its GeekSpace project, a community for IT specialists and anyone passionate about technology and IT sphere. Founded in 2015, GeekSpace hosts free meetups and conferences to foster networking, knowledge sharing, and continuous learning.

Starting from 2022, all GeekSpace events have a charity mission to gather donations for military support and the victory of Ukraine!



GeekSpace

In February, GeekSpace Community gathered online for the first time. Topics were focused around unit tests and LCP optimization. In April, GeekSpace community held its first meetup in Poland, in the city of Poznań. During the meetup, three interesting topics were discussed, and networking opportunities were provided to unite the Polish and Ukrainian IT communities.

The third community meetup took place in Zhytomyr and was focused on team leadership and essential skills for team leaders in the IT industry.

Additionally, in 2024, 62,000 UAH in donations were collected to support the Armed Forces of Ukraine.

MeetUp In Poznan 26/04



MeetUp From Coding To Leading 14/06

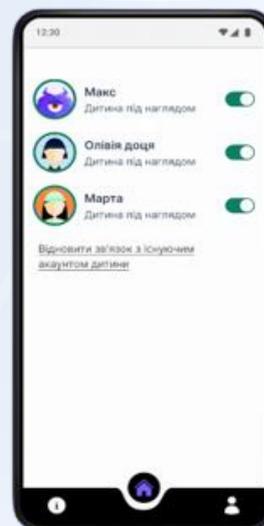
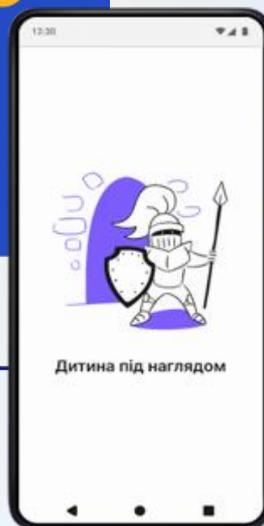
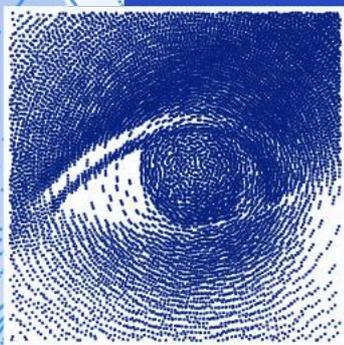


Boot Camp 2024

by Kharkiv IT Cluster

Boot Camp 2024, organized by the Kharkiv IT Cluster, offers a unique opportunity for young individuals to engage with real-world projects in IT companies and rapidly immerse themselves in the tech sector. The program's mentor-centric approach ensures that participants are guided by experienced professionals who shape the project vision and execution.

During Boot Camp 2024, Viseven specialists collaborated with students on an innovative project, developing a social app called "Safe Kid", designed to help protect children from kidnapping. The impactful nature of the project earned it the 3rd place among the finalists.



Ukraine Global Scholarships

Ukraine Global Scholars (UGS) is a non-profit organization that has helped 300+ Ukrainian high school students from modest backgrounds receive \$78+ million in scholarships to top global boarding schools and colleges. In exchange, students commit to return to Ukraine for 5 years to rebuild the country.

As part of our ongoing collaboration with UGS, Viseven offers internship opportunities to their scholars. This year, we had the pleasure of welcoming one UGS student for an internship in our HR department. This internship allowed the student to gain valuable work experience and insight into human resource management, contributing to their personal and professional growth.

In addition, our L&D team attended the UGS Summer Event, where they met with students, shared insights about our company, and welcomed them to the Viseven team. This event was a great opportunity to engage with the next generation of talented professionals and showcase the potential pathways for their future careers in the tech industry.



**Ukraine
Global
Scholars**

University practice

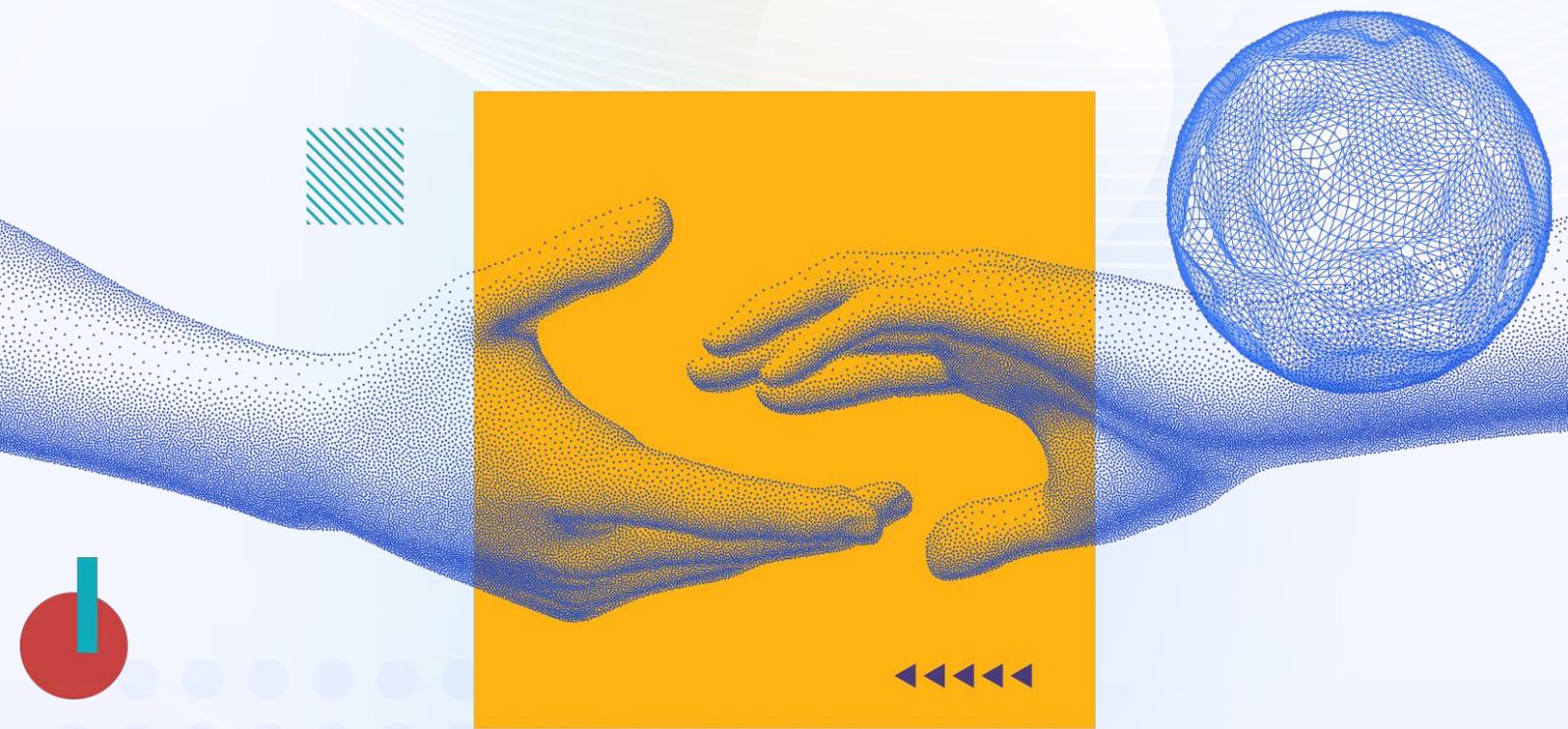
Zhytomyr Polytechnic State University

We are proud to continue our long-standing partnership with Zhytomyr Polytechnic State University, offering students valuable opportunities to gain practical experience and develop their skills in real-world settings.

This year, we welcomed students from the Front-end Developer course, where they received mentorship from our experienced team members. Also, students studying at the Linguistics faculty took internship in our HR department.



Philanthropic Impact

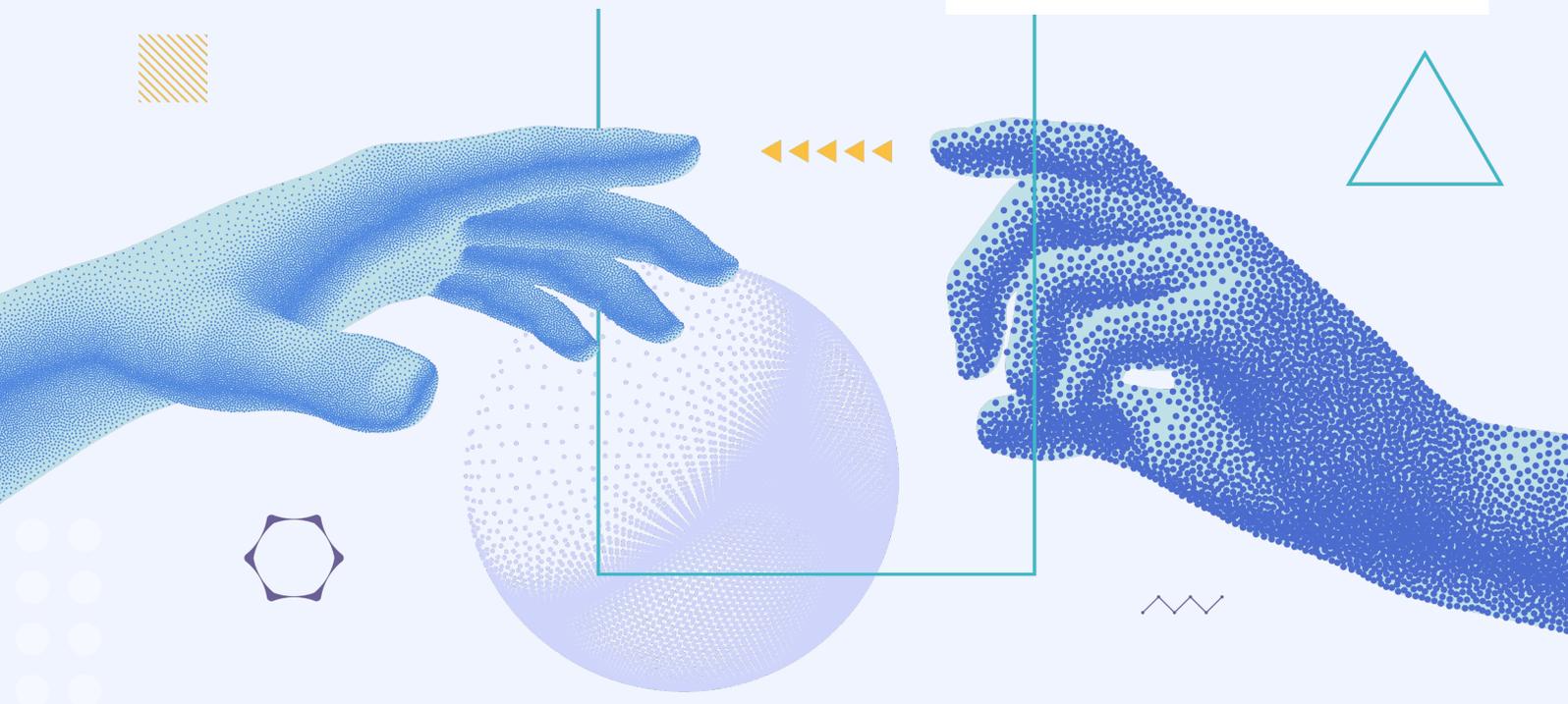


Fund Support

UAnimals

The Viseven Team backed the largest Ukrainian pet support fund, UAnimals, by participating in a fundraising initiative to acquire first aid kits for military service dogs.

A donation of 40,000 UAH was made to procure 10 first aid kits.



Fund Support

Children of Heroes

Viseven backed the Children of Heroes fund and arranged psychological activities. Nataliia Diiuk, Viseven's corporate psychologist, conducted three lectures for the Children of Heroes Team and a five-session course for caregivers titled "Recovery of the Resource."

Children of Heroes was founded to help the countless number of Ukrainian children who have suffered the ultimate tragedy: the loss of a parent, or parents, during the ongoing war. The Fund provides the children and their families with comprehensive assistance, led by our team of Family Helpers.

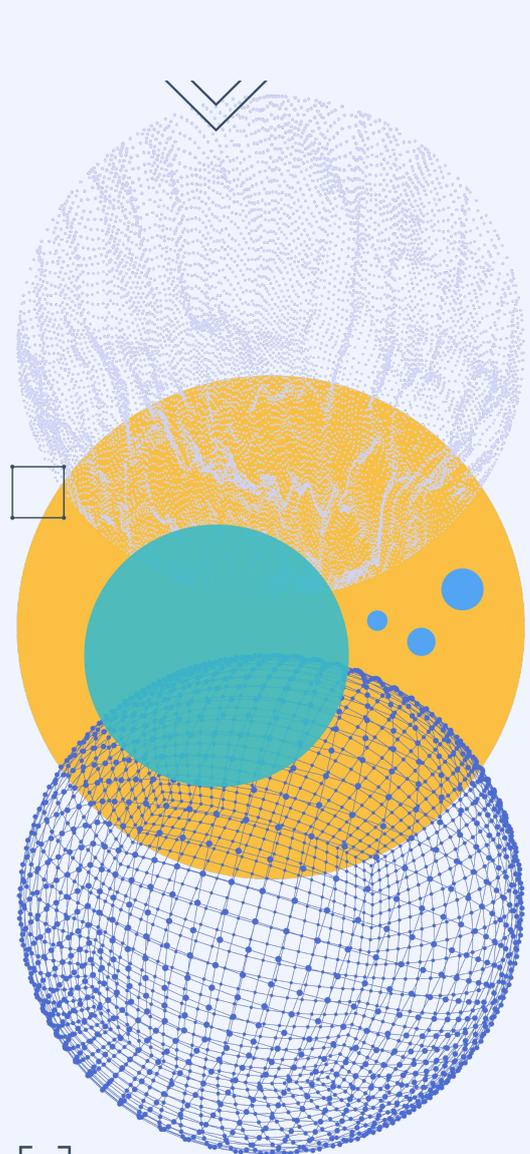
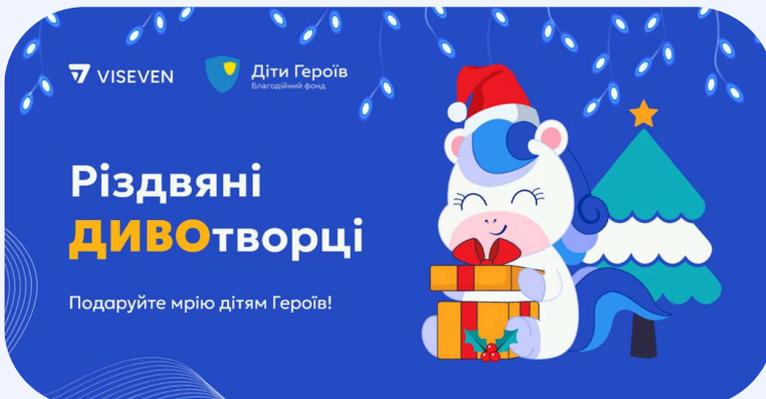


Fund Support

Children of Heroes

Our team was proud to collaborate with the Children of Heroes Organization this year for the Miracle Makers event.

We had the honor of making Christmas wishes come true for 65 Ukrainian defenders' children who lost one or both parents during the war. It was a wonderful experience for our team and we were happy to bring some joy to these deserving children.



Fund Support

Charity BookCrossing

On International Children's Book Day, the Viseven team participated in the "Dobranich" campaign to back the Fund for Educational Initiatives. This initiative aims to supply Ukrainian children overseas with books in their mother tongue. Additionally, Viseven organized a charity auction to raise funds for the needs of the Fund for Educational Initiatives.

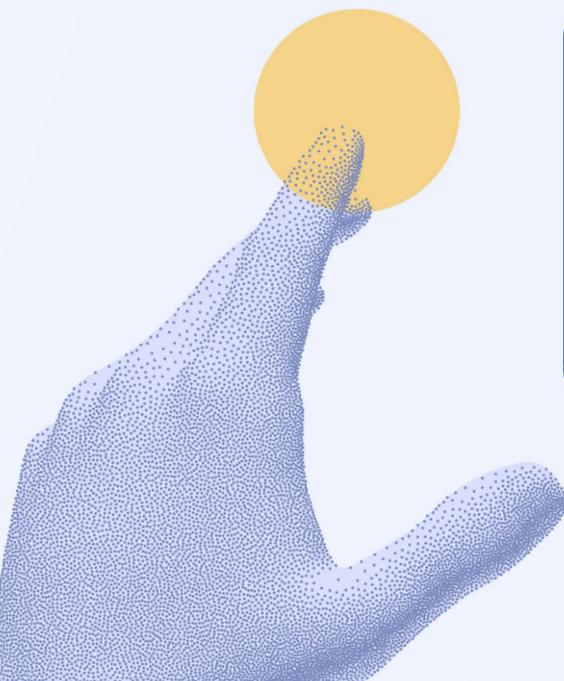
During the event, we`ve collected 38 books and raised 2,200 UAH from the charity auction.



Initiative

Blood Donors Day

In the Viseven team, we conducted Donor`s Day twice this year, on **February 14th** and on International Donors Day, **June 14th**. Our team visited the Blood Center in Zhytomyr, demonstrating the power of collective action to make a real difference in people's lives.





Fund Support

Lots of socks initiative with Sunny Children Fund

Traditionally the Viseven Team joined a local initiative #lotsofsocks and bought special socks to support the activity of the Sunny Children Fund.

During the event, we gathered 3,500 UAH for the Sunny Children Fund.



Fund Support “NavKOLO Hobby” (Around Hobby)

An initiative in the format of a hobby crossing, which we symbolically called “NavKOLO Hobby” (Around Hobby).

After all, in the Ukrainian culture, a circle symbolizes unity, continuity and renewal — an endless process of exchange and support.

In total, we managed to collect 25 different lots — books, decor, board games, sets for creativity and hand-made, from the “sale” of which we received 3,500 hryvnias in donations.

Thus, we not only cleared our own space for new hobbies, sharing them with others, but also helped those who need it today. The goal of the action was to support the activities of the Public Association “VETERAN’S HOUSE”.



Fund Support Charity Initiative "Breast Cancer Awareness Run"

The Viseven team took part in the charity initiative "Breast Cancer Awareness Run", dedicated to the prevention of breast cancer and support for women fighting this disease.

After all, October is the month of breast cancer awareness, the symbol of which is the pink ribbon, which appeared back in 1991 during the first such charity run.

The purpose of this campaign was to raise funds for the purchase of equipment for the mammological center of Zhytomyr. Also, Viseven provided presents for the participants.



Viseven Charity Fund

Help provided to Armed Forces of Ukraine in 2024

5

EcoFlows

2

Laser Rangefinders

19

Tactical Equipment

49

Memory Storage Devices and Cables



347

Construction Products and Tools

1

Thermal Imaging Monocular

17

Automotive parts

9

Computers Equipment

2

Anti Drones Systems

1

Communication Kit

3

Drones DJI Mavic

Environmental Impact



Certification

29/08/2024 Viseven was certified under the requirements of ISO 14001 “Environment management systems”.

This milestone achievement is the sound evidence of Viseven’s compliance with the worldwide recognized management framework and acknowledgement of Viseven’s adherence to sustainable economy principles in our daily operations.

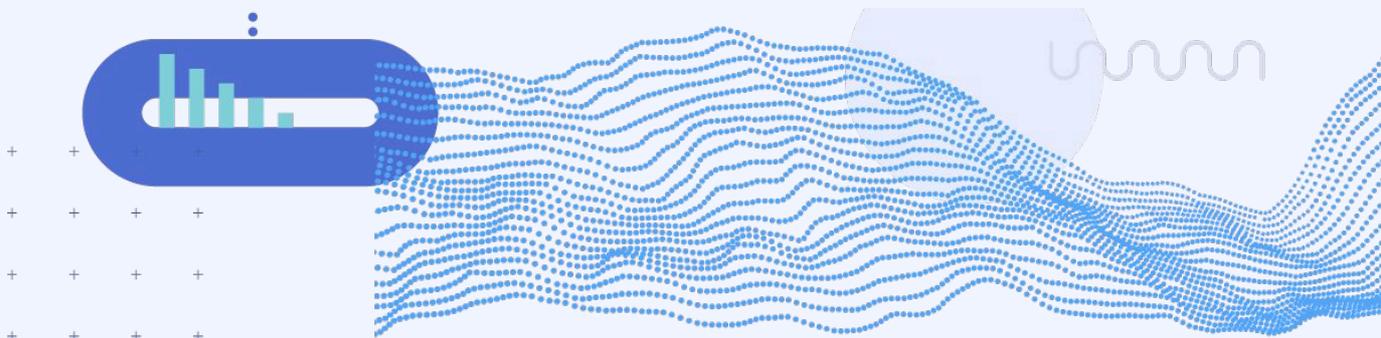
Viseven’s environmental aspirations and commitments are reflected in newly adopted Environmental Policy – a cornerstone document of the whole system and a part of our broader commitment to the [10 Principles of the UN Global Compact](#).

Our environmental efforts are concentrated on the following areas:

- Resource and Energy efficiency
- Waste management
- Sustainable Procurement
- Emissions reduction
- Environmental Awareness



To showcase how these commitments were linked to company’s activities and daily operations in 2024, let's dive a little bit deeper.



Sustainable Procurement and Energy Efficiency

01



Our office in Ukraine finished full conversion to LED lamps and was equipped with motion sensors to reduce electricity consumption and joined to Viseven's Estonian and Poland offices in pioneering LED efficiency.

02



Viseven Estonian office is LEED® green building certified.

03



Viseven uses AWS' data centers which are 100% powered by renewable energy.

04



Green procurement initiative was introduced within Viseven in Q3, 2024 to evaluate environmental risks and give preference to suppliers with high environmental credentials.

Waste Management



- ✓ Viseven's offices in Estonia, Ukraine and Poland are part of corporate Green office initiative and successfully implemented separate waste collection, recycling and utilization.
- ✓ All e-waste is handled and properly utilized by ISO14001 certified and licensed waste service provider.
- ✓ Viseven adherence to circular economy and Reuse principles are backed with numbers — via 2024 we donated to charity and UAF/ sell or reuse 167 items of computer equipment and computer infrastructure.
- ✓ Viseven sustains and expands its electronic document flow, including e-signing and e-billing to reduce paper waste and logistics emissions related to paper document flow. Via e-signing, we reduced — 5,730 pages of paper.

Viseven's environmental savings

Time Period

Last Year

■ 2023

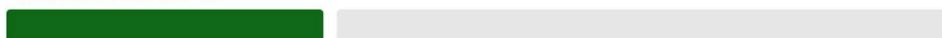
1,442 lb of carbon emissions reduced



1,808 gal of water conserved



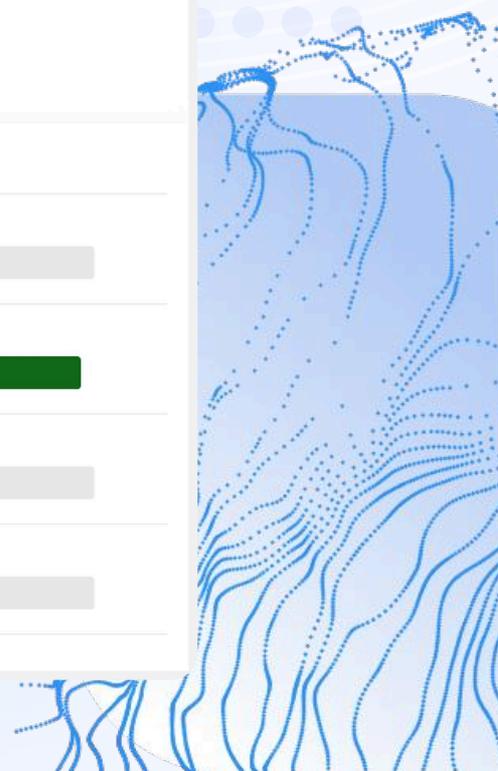
614 lb of wood saved



99 lb of waste eliminated



[How is this calculated?](#)



With Mama Plant a Tree Trees planting

We are proud of our collaboration with the organization Mama Plant a Tree to plant 500 trees in Ukraine. Specifically, 500 [trees](#) were planted in Kharkiv region of Ukraine, while 250 trees were planted in the Philippines.



Environmental Awareness

Corporate knowledge course EcoMastery: ISO 14001 & EMS was launched in Q3, 2024 to familiarize all staff with Viseven's Environmental Policy, ISO 14001 requirements and company's eco-commitments.

In Q3, 2024 we launched EcoPlaybook series – monthly e-mail campaign to highlight the importance of every environmental commitment and share practical tips (duration 6 months).

Q4, 2024 InsightHub “Waste Sorting and Why It Matters” – an online lecture from [ECOLA on general principles and first steps in waste sorting and recycling in everyday life.](#)



Environmental Awareness



VISEVEN

ECO Playbook

Issue #3 – Smarter Energy Choices & Sustainable Holiday Fun

[Read more](#)

Saving energy is one of the easiest and most effective ways to reduce our impact on the environment. It helps lower carbon emissions, which are a major driver of climate change, and also saves money by cutting down on energy bills. Adopting energy-efficient practices, like switching to LED lighting, optimizing heating and cooling systems, and unplugging unused devices, allows everyone to contribute to a sustainable future.

Energy-Saving Habits Quiz



Evaluate your energy consumption habits at home with this simple quiz.

1. What type of light bulbs do you use in your home?

- A. LED bulbs.
- B. A mix of LED, CFL (Compact Fluorescent Lamp), and incandescent.
- C. Incandescent or traditional bulbs.

2. How often do you unplug devices or use power strips to turn off electronics when not in use?

- A. I unplug or turn off electronics every time I'm not using them.
- B. I do it occasionally, but I sometimes forget.
- C. I rarely unplug devices unless necessary.

VISEVEN

ECO Playbook

Issue #1 – Let's Become Greener!

[Read more](#)

Do you remember that Viseven successfully passed ISO 14001 certification in August 2024, highlighting our dedication to environmental standards?

ISO 14001 is an international benchmark that guides organizations in enhancing their environmental care. It outlines how to create an **Environmental Management System (EMS)**, which helps companies manage their environmental impact effectively. A well-implemented EMS allows us to use resources more efficiently, reduce waste, and comply with environmental laws and internal policies.

We **INVITE** all of you to join our community of **eco**-aware individuals! To support this initiative, we will launch a series of monthly emails featuring tips, recommendations, quizzes, updates, and announcements to keep you informed on sustainability related issues.

Coming Soon: EMS Course on Viseven Talent LMS



If you're passionate about learning and making a real impact, this course is your chance to dive into EMS at Viseven. It will provide all the essential knowledge about it, explained in simple, easy-to-understand language. Plus, we've included interactive tests to help you strengthen what you've learned.



