

innowise[®]

Innowise Corporate Social Responsibility Report

2023-2024



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Innowise CEO statement



Corporate responsibility, for us, is not a mere checkbox but a cornerstone of our strategy, aiming to truly connect and enhance the lives of people.

At Innowise, our philosophy – "We Develop the World" – is a testament to our commitment not only in the realm of IT and software development but to our broader societal responsibilities. Over 2023-2024, we have steadfastly pursued this mission, emphasizing a long-term vision that interweaves our professional objectives with essential social priorities.

Our Corporate Social Responsibility report underlines this commitment. It is not just a showcase of our advances in IT. It's a testament to our dedication to the betterment of society. Beyond our technical contributions, we're actively engaged in diverse social activities. Whether it's plogging, blood donation drives, organizing educational webinars for clients, or hosting meetups to foster employee training and enhance technical communication, our intent remains the same – to uplift and connect communities.

I'm immensely proud of our team's unwavering dedication and resilience, especially given the challenging market dynamics. Their passion is evident in our endeavors to contribute socio-economically, environmentally, and educationally. Corporate responsibility, for us, is not a mere checkbox but a cornerstone of our strategy, aiming to truly connect and enhance the lives of people.

I extend my heartfelt gratitude to every member of the Innowise company. Your zeal, commitment, and tangible outcomes have kept us on course, adhering to our development plan, core mission, and values. It is your relentless drive that ensures Innowise remains a beacon of positive change in challenging times, propelling us to foster social initiatives, champion environmental preservation, invigorate education, and engage in charitable efforts. Indeed, We Develop the World.

Pavel Orlov,
Chief Executive Officer

Innowise in numbers

Innowise is a global software development company founded in 2007. We are a team of more than 1800 highly professional IT experts with comprehensive software engineering expertise.

17

years in software development



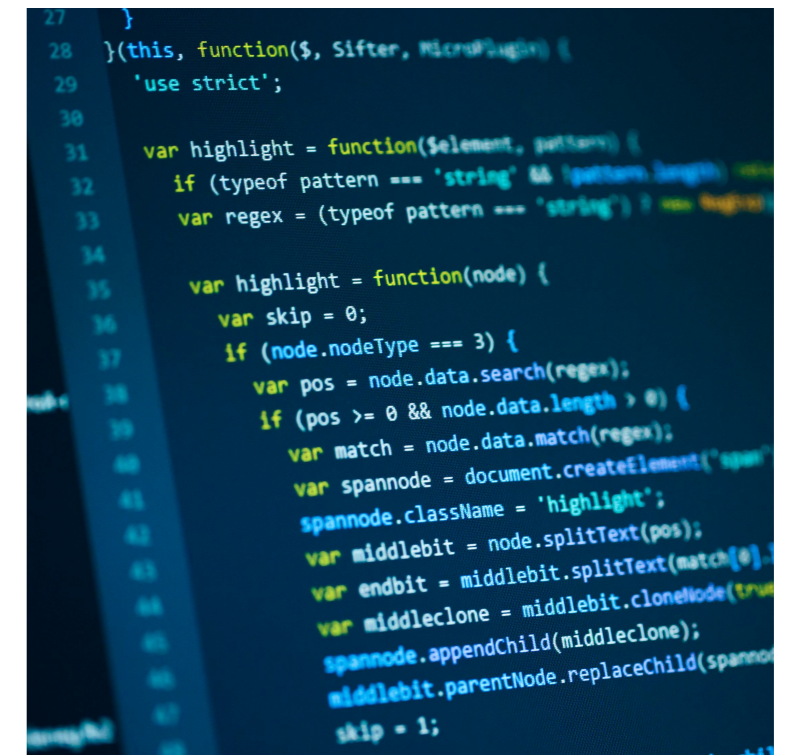
1800+

IT professionals



850+

projects delivered



10+

delivery centers in 4 countries



300+

customers served



40+

countries



Corporate social responsibility

Innowise strives to meet each of the Sustainable Development Goals (SDGs) goals as much as possible. But our top priorities are Good Health and Well-being, Quality Education, Decent Work & Economic Growth, as reflected in the report. Our Sustainable Development Goals define our Corporate Social Responsibility policy and focus on the following domains:



People and human rights



Governance



Labour practices



Community development



Education



Environment

Environmental, social, and governance

Corporate Social Responsibility at Innowise aligns with environmental, social, and governance (ESG) principles — framework that guides companies in being responsible and sustainable.

Innowise already provides support in ESG data point collection, software development, and compliance assessments. We create eco-friendly solutions like carbon tracking tools, predictive analytics software, IoT-driven resource management systems, and more — all in line with leading sustainability standards:

- Corporate Sustainability Reporting Directive (CSRD)
- Global Reporting Initiative (GRI)
- EU Taxonomy
- GRI (Global Reporting Initiative)
- Automated ESG data collection and reporting
- SASB (Sustainability Accounting Standards Board)
- Sector-specific material ESG metrics.
- TCFD (Task Force on Climate-related Financial Disclosures)
- Climate risk reporting and data management.
- UN Global Compact
- Aligning operations with global sustainability principles.
- CDP (Carbon Disclosure Project)
- Carbon footprint data collection and analysis.
- CSRD & ESRS
- Compliance with EU sustainability reporting standards.
- Aligning financial and operational activities with sustainability goals.
- ISO 14001 & 26000
- Environmental management and social responsibility systems integration.
- UN Global Compact
- Aligning operations with global sustainability principles.

People and human rights

At Innowise, we believe in the primacy and supremacy of human rights, ethics, and international norms. Thus, our software development company rejects and condemns any form of discrimination, be it racial, gender, religion, or any other oppression. We support diversity, freedom of expression, privacy, welfare, and human rights of all employees.

Our internal policies and procedures to secure Human Rights compliance:

01

Equal opportunities

Employees of Innowise are hired and evaluated only according to objective qualification requirements, hard & soft skills, and working performance.

02

Employee health and safety

Our company is committed to providing safe and decent working conditions for all employees without exception.

03

Law and regulations compliance

Innowise undertakes to follow the letter of the law concerning employees, observing all agreements, social guarantees, and ensuring fair remuneration.

04

Only respectable partners

We interact only with bona fide parties who do not violate human rights, respect their employees, as well as national and international legal and ethical standards.



Governance

Innowise's organizational governance is based on the following principles:



Corporate ethics

Innowise's operation in the market reflects corporate ethical behavior, respect for the principles of fair competition and cooperation.



Anti-corruption policy

We strongly condemn all possible forms of corruption and bribery. Our company does not allow any cooperation with unscrupulous parties despite the potential financial benefits.



Confidentiality

Innowise strictly complies with all confidentiality requirements for partners and customers and systematically develops an internal information security system.



Individual approach

We do not opt for the "one-size-fits-all" principle and provide an individual approach to each partner and client, maintaining high-quality services.

Labor practices

We strongly believe that sustainable development of the company is driven and maintained by every team member who is comfortable with their job and feels supported and encouraged by the company. Innowise facilitates employees in achieving their personal fulfillment and create all the necessary conditions for that:

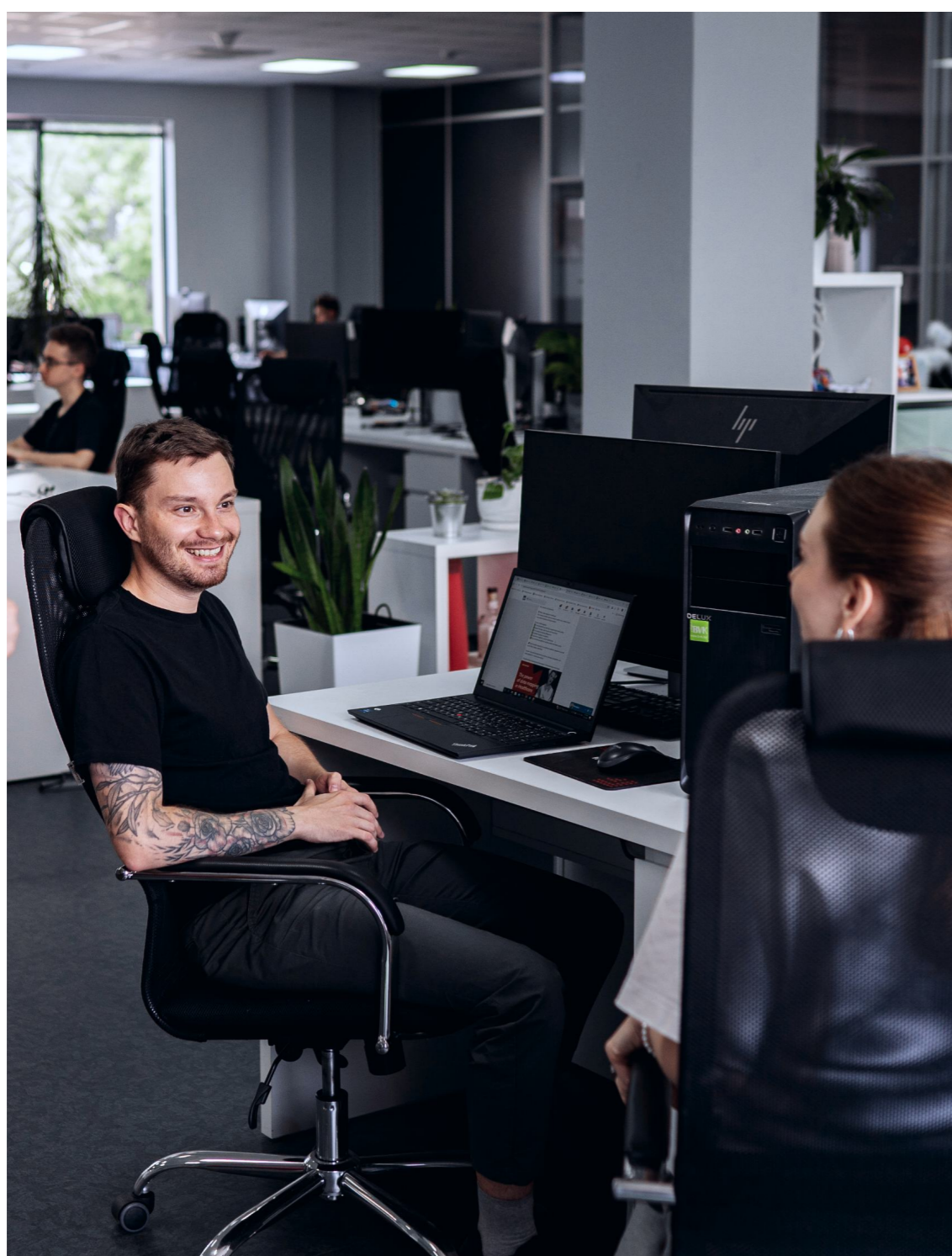


Decent work & economic growth

Innowise provides decent remuneration for all employees and contributes to the economic development of local regions by opening new offices, generating new jobs and increasing the number of employees (at least x1.5 per year), and organizing retraining courses for those who would like to enter the IT field.

Social protection

Innowise understands and accepts responsibility to employees in the field of social support, including leave for health reasons, maternity leave, welfare assistance in difficult life situations, etc.



Benefits package

Innowise provides a set of corporate benefits to employees, including medical insurance, reimbursement of sports activities, family bonuses and events for children, corporate events, and more.

Employee education

Our employees are provided with opportunities to enhance their hard & soft skills in foreign language courses, thematic meetups, international and local conferences, etc.

Respect for rights of employees

The company respects and observes the rights of employees defined by the relevant legislation and condemns any form of violation thereof.

Innowise participated in Warsaw IT Career Days

Innowise participated in Warsaw IT Career Days. The two-day event commenced with an online session, during which we showcased our company and conducted interviews with potential candidates. The subsequent day witnessed an offline gathering, with over 50 companies setting up stands, engaging potential employees and interns. The event was also punctuated by insightful round tables and speaker presentations.

We are proud to note the significant interest in our company, as evidenced by the 500+ visitors to our stand. Our team connected with a diverse range of talent, discussing career paths, growth opportunities, and the innovative projects Innowise undertakes. The event strengthened our presence in Warsaw's IT community, reinforcing our commitment to fostering tech careers and welcoming fresh perspectives into our teams.



Fair operating practices



1

Payment ethics

The company adheres to payment ethics unquestioningly, that is, pays bills on time, provides fair compensation, and is open to dialogue to solve possible problems.

2

Respect to property rights

Innowise deeply values and respects private property rights, including intellectual property. Our dedicated employees strictly use only licensed software for operations.

3

Anti-corruption policy

We strongly condemn all possible forms of corruption and bribery. Our company does not allow any cooperation with unscrupulous parties despite the potential financial benefits.

Community development

We strongly believe that the company's sustainable development is driven and maintained by every team member who is comfortable in their role and feels supported and encouraged by the company. Innowise facilitates employees in achieving their personal fulfillment and create all the necessary conditions for that:



Healthcare

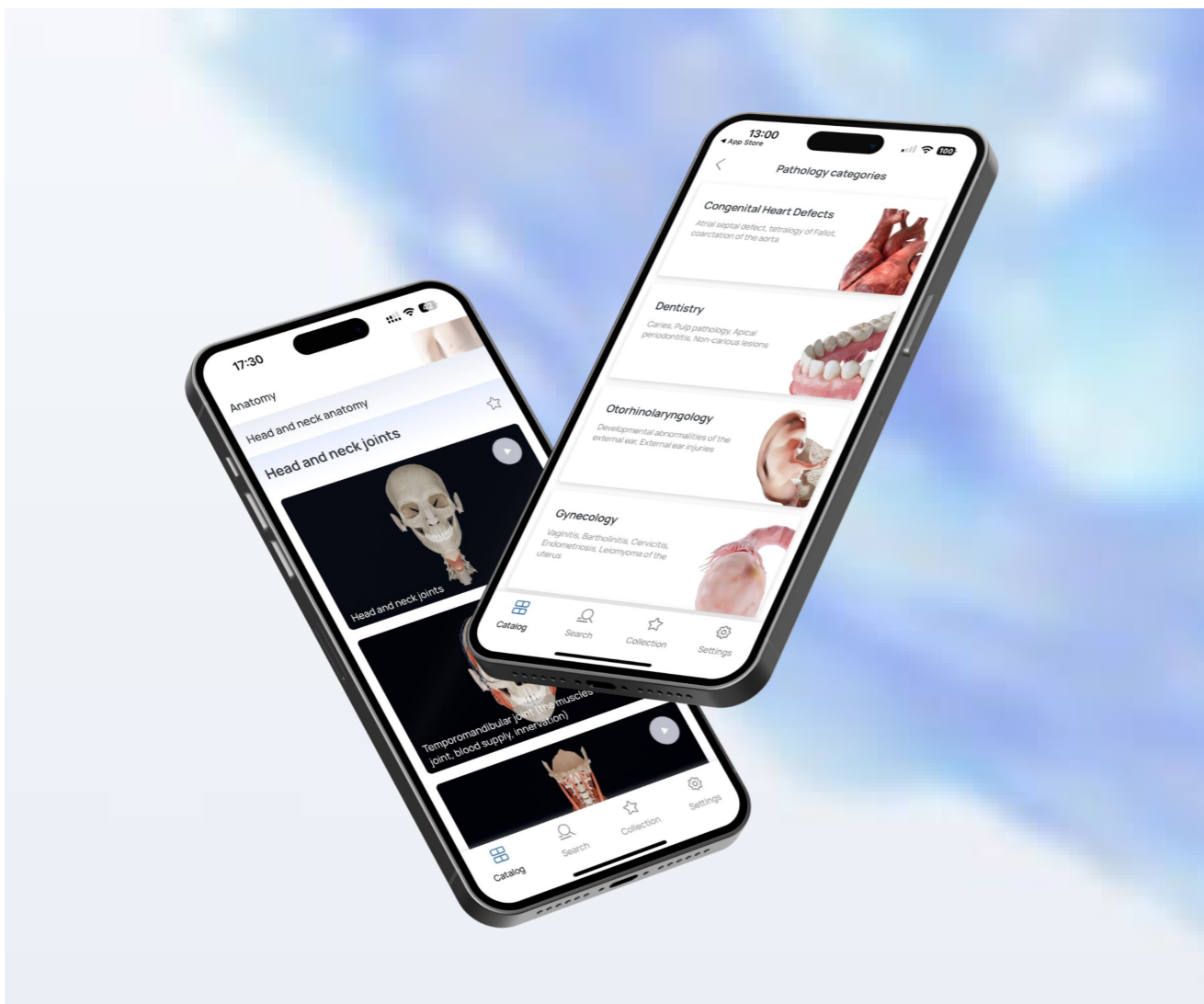
Charity



Healthcare

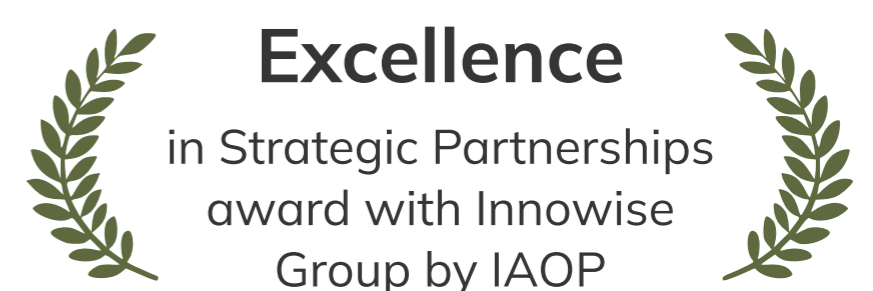
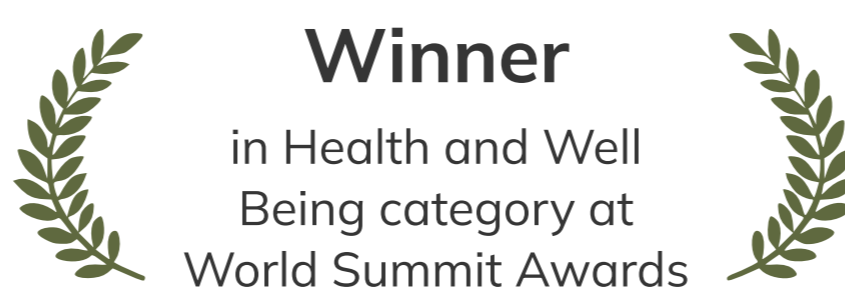
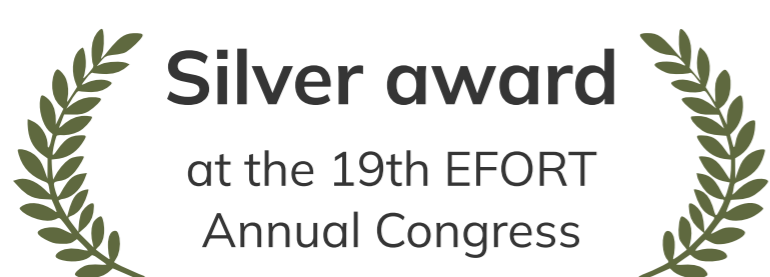
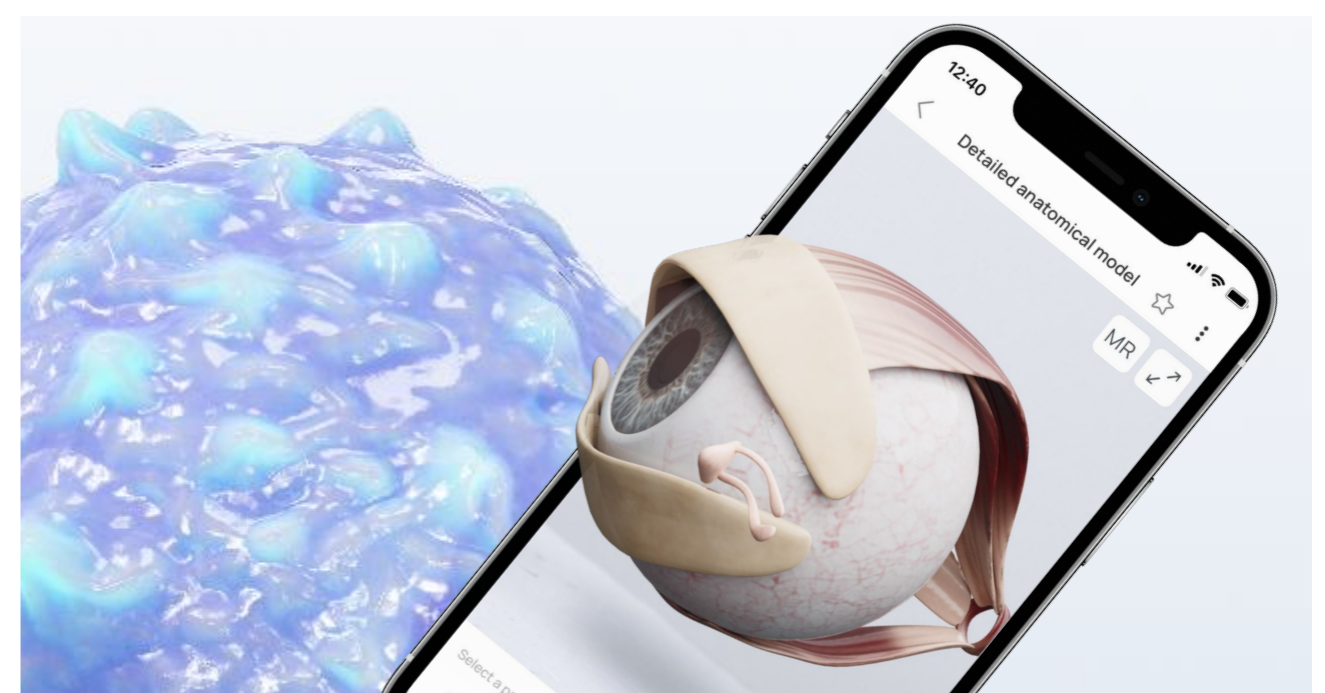
Innowise wants to make a significant contribution to the support of local medical organizations, play a large role in the development of the Healthcare IT industry, and take care of the health of its employees, as it's one of the most important sustainable development goals.

VOKA Anatomy Pro



Partnering with VOKA.IO, Innowise launched VOKA Anatomy Pro, an innovative app that provides 3D insights into human pathologies for the medical community. This is the world's first comprehensive 3D atlas that showcases intricate 3D representations of human pathologies. Bolstered by scholarly articles from esteemed surgeons, it's no surprise that the app has been wholeheartedly embraced by the medical community, with a barrage of positive feedback testifying to its relevance and impact.

Addressing the persistent challenges of offline learning, archaic resources, and information paucity, VOKA stands as a beacon, heralding a new era of MedTech solutions. Our collaboration is more than just a product; it's a commitment to elevate medical learning and practice through cutting-edge technology and information dissemination.



VOKA Anatomy

Pro: new features

In 2024, Innowise developed several new features for Voka, enhancing its capabilities and user experience:

01 Expanded pathology library

VOKA now includes a comprehensive library of articles across 11 key pathology categories, giving users access to detailed information on a wide range of human diseases.

02 3D ENT Model for Novartis

We're proud to have introduced a new, precise 3D model for ENT specialists, developed in collaboration with Novartis.

03 Enhanced Animation Department

Animation Department: Our new animation team creates instructional videos, like stent installation and cancer immunotherapy animations, based on advanced 3D models.

04 Growing Community

Over 300,000 users are now registered on the VOKA platform, reflecting our rapid growth and user engagement.

05 Partnership with RAK Medical University

Collaboration with RAK Medical University in Dubai is helping us bring VOKA educational tools to a wider international audience.

06 Specialized 3D Art Teams

Our 3D artist team has been divided into macro and micro specialties, allowing for even greater detail and accuracy in our anatomical models.

07 Topography Feature

With our new topography functionality, users can view affected organ parts and activate nearby structures for a detailed anatomical study of the area.

08 Dark Mode

VOKA now supports a dark theme, providing a more comfortable viewing option for extended usage, especially in low-light environments.

Healthcare IT contribution

Innowise has developed and significantly upgraded a baby breathing monitoring platform and prepared the system for feature set expansions and scaling.

Innowise has created and optimized a mobile app for cancer patients, enhancing data collection, personalized support, and scalability to improve outcomes and facilitate workflows. Available on Android and iOS, this app offers users an efficient method to manage chronic diseases.

Explore more Healthcare IT projects by Innowise.



Blood donation drive

Innowise employees participated in a blood donation drive. Taking a short break from their work, many volunteered to donate, underlining our team's proactive approach to community involvement. It was a straightforward but impactful way for us to contribute to the community's health needs. Simple actions, big difference.



Charity

Innowise strives to make every possible effort in contributing to the society. Countless individuals desperately need our support, and even modest actions can profoundly transform their lives. Our employees support initiatives for orphanages, animal welfare organizations, hospitals, clinics, and more. Throughout 2023 and 2024, we've extended our assistance to the following organizations:

Oncology centers



Animal-care facilities



State schools



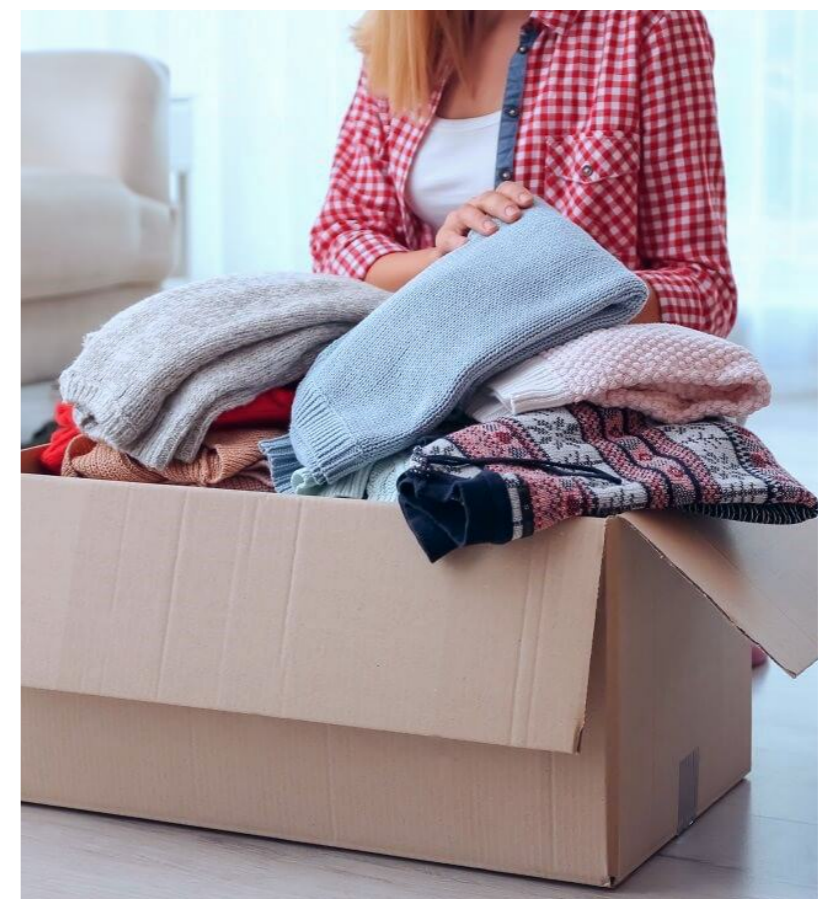
Medical facilities



Orphanages



Charity organizations



Education

We consider education as a fundamental and one of the main elements of the social development process and our corporate social responsibility activities. That's why Innowise strives to participate in the development of local educational establishments through investing material resources and conducting educational activities.



Our contribution to education

01

Innowise Student Lab, a branch of our company, aims to share our expertise with students and budding professionals through internships, meetups, open days, and excursions. At present, we offer internships that cover a range of technologies, including .NET, Java, JavaScript, PHP, Python, Unity, and more.

02

Innowise consistently collaborates with faculties of Mathematics, Informatics, and Technical Sciences at various universities, establishing student development laboratories within. These labs are outfitted with servers, PCs, and VR devices, and they are designed to serve as platforms for specialized training programs and professional meetups.

03

Innowise is committed to supporting local schools, particularly in smaller cities. During 2023-2024, we donated over 100 sets of furniture and more than 20 computers to 3 educational establishments.

04

We want our employees to grow in every aspect of their life, and we ensure the aspects that depend on us – like professional and career growth. At Innowise, we regularly host seminars and trainings across diverse fields, ensuring that each employee has opportunities to hone the skills they're passionate about.

05

We organize meetings for everyone interested in the IT sphere at least once a month, and usually we get over 100 participants at each of them. Over a year, we ran 22 meet-ups in 14 areas such as software development (Python, Java, .NET, mobile, etc.), data engineering, blockchain, metaverse, extended reality, DevOps, UI/UX design, 3D design, and quality assurance. All in all, more than 3000 people attended our educational events, and 82% of participants responded that it had a positive impact on their education.

Environment

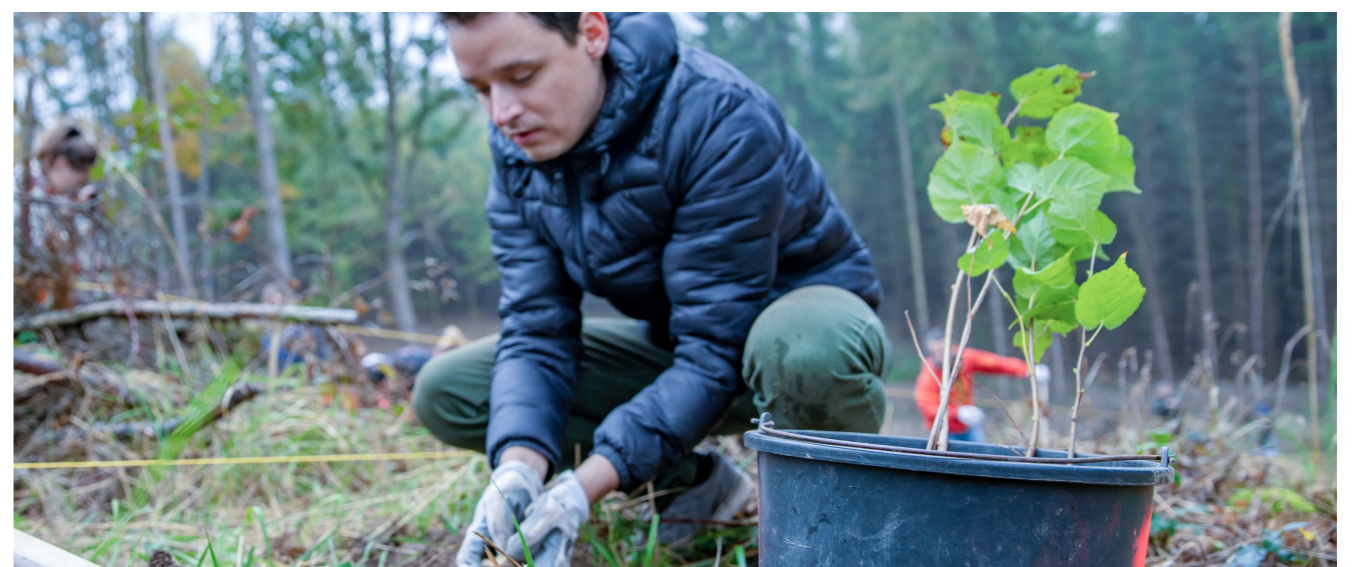
Our planet urgently requires our care and attention. At Innowise, we're dedicated to making a lasting, positive impact on Mother Earth. From recycling waste paper to charitable donations, we're passionate about effecting positive change.



Plogging: combining fitness with environmental care



We plant trees together with One Tree Planted



Separate garbage collection for subsequent processing.

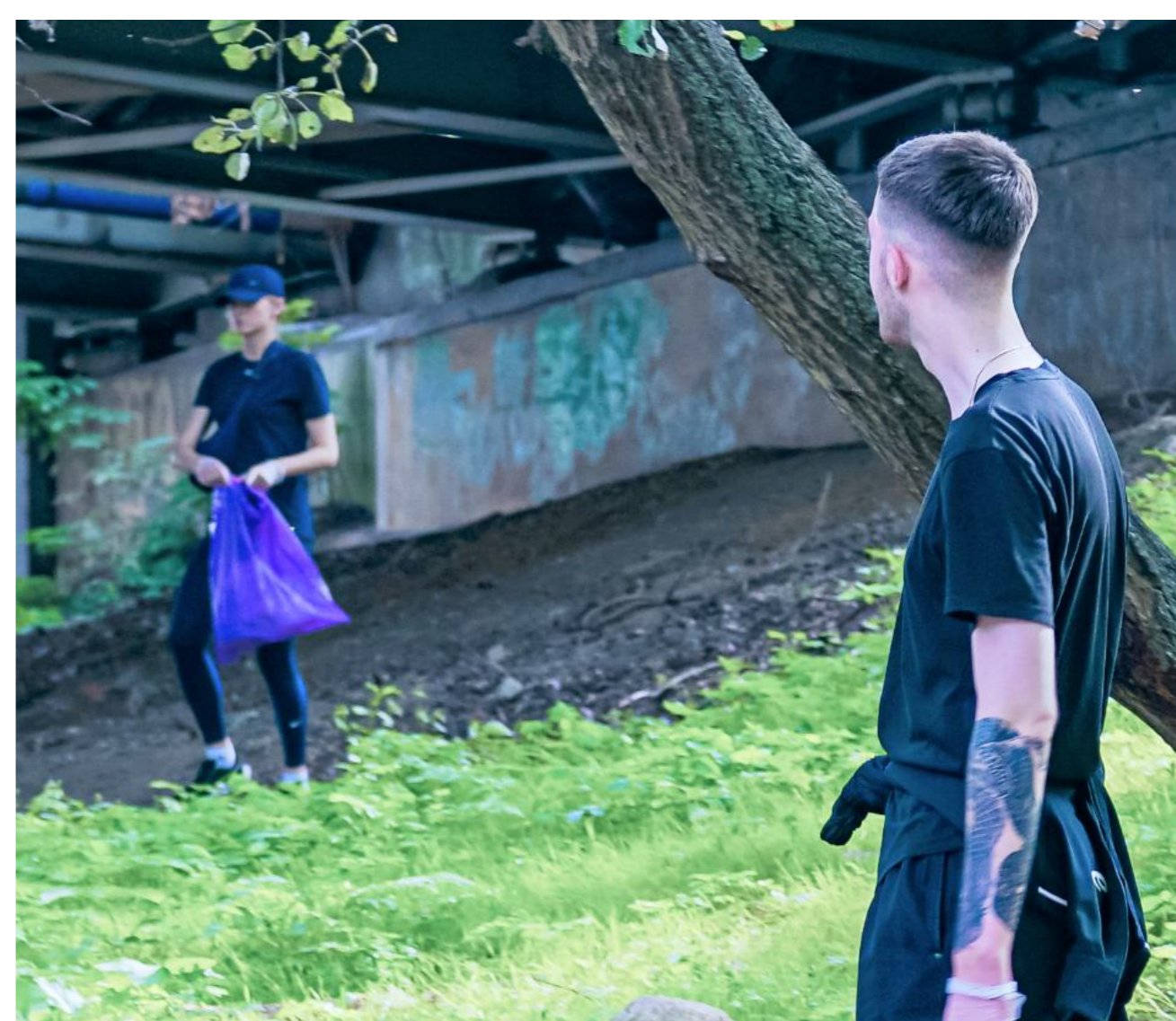


No to plastic utensils — we encourage employees to use their own reusable tableware.



Plogging

Our commitment to enhancing the world extends beyond our professional projects and developments. Demonstrating civic responsibility, our team actively engaged in the plogging initiative, combining fitness with environmental care by collecting waste along the Vistula River embankment.



Innowise is a reliable IT outsourcing partner to guide your business along the digital journey.

Bringing in our 17-year experience, we provide high-quality software development services with an eye to the goodness of our customers and partners. We develop not only as professionals in the sphere of software development, but also as contributors to the social, economic, environmental, and educational life of our communities.



Let's make the world a better place together!



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[innowise-group](https://www.linkedin.com/company/innowise-group)

