

Social Responsibility
Report
for 2017

(including previous activities and events)

December 31, 2017

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Dear Sirs

A few months ago, as a result of a long and inspiring discussion with our employees, managers, and leaders, we defined and published a set of rules and principles of good cooperation, which we called Ground Rules.

This is a list of good practices and solutions that shapes Solwit's organizational culture, thanks to which we not only increase the chance for a better business efficiency but also convey a clear message about the values and priorities of our operation, for which the foundation is a 3-word declaration of our business DNA:

INNOVATION – RESPONSIBILITY – CHANGE

- **INNOVATION** is understood as an action towards being better. In everything we do today, we try to do it better than what we did yesterday. This applies to our organization, but above all, to the level and quality of our offer, which must meet the needs of each of our clients better and better.
- **RESPONSIBILITY** is a filter through which we evaluate each of our ideas and action plans. We are reliable and trustworthy. We act ethically and in accordance with the principles of sustainability. We want to contribute to the well-being of societies and to the development and success of our stakeholders and organizations in the business environment.
- **CHANGE** is an open and creative approach to the development challenges. We are ready to undermine the status quo and constantly leave the comfort zone – provided that this change is responsible and related to becoming better.

2017 was another exciting stage in our dynamic development. We have increased the number of employees and associates by over 25%. The annual turnover reached over 30 million PLN. We are increasing our portfolio of technologies, including those based on cloud computing and partnerships with Google and Amazon, which we deliver to the growing number of clients. We continue our involvement in projects for the waste management sector and in the area of energy efficiency – these are the projects that improve the world.

We are pleased to present Solwit's first Social Responsibility Report for 2017.

We hope that each year the report will be more extensive and our positive impact on the surrounding environment will be more and more pronounced.

Leszek Pankiewicz
President of the Board

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ABOUT US



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SOFTWARE ENGINEERING



SOFTWARE DEVELOPMENT

- Design
- Manufacturing and testing
- Deployment
- Product maintenance



TEST SERVICES

- Consultation
- Tests
- Designing and creating automated test environments



CLOUD TRANSFORMATION

- Consultation
- Cloud transformation
- DevOps & Hosting Ops
- Providing solutions



LAB INFRASTRUCTURE MANAGEMENT

- Lab design & hosting
- Equipment maintenance
- Lab operations

WE DELIVER SOLUTIONS FOR ALL STAGES OF SOFTWARE PRODUCT DEVELOPMENT



WE BUILD INNOVATIVENESS OF OUR CUSTOMERS, PROVIDING SERVICES WITH DIFFERENT OUTSOURCING MODELS



TEAM LEASING (T&M/KPI)



MANAGED SERVICES (SLA/KPI)



OUTPUT BASED CONTRACTING (FP/KPI)

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We provide for global and Polish companies of various brands, such as:

- the world's largest producers of integrated circuits and computer platforms
- global producers of technological solutions for the transport industry
- global producers of telecommunications infrastructure
- producers of solutions for digital education
- enterprises in the waste management industry and their technological solutions suppliers

What makes us different?

- efficient and innovative technologies and software development processes
- different test methodologies – performance and automation
- a wide range of services based on the cloud
- maintenance of customer test laboratories
- high security standards
- unique experience in working with software and prototype equipment

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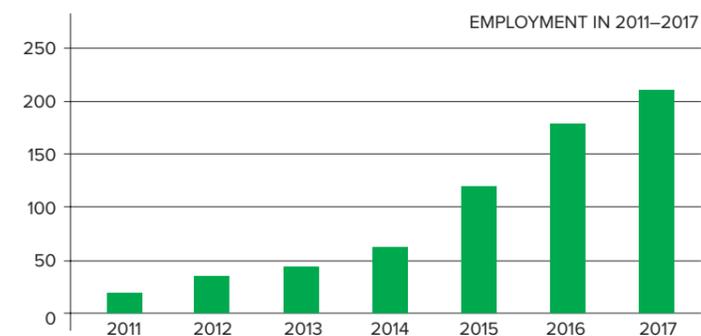
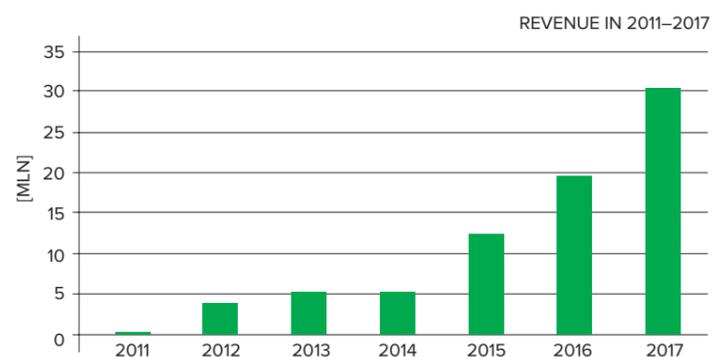


■ Leszek Pankiewicz
– President of the Board



■ Wojciech Wasiukiewicz
– Vice president of the Board

Solwit was established in 2011, but its founders had gained experience for past 25 years, managing global and Polish companies from the IT industry. We combine the best features of a young and growing company (flexibility, freshness, and creativity) with the maturity and business culture that characterizes large and mature enterprises. We are building a Solwit community responsibly, with the belief that the technology developed in such culture and environment can favorably change the world and life, business, and the global economy.



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SOLWIT GROUP

The Solwit's subsidiary companies deal with the sale and implementation of products that were created at SOLWIT. We continue to develop them and adapt to the growing requirements of our clients.

Solwit eko

Solwit.eko Sp. z o.o. in operation since 2015.
www.solwit-eko.com

The company's objectives include the development and commercialization of ENVIRA system. The company employs experts from the waste management industry.

Sofia

Sofia Soft Sp. z o.o. in operation since 2015.
www.sofiasoft.pl

The company's objectives include development, sales, and implementation of the Sofia system, used for field work management.

SOLWENA

Solwena Sp. z o.o. in operation since 2016.
www.solwena.com

The company sells and implements the innovative product "IZE", used for energy management in buildings.

SORPLA

Sorpla Sp. z o.o. in operation since 2013.
www.sorpla.pl

Sorpla creates advanced technologies for the municipal waste management sector, for sorting plastic waste.

DNA of Solwit community

INNOVATION
RESPONSIBILITY
CHANGE

OUR MISSION

Solwit's mission is to build lasting value for our Clients, Shareholders and Employees. We will accomplish this through a creative use of digital technologies in solving problems of modern society and businesses.

OUR VISION

Rational management of resources, with a broad concern for the balance of the natural environment while satisfying the growing economic needs is an essential element in shaping the present for the future. One of the most effective ways of achieving this will be an increasingly wider use of modern, scalable and secure technology. Solwit strives to become a recognized provider of solutions for many industries, who are guided by the principle of sustainable development.



Customer orientation

We know our clients and their needs. We make sure it's easy to work with us. We constantly offer innovative solutions.



Results orientation

We focus on the results of our work. We analyze problems from various perspectives. We take responsibility for our solution.



Quality

We build solutions based on best practices and the highest standards of quality. We are constantly developing our competencies.



Openness

We present our ideas and opinions honestly and openly. We see value in dialogue and in respect for different points of view.



Teamwork

We build culture based on cooperation and partnership. We are friendly – we openly communicate and support each other. We are engaged in the team work and company initiatives.



Agility and discipline

We operate professionally. We undertake and keep our commitments. We are flexible in action. We support change.



Risk taking

We are innovative, we think outside the box – we are working to be better. We support the controlled risk taking. We learn from our and other people's experiences – both successes and failures.



Respect for competitors

We are ethical. We treat the companies in our business environment as partners. We build market advantage.



SELECTED AWARDS, DISTINCTIONS, RANKINGS

2015 – 3rd place in the Socially Responsible Business competition organized by the Forum of Development Initiatives

2016 – Winner of the Employer of the Year 2016 competition, organized by Employers of Pomerania



500 Technology Fast 500
2017 EMEA WINNER
Deloitte.

DELOITTE TECHNOLOGY FAST 500 REPORT

The ranking groups the fastest growing technology companies from 18 countries in the EMEA region. The analysis is based on the revenue percentage increase over the last four years (2013 vs. 2016). To be listed, the company had to achieve the average revenue growth of at least 220%.

The list included 25 companies from Poland.

Solwit took the 412 position in the European ranking and 20th position among the Polish companies.

COMPUTERWORLD TOP 200

Computerworld Top 200 presents the Polish ICT sector from the perspective of over 350 most important IT companies and over 20 telecommunications operators.

Solwit took part in the study twice – in 2015 and in 2016

Category	Ranking in 2015	Ranking in 2016
The largest revenue from the sale of IT products and services (in the category of the largest providers of IT staff hire services)	26	9
IT companies with the largest increase in employment	20	25
The largest suppliers of IT solutions and services for the IT sector	14	14
The largest suppliers of IT solutions and services for the educational and scientific research sector	–	25
The largest suppliers of IT solutions and services for the transport, shipping, and logistics sector	–	35
The largest suppliers of IT solutions and services for small and medium sized enterprise sector	60	60
The largest providers of IT solutions and services for of large companies and corporations sector	84	61
The largest providers of IT services	121	97
The largest IT companies in PL	240	223

We prepared the report in accordance with the areas of division described in the ISO 26000* standard and indicated Solwits's activities in the following areas of social responsibility:

- Corporate Governance
- Human rights
- Labor relations
- Natural environment preservation
- Fair market practices
- Customer Relations
- Community engagement

**International Organization for Standardization, ISO 26000:2010 Guidelines on social responsibility, Polish Committee for Standardization, Warsaw 2012.*

Map of Solwit stakeholders

Priority stakeholder groups are identified in the Solwit mission:

Building sustainable values for our clients, shareholders, and employees through the creative use of digital technologies to solve problems of modern society and business. We strive to positively impact the other areas as well. We determine the degree of our engagement based on the assessment of the risks of irregularities or disruptions and the possibility of Solwit's influence on stakeholders.



ABOUT THE REPORT

CSR POLICY IMPLEMENTATION

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CORPORATE GOVERNANCE

Solwit is a young, fast growing company. Our management system is subject to continuous development and improvement. The policies and procedures developed and implemented regulate the most important areas of operations, ensuring transparent guidelines, and fair working conditions.

„Ground Rules” is a map of principles and good practices developed in discussion, and its aim is transparency and coherence of activities that ensure effective, and friendly work atmosphere, that strengthens Solwit’s culture. In the Ground Rules, we described expected behaviors and foundations regarding communication, effective meetings, decision making and management by objectives. The point of reference are the Company Values and the 3 – worded foundation of our activities: Innovation – Responsibility – Change.

"Ground Rules" are placed at Solwit’s main communication routes, in conference rooms, and in materials given to new employees during the onboarding process.

Solwit’s Personnel Policy

The foundation of our staff policy are competent, committed Employees that grow together with the company and the central element of the HR processes is the Competence Model developed on the basis of many years of practice, which supports effective management of the organization's knowledge and operations.

We want to be an attractive and a desirable place to work. We make sure that the most talented graduates join us and that their long-term plans for professional development succeed. We invest in the development of the young generation by consistently promoting the culture of knowledge and experience exchange, as well as organizing internships and student internships.

We promote and strengthen the pursuit of professional success of our employees. What counts for us are both small and large successes, individual, team, and those that are the results of the work of the entire organization. We celebrate those successes, to strengthen elements that lay at their base.

We offer our Employees a motivational remuneration system, including basic and bonus components. In addition, employees have the opportunity to purchase company shares on preferential terms on an annual basis.

Solwit’s Staff Policy and a description of its areas of operation is available on our website:

www.solwit.com/o-nas/polityki/polityka-personalna



Be Part
Of The
Solution

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COMMUNICATION

ME	in conversation	WE
<ul style="list-style-type: none"> I am open for the discussion – I respect your right to be different (in your attitude and views) I criticize constructively and propose alternative solutions I communicate on the basis of facts, I do not generalize I don't talk about confidential information in the public (on corridors etc) I am not afraid to apologize 	<ul style="list-style-type: none"> I present positive attitude - I want to talk to you and understand you I understand your right to express your opinions I confirm when I understand you, and if I don't, I ask for details I focus on a problem, not on a person I adjust my message to the receiver – I don't overuse jargon I accept feedback and I draw conclusions 	<ul style="list-style-type: none"> we strive for mutual understanding and agreement we lead to specific arrangements we respect the findings and bring them into effect

EFFECTIVE MEETINGS

	Before the meeting	During the meeting	After the meeting
ORGANIZER	<ul style="list-style-type: none"> consciously defines the form and the list of participants of the meeting sends the meeting request specifying: <ul style="list-style-type: none"> the purpose of the meeting - agenda - expected results pre-work materials and topics to work on before the meeting sends a reminder before the meeting* updates his calendar – it is known when he is available gets acquainted with the subject of the meeting accepts or rejects the meeting (within 24 hours) prepares for the meeting <ul style="list-style-type: none"> reads the material if required, develops comments and recommendations 	<ul style="list-style-type: none"> comes before the meeting and checks the availability of the infrastructure clearly communicates the subject and the expectations follows the agenda: <ul style="list-style-type: none"> aims the meeting goals avoids digressions controls the time finishes the meeting 5 minutes earlier or after the topic has been exhausted** 	<ul style="list-style-type: none"> Wysyła podsumowanie, które zawiera: <ul style="list-style-type: none"> podjęte decyzje i ustalenia listę zadań oraz terminy i osoby odpowiedzialne za realizację tych zadań Przekazuje wnioski do ewentualnych usprawnień następnym spotkań
PARTICIPANT		<ul style="list-style-type: none"> comes punctually is active - expresses opinions openly focuses on the meeting aims to achieve the goal of the meeting adapts to the role – does not take control of us by meeting recognizes the decisions made and the tasks assigned 	<ul style="list-style-type: none"> performs assigned tasks at the scheduled time supports the findings and decisions made communicates knowledge and findings to the concerned people

SOLWIT VALUES

Customer Orientation We know our clients and their needs. We make sure that it's easy to work with us. We are constantly offering the best solutions.	Result Orientation We focus on the effects of our actions. We analyze the problem from different perspectives. We take responsibility for the solution.
Quality We build solutions based on the best patterns and the highest quality standards. We are constantly developing our competences.	Openness We present our ideas and opinions honestly and openly. We see value in dialogue and respect for different points of view.
Teamwork We build a culture based on cooperation and partnership. We are friendly – we communicate openly and we support each other. We are committed to the work of the team and company initiatives.	Agility and Discipline We operate professionally. We undertake and keep our commitments. We are flexible in action.
Risk Taking We support controlled risk taking. We learn on our and others experiences – successes and failures.	Respect for Competition We act ethically. We treat the companies in our business environment as partners. We build market advantage.

MANAGEMENT BY OBJECTIVES (MBO)

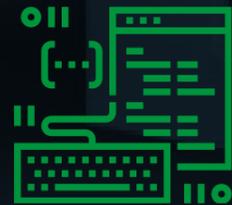
- we set goals that are ambitious, measurable and achievable at a given time (SMART)
- we make plans and present them
- we operate systematically, monitor progress, react quickly to changes
 - we keep deadlines
- we operate on the basis of processes that we constantly improve

DECISION MAKING (DISAGREE & COMMIT)

- our decisions are in line with Solwit values
- we focus on getting the best results (ROI), we avoid waste of resources
- we take responsibility for our decisions and we are able to present their motives
- we make decisions according to the 'disagree & commit' principle

Open Discussion Phase (disagree): - we openly express and confront different points of view (Constructive Confrontation) – we strive to get to know all the opinions - we make deep analysis of the data (for and against)	Full Support Phase (commit): - after making a decision - we accept it and support it
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INNOVATION – RESPONSIBILITY – CHANGE



Information Security Policy.

Implementation of the ISO 27001 standard

The Information Security Policy specifies the rules for dealing with data, information, and infrastructure. Solwit Confidential Information includes all data relating to the Solwit company and the data of our clients and partners that has been made available to us.

Applicable rules of conduct:

- The principle of minimum access rights
- The principle of multi-layered security
- The principle of restricting access
- The principle of recording access to confidential data

Security Policy is available at

www.solwit.com/o-nas/polityki/polityka-bezpieczenstwa-informacji

ISO 27001

In 2017, Solwit began the process of standardization in the realm of information security management systems and information access security – ISO 27001. The complete certification is planned in 2018.

Open Door Policy

The Open Door policy is evident in our Values. It clearly indicates the importance of behaviors and attitudes such as clear communication of expectations and intentions, constructive confrontation, mutual respect and striving for effective solutions.

How the Open Door Policy works in Solwit:

- we do not create artificial barriers for communication
 - we are informal in personal contact; our email addresses are generally available; we are open and provide feedback
- we meet regularly and discuss business updates during the quarterly Solwit Update Meetings
 - we present the current situation of the company,
 - we respond to the questions
 - we listen to comments and opinions of employees.
- we encourage Employees to confront constructively. Every employee has the right:
 - to express opinions or doubts
 - to ask questions about the company and its processes
 - to report problems or abuse to Team Leaders, HR Manager, and members of the Board
 - each manager is required to listen to questions, petitions, and doubts, respecting the principles of mutual respect and confidentiality.
- we do not tolerate any actions or retaliatory actions against persons who, in good faith, report breaches of law, decency or policies and procedures regulated by and applicable to the company.
- all regulations, procedures, and rules are available on the company's intranet at: solnet.solwit.com
- company shareholders receive information on the financial situation, organizational changes, clients, development and sales plans during the regular General Shareholders' Meetings

Corporate Social Responsibility Policy

We are convinced that the responsible business, which operates within the principles of sustainability, contributes to the well-being of society and the development and success of enterprises.

That is why we run our business and care for the value of our Company, by implementing the principles of responsible business and treating them as the integral part of the company's management system and strategy.

The general goals of CSR strategy of Solwit is defined in the company mission:

Solwit's mission is to build lasting value for our Clients, Shareholders and Employees.

We will accomplish this through a creative use of digital technologies in solving problems of modern society and businesses.

Implementing specified strategic goals in Solwit:

- we respect human rights adopted by the international community, in particular; rights and freedoms of all employees, including subcontractors, regardless of differences in race, color, gender, language, religion, political, and other views, nationality, social background, property, birth or any other status.
- we implement the fundamental rights and principles of work, such as freedom to associate and the right for collective negotiations. Forced labor or child labor, discrimination in the sphere of employment and occupation, in particular in the field of equal treatment of women and men in employment shall be prohibited.
- we respect the dignity, customs, and values of our employees, partners, business partners, and the local community
- we identify and meet legal and other requirements, including internal provisions, taking into account the business ethics of cooperation with major suppliers
- we monitor the implementation of the specified goals and continuously improve the management system to ensure the adequacy and effectiveness of responsible business methodology
- we are involved in the growth of society through care for the economic success of Solwit, while supporting the local community

Employee Volunteer Program

Forms of voluntary incentives for employees:

■ YOU volunteer – Solwit supports you

Employees who are active volunteers (or are planning to be) or support organizations/people in need, can get support from Solwit in the form of financial assistance, sharing materials, organizing a charity event, or additional holiday for the volunteering activities.

■ TEAM works – Solwit rewards!

Teams that combine integration meetings with a voluntary action receive additional funds for integration.

■ SOLWIT initiates actions – employees support them

Public benefit organizations need our support and often ask Solwit for help directly. If this support is within the scope of our capabilities, we turn to employees with an invitation to provide help.

Controls by external institutions

Solwit is subject to an annual audit of its financial statements. This is carried out by an external auditing company. The results of the audit confirm that Solwit activities are compliant with regulations.

HUMAN RIGHTS

Respect for different views has been included in our Values

- Teamwork: we listen and respect different points of view in the team

We care about diversity in our company, and diversity is considered a value that enriches our community.



Employment of women

The IT industry is still not very popular among women. According to the Hays report, in 2016 the percentage of girls studying computer science ranged from 10 to 15%. In Solwit women represent 20% of managerial and leadership positions.

Source: https://www.hays.pl/cs/groups/hays_common/documents/digitalasset/hays_1670955.pdf

Mobbing prevention policy

Since 2015, the Mobbing Prevention Policy has been active in Solwit, aimed at counteracting possible abuse and discrimination. Antimobbing policy and the process of dealing with violations is available to all employees on the intranet: solnet.sharepoint.com

LABOUR LAW

For Solwit, employees are the most important group of stakeholders. We are convinced that a friendly work environment, ergonomic work stations, the possibility of growth and work & life balance, is our commitment to the people who have affiliated their professional ambitions with us.

Employee Satisfaction Survey

Every year we conduct an anonymous survey among employees, asking about their opinions on Solwit as an employer, management issues, personal policy implementation, etc. The results of the survey are public and corrective actions in the indicated areas are reported to employees during quarterly meetings.

Working conditions and health and safety

We provide employees with a comfortable and a safe workplace. We make sure that our employees use ergonomic office chairs that are beneficial to their spine and that their desks are properly lit. We care about the right temperature and air humidity. The occupational health and safety specialist supervises the ergonomics of workstations and safety in offices, laboratories, and server rooms.

Partnership

We encourage employees to participate in the company's success. Over 40 of our employees are also our shareholders. Every year, Solwit's shares are issued, with first-come pre-emptive rights for employees and people who constantly cooperate with our company.

Development

Solwit is growing thanks to the ability to define and achieve ambitious goals based on knowledge, skills, creativity, and attitudes of employees as well as their growing motivation and commitment. We built the Employee Assessment System on the following priorities:

- objective recognition of the effects of past work (meritocracy)
- defining areas for development
- setting measurable and ambitious goals for the next period of cooperation.

Supporting the continuous development of our employees' competences, we endorse their development activities, enabling them to participate in trainings, workshops, and conferences - both internal and external.

- in 2017, 72 trainings were held at our site and our employees became students 696 times
- the value of external trainings purchased by Solwit amounted to approx. 75,000 PLN.

We support knowledge sharing:

- we have created an effective program of Internal Trainers that is eagerly used by employees
- we currently have 21 trainers supporting the development of their colleagues.

We care about health

Employees are offered private medical insurance. We promote healthy practices, serving free fruit and providing on-site spine exercises conducted by an instructor. Periodically, we provide relaxing office massage.

In 2017, we organized two large pro-health campaigns:

- Solwit with a Pink Ribbon
 - for actions concerning the prevention of breast cancer,
 - directed to women employed in Solwit as well as their families
 - 85% of Solvit's women employees participated in the meeting.
- Solwit with a Mustache – Movember
 - for actions concerning the prevention of prostate cancer,
 - directed to men employed in Solwit as well as their families
 - 30% of Solvit's men employees participated in the meeting.



Sports at Solwit

Running, cycling, gymnastics – we encourage to move and promote involvement in sport.

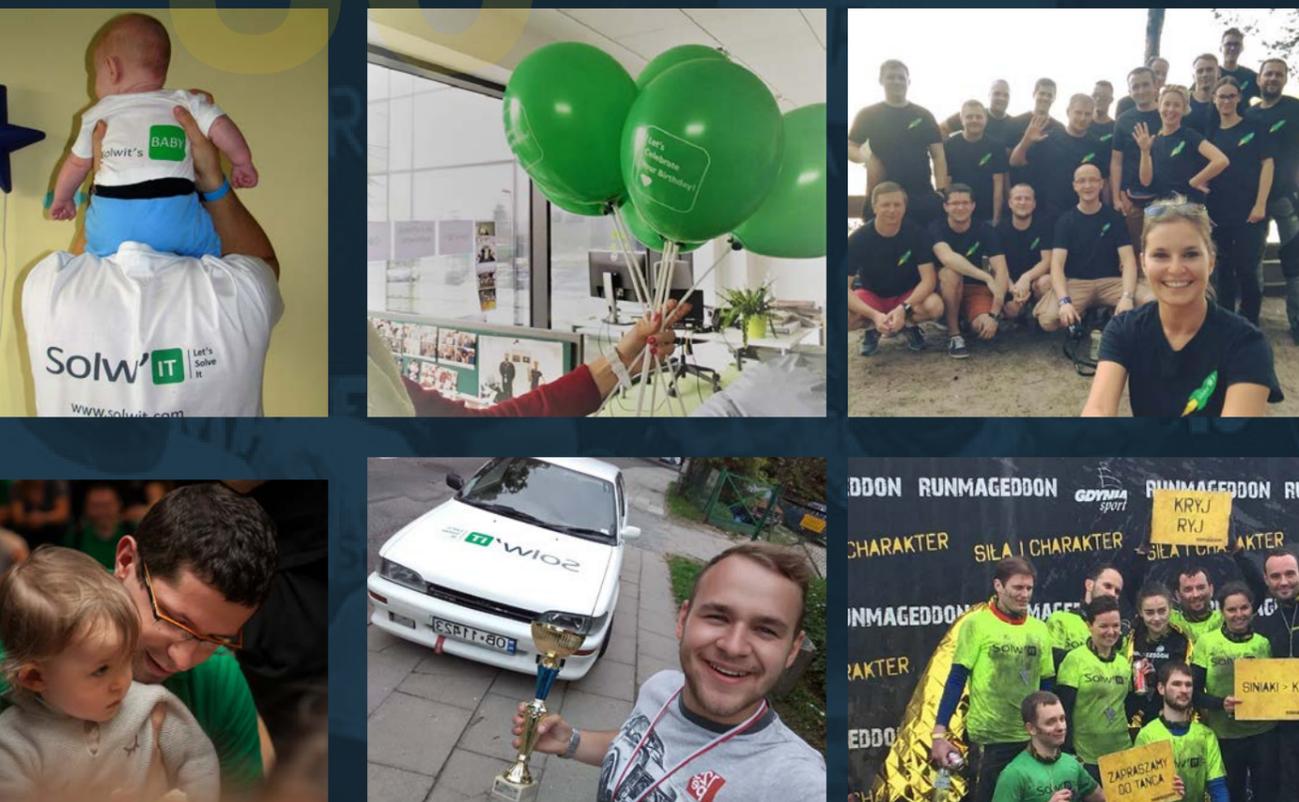
- We provide financial support cards that offer access to gyms, fitness rooms, swimming pools, etc.
- In May 2017 we participated in the European Cycling Challenge program and we cycled 2740 kilometers together.
- As part of Gymnastics for Engineers program, we exercised under the supervision of an instructor and we took care of our spines
- During the Gdansk Half-Marathon we joined the accompanying event entitled Firm Five and in the classification of companies we took the second place! The additional reason to be proud is that on the run, among the thirty runners, there were as many as 10 debutants, that is people who were encouraged by us to exercise. This race was their debut in a running event.
- In total, we participated in 13 sporting events in the Tri-City and the surrounding area.

We participate in the Coalition for Friendly Recruitment

We understand that changing jobs and participating in a job interview can be stressful and difficult experience. That is why we have decided to follow the Code of Good Recruitment Practices and we make sure that the candidate's experience is positive. We focus on communication and providing the atmosphere of mutual respect and kindness throughout the qualification process.

We try to ensure that new employees have the opportunity to get involved in life of the Solwit's community without stress or disruption. To this end, we organize pre-training onboarding for them and give gifts so that they quickly feel part of our team.





Work atmosphere

In Solwit, we make sure that every employee feels appreciated and has the opportunity to appreciate others.

- **Kudos** is a program that allows employees to thank a colleague / colleague for help and kindness. Once a month, each of us has the opportunity to provide such thanks, and the company enhances them with a sweet gift.
- **Recognition** is a quarterly reward program for outstanding employees, which is associated with additional financial benefits.

Numerous benefits

- We welcome our employees' newborns with a gift
- We celebrate employees' birthday
- We integrate during quarterly team meetings
- We play together with families
- We support employee passions

ENVIRONMENT

Environmental issues are very important to us and this can be seen in the company's products as well as our everyday behavior

- Our product, the ENVIRA system contributes to the efficiency of waste monitoring and management.
- Sorting of office waste is a permanent element of our employees' behavior and the company's principles.
- We also increasingly use electronic documentation flow, ensuring that all necessary documents are available in soft copies. Binders – a frequent element of office equipment, in Solwit are rarely found and exist only where a paper document is a legal requirement.
- We care about the proper utilization of used and broken electronic equipment. Old batteries, cartridges and toners for printers, and other electrical waste does not go to the garbage bin, but to the company responsible for the disposal of this types of waste.

FAIR OPERATIONAL PRACTICES

- In the template for contracts with customers Solwit included a clause ensuring the protection of clients' companies as employers, against unfair competition (protection against employee raiding). The decision to sign such a clause remains on the client side.
- It is a regular practice to sign Non-Disclosure Agreements that provide our clients with full confidentiality within the scope of collaboration.
- We strictly adhere to the principle of meeting payment deadlines and implementing them in accordance with accepted agreements.
- Taking care of proper relations with business partners, Solwit has started cooperation with a law firm whose task is to define trade agreements in full compliance with the law.

CONSUMER ISSUES

Customer orientation is one of Solwit's values:



■ "We know our clients and their needs. We try to be their preferred partner in business. We make sure it's easy to work with us. We communicate our intentions and expectations clearly. We constantly offer the best solutions."

As a mature business partner, Solwit fulfills the demands placed on the supply chain of the demanding corporate clients. We regularly examine the level of satisfaction of our clients and also regularly provide them with information on the development, competence, and services of our company.

SOCIAL INVOLVEMENT AND GROWTH OF THE LOCAL COMMUNITY

We are part of the community and we want to grow with it in a harmonious partnership.

With determination we get involved in events that are important to the community. We initiate actions ourselves thanks to which we have the opportunity to share with others.

We share knowledge

Demand for IT knowledge is constantly growing, both at the basic and advanced levels. Information technology is one of those areas in which education is of a permanent nature. Developing and rapidly changing technologies require constant "hand on the pulse" strategy and learning on a regular basis. Lectures and workshops conducted by experienced practitioners are of particularly high value.

We treat sharing of our knowledge and experience as a privilege, but we are also a commitment to a dynamically developing local economy, based on advanced technologies.

With equal convictions we support the events that support the flow of knowledge and the development of IT specialists.



In 2015, we were rewarded for our activity in this area, receiving from the Foundation for Initiating Development, third prize for projects characterized by Knowledge Sharing.

Sponsoring

<p>Testing Cup</p> <p>www.testingcup.pl</p>	<p>Infoshare</p> <p>infoshare.pl</p>	<p>Testawarez</p> <p>www.testwarez.pl</p>	<p>DataMass</p> <p>summit.datamass.io</p>
<p>Trojmiejska Społeczność Testerska</p> <p>trojqa.pl</p>	<p>Code Week</p> <p>www.codeweek.eu</p>	<p>Zakręć się z Technologią Konferencja – WETI PG</p> <p>www.eti.pg.gda.pl</p>	

Selected workshops and lectures conducted by Solwit employees in 2017

- February: Uniwersytet Gdański, Koło naukowe „Kuznia” – Łukasz Rybka – „Truths and myths on IT jobs”
- March: Konferencja Inżynierii Oprogramowania BeIT – Łukasz Rybka – „GIT introduction”
- June: Trojmiasto Java User Group – Łukasz Rybka – „Continuous Delivery”
- September: 4Developers – Adrian Kuczyński – „NET basics”
- CodeWeek – Magda Brauer – „Agile at work”
- Inkubator Przedsiębiorczości Google Space – Witold Zamorski – „Data analysis in cloud”
- October: Microsoft Azure User Group MeetUp – Witold Zamorski – „Data management in cloud”
- November: HR na Śniadanie – Magda Brauer – „Engaging leadership”
- 3Cloud Trójmiasto – Witold Zamorski – „What is Google Cloud Platform”
- December: Code:Me – Code {Sun}Day – Michał Nowak – „Tests – intro”

We are involved in internship programs

Trainees participate in the life of the company and carry out responsible tasks under the supervision of experienced colleagues. As a rule, we always pay students who gain knowledge with us.

We inspire

In 2017, we started a collaboration with the Inspirational Examples foundation - an organization supporting youth in their choice of careers. As part of the collaboration, we organized 3 meetings at our headquarters with secondary school students, during which the youth had the opportunity to participate in the teamwork workshop as we carry out for our teams, and talk to engineers, administrative staff and the company president about how they built their paths careers, how they overcame difficulties and how they matured to their current professional roles.

Foundation web page: www.inspirujaceprzyklady.org.pl

Charity support

Charity help is something that really works great for us!

Several times during the year we organized campaigns when we collected funds to help those in need.

In total, in 2017 we donated over PLN 6,000 to various beneficiaries, including Hospice Foundation in Gdańsk and Hospice Pomorze.

We run and help

By combining business with pleasure, we have become a partner and participant of Gdańsk Business Run 2017. We have started 4 relay teams and supported the organizers with helping the disabled athletes.



■ Meeting the students from „Inspiring Examples Foundation”



■ Christmas Charity Auction



■ Easter Charity Breakfast



■ One of the Gdańsk Business Run teams



■ Running Santas Team

Next steps...

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CSR SOLWIT STRATEGY for 2018–2020

The CSR strategy for 2018 is based on three ethical pillars, resulting from the specifics of our company's operations (IT services within an outsourcing model) and the situation in the ICT industry (change dynamics, the leading role of ICT in the economy).

In addition to declaring the continuation of activities that have been started, we plan to implement new documents and activities:

SOLWIT – RESPONSIBLE EMPLOYER

- Creating even more friendly, ergonomic, and safe working conditions in the new Solwit office
- Development of health promotion through participation in events and incentives for employees with regard to sports activities
- The development of the Junior Academy for employees with work experience <2 years

SOLWIT – RELIABLE PARTNER IN BUSINESS

- ISO 27001 certification
- Implementation of Business Continuity Strategy
- Creation of anti-corruption and ethical code of conduct for employees of Solwit
- Creation of the Solwit Supplier Code, setting ethical standards for companies providing services and delivering products to us
- Informing current clients about Solwit's commitment to CSR and the opportunity to obtain a report on its activities

SOLWIT – A COMPANY / A FRIEND

- Collaboration with “Inspirujące Przykłady” foundation
- Activities related to knowledge sharing within IT industry associations and universities.
- Support for voluntary and charitable work initiatives



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