

REPORT

ON CSR FOR 2020-2021



SPEECH

by Andriy Tymoshenko,
Director of the State Enterprise
"INFOTECH"

The Report on Sustainable Development of the State Enterprise «INFOTECH» is offered to your attention.

The company "INFOTECH" has recently appeared in the IT industry. Despite the global unpredictable challenges facing humanity in the XXI century - digital transformation is the future of the COVID-19 pandemic. For our company it was a year of increasing turnover, acquiring new competencies and expanding the geography of our projects.

In 2020, the company joined the UN Global Compact - aimed at promoting corporate social responsibility and supporting the solution of globalization and a stable economy. Our company is among the companies and organizations that have supported these initiatives.

The signing of the agreement was an important step for our company - we laid the foundation for a systematic approach to social investment. The aspiration of the Enterprise is observance of high standards: quality of production, social responsibility to employees, partners, customers and society as a whole.

At the beginning of joining the sustainable development initiatives, we report on the implementation of our plans to provide consumers with effective digital solutions that maximize the comfort of all spheres of life in a period of globalization. We are convinced that on the way to the implementation of the 10 principles of the UN General Assembly we will meet like-minded people who share our philosophy and look forward to feedback that will allow us to become better.

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ABOUT THE COMPANY

The state IT company "INFOTECH" started its activity in February 2018 and is a provider of information and digital services for the development and implementation of its own software solutions.

The company implements large-scale IT projects in the field of cryptographic protection of information, digital transformations and extends comprehensive IT solutions to all spheres of public life.

The experience and technical capabilities of SE "INFOTECH" allow to develop, implement and provide technological support for the installation and use of secure information and communication systems, infrastructures, platforms.

We actively monitor the trends of the IT industry and increase professional competencies by continuously improving the skills of the company's employees, to gain new modern knowledge and practical skills, taking into account the development of information technology. The experience of employees, material and technical base,

changes in the legislation of Ukraine - allows us to say that at present, we are experts in the field of digital transformations.

In 2019, SE "INFOTECH" was appointed as administrator of the Unified Information System and the Unified Digital Departmental Telecommunication Network of the Ministry of Internal Affairs of Ukraine.

The company is the main provider of digital services to bodies and institutions of the Ministry of Internal Affairs of Ukraine, such as the State Border Guard Service of Ukraine, the National Police of Ukraine, the State Emergency Service of Ukraine, the State Migration Service of Ukraine, the Main Service Center of the Ministry of Internal Affairs of Ukraine, central executive bodies, government agencies, organizations and business enterprises.

Today the staff of the Company has more than 250 employees, and these numbers are not final, in the future it is planned to expand the company to implement new ambitious projects.



STRATEGIC DIRECTIONS AND GOALS OF THE COMPANY:



Meeting the information needs of society and citizens

- Implementation of the branch program of informatization of the Ministry of Internal Affairs of Ukraine.
- Implementation of innovative solutions.



Improving the image of the Enterprise

- Formation and development of the Enterprise staff.
- Organization of favorable and safe working conditions.
- Creation of a positive image of the Enterprise.



Increasing competitiveness

- Reducing the cost of services.
- Improving the quality of service delivery.
- Application of innovative technologies.

TEAM WORK IS BASED ON THE PRINCIPLES:

OPENNESS

The members of the INFOTECH team establish relations that reflect not only the unity of purpose and activity, but also equal rights and responsibilities, mutual understanding, combination of personal and public interests.

SUPPORT

The team has a good relationship between managers and subordinates, there are rules of fair and respectful treatment of all team members, we support and provide assistance to beginners.

MUTUAL RESPECT

We value openness, decency and hones.



TRUST

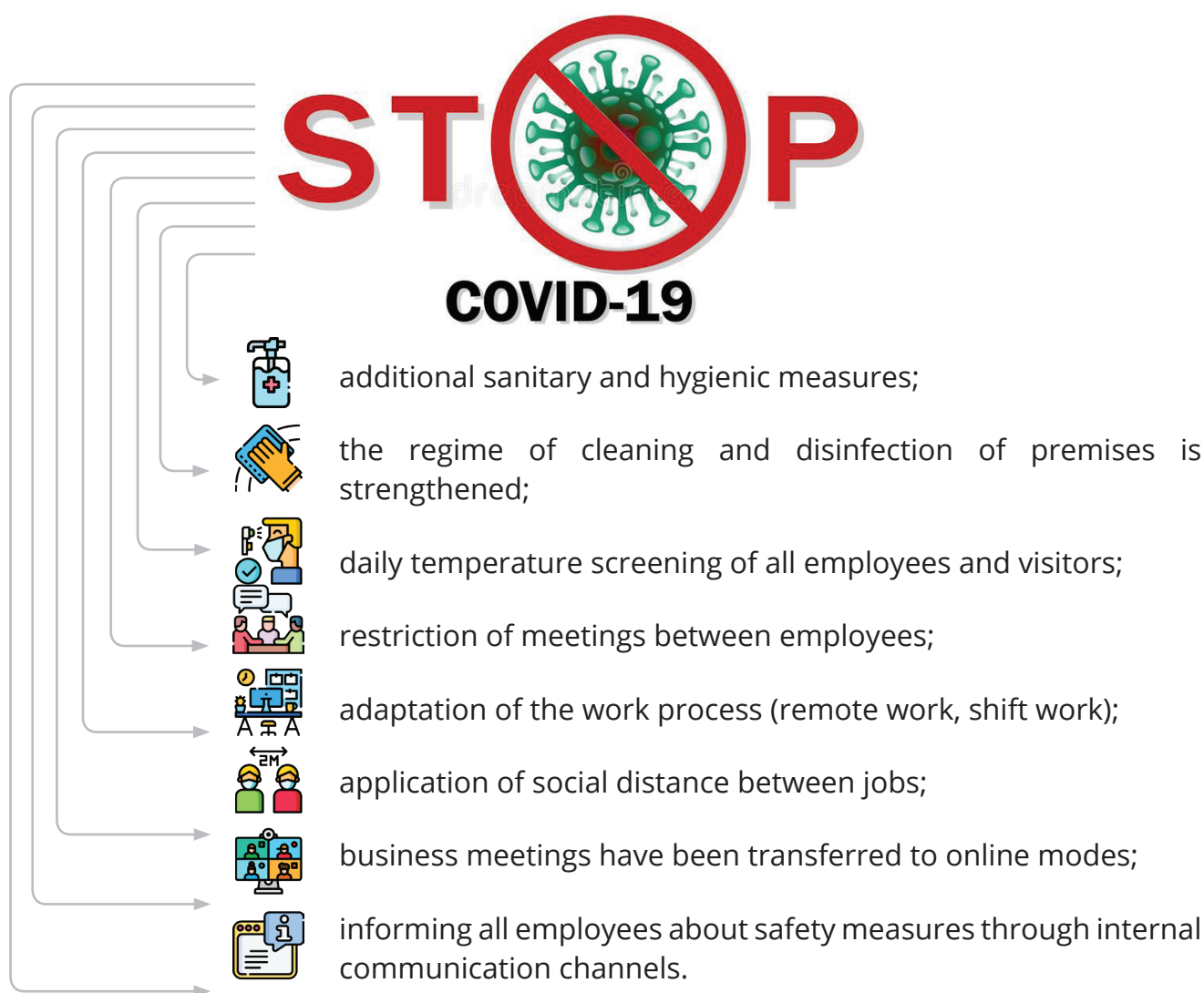
Open discussion of problems and topic.

RESPONSIBILITY

The responsibility of each individual employee is the key to effective teamwork. Each member of the team has the opportunity to actively par.

OUR ANSWER TO COVID-19

In 2020, the company «INFOTECH», like all mankind faced a pandemic COVID-19. The past year has shown how much it affects the sustainability of business development in general and the lives and health of people in particular. With the purpose to ensure the work of all employees and support the life of the Enterprise, it was carried out:



In July of this year, the company began a collective vaccination against COVID-19, taking into account the contraindications for health reasons. It is our firm belief that mass vaccination measures help to combat the following possible complicated epidemic situations.

INFOTECH AND SUSTAINABLE DEVELOPMENT GOALS

The company “INFOTECH” joined the UN Global Compact in Ukraine in September 2020. We focus on the basic principles of the UN, and in our activities adhere to the Sustainable Development Goals. Our corporate social responsibility is aimed at developing comfortable working conditions, equal opportunities for all employees and ensuring the well-being of the Company’s staff.



HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: make sure that they are not complicit in human rights abuses.



LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: the elimination of all forms of forced and compulsory labour.

Principle 5: the effective abolition of child labour.

Principle 6: the elimination of discrimination in respect of employment and occupation.



ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: undertake initiatives to promote greater environmental responsibility.

Principle 9: encourage the development and diffusion of environmentally friendly technologies.



ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

RESPONSIBILITY TO EMPLOYEES

Responsibility to employees -
compliance with the Sustainable Development Goals



EQUAL OPPORTUNITIES FOR ALL

Joint work is closely connected with the formation of traditions, stable norms of behavior that significantly affect the cohesion and organization of the team. We argue that age differences, differences in life experience, imply respect for the elderly, respect for women, the great energy potential of the young weakens the conservatism of veterans. At the same time, young people are accustomed to restraint in behavior, discipline and organization.

The policy of the SE "INFOTECH" is based on

FUNDAMENTAL INTERNATIONAL PRINCIPLES
OF UN HUMAN RIGHTS

The labor relations are regulated



**by the Labour
Code
of Ukraine**



**Collective
Agreement**



**Internal
documents**

- Rules of Internal Labour Regulations.
- Procedure for Registration of Labour Relations.
- Transfer and relocation procedure.
- Working and leisure policy.
- Wage accrual and payment procedure
- Health and well-being policy

DEMOGRAPHICS DATA

How many employees work at the enterprise

	2020 year	2021 year
Total persons	214	273
women	37%	40%
men	63%	60%

In management positions

	2020 year	2021 year
women	28%	28%
men	72%	72%

The average age of employees in the enterprise

2020 year	2021 year
42 years	40 years



GENDER EQUALITY

According to research, more men than women are employed in the IT sector. Our company has 273 employees. Compared to last year, the number of employees increased by 20%. 28% of the management staff are women. Salaries in identical positions are the same for men and women. The same goes for career advancement. Every employee in the company can count on career growth, having a sufficient level of their competencies, gained experience, and contributing to the development of the company. We continue to strive to create equal opportunities for women and men.

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STAFF TRAINING AND DEVELOPMENT

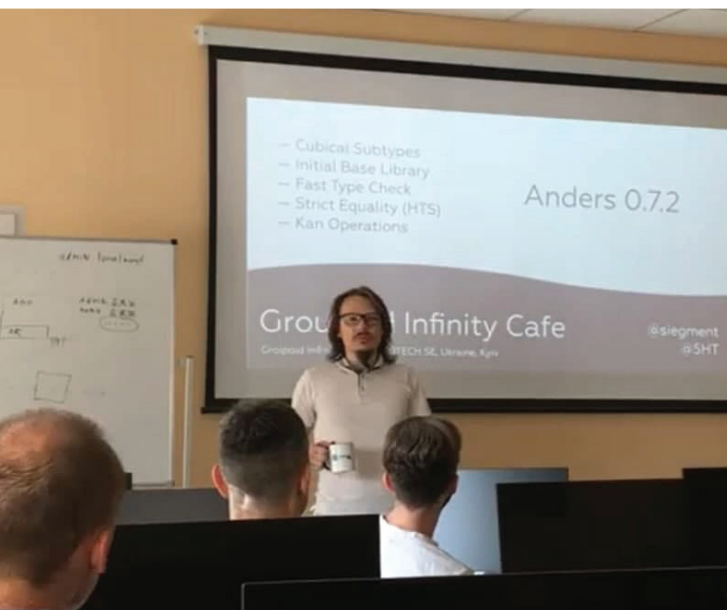
The success of the Company is the merit of a professional team. In today's environment of constant changes to the requirements of professional knowledge and skills, the company develops its employees, which is one of the most important factors in

ensuring competitiveness.

- Internal training is organized for everyone in the company, our employees are the speakers. (photo)
- The company provides an opportunity to undergo training and advanced training at the

expense of the Company.

- Our employees are trained in international and domestic educational institutions:
- WIPO (World Intellectual Property Organization)
- Business Consulting Academy
- Association of Public Procurement Consultants
- Kyiv Academy of Media Arts
- Meat Study
- Project School
- In cooperation with the UN Global Compact, our employees participated in the international program SDG Ambition. The acquired knowledge helped the company to integrate the Sustainable Development Goals into the activities of the SE "INFOTECH" and to form scientifically sound ambitious goals for the further growth of the Enterprise.
- The young generation of the company tried themselves for the first time in the international program Young SDG Innovators. The project was carried out for 9 months, as a result of which its presentation will take place in September 2021.





SPORT AND A HEALTHY LIFESTYLE



The company shares views – sport as a way of life, the promotion of a healthy lifestyle. The staff of the Enterprise is a participant in sport competitions of various levels, paying special attention to projects with charitable initiatives. During the three years of its existence, the company’s representatives took part in four sport competitions, the last of which took place in May 2021. The next one is planned for autumn 09.10.2021 in the city of Kyiv.





RESPONSIBILITY TO PARTNERS AND CUSTOMERS

The Enterprise has implemented a Quality Management System. Implementing the main activities, our specialists provide regular supervision of compliance with international standards of quality management system, taking into account the needs of consumers and customers.

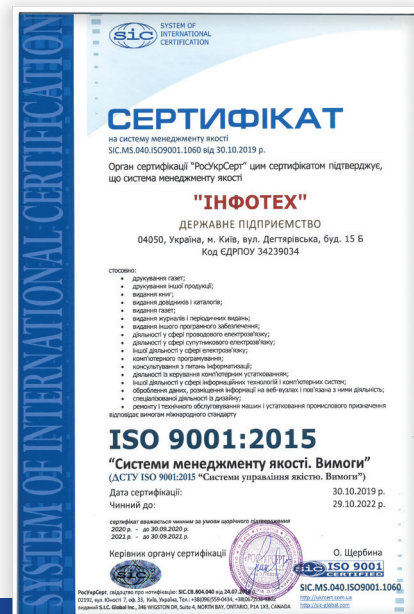
SE «INFOTECH» annually undergoes a supervisory audit in the certification body, which confirms that the quality management system of the enterprise meets the requirements of the international standard ISO 9001: 2015.

Certification of the SE “INFOTECH” according to the ISO 9001: 2015 standard allows customers to be confident in the stability of the company’s work, and confirms that our products meet international quality standards.

The company’s employees not only develop modern national software products, but also maximally develop and implement innovative technologies by participating in government projects.

The use of the latest cloud technologies makes it possible to create a single information space of the system of the Ministry of Internal Affairs and central executive bodies for the logical integration of information resources, and optimize the processes of their joint use, both in the interests of the state and each citizen.

Our company is a provider of information and digital services for the development, integration and implementation of its own software product under the MIA brand, which is designed to increase the efficiency of business processes in all areas of everyday life for many different fields- medicine, education, software and computer services., finance, public administration, telecommunications, etc.

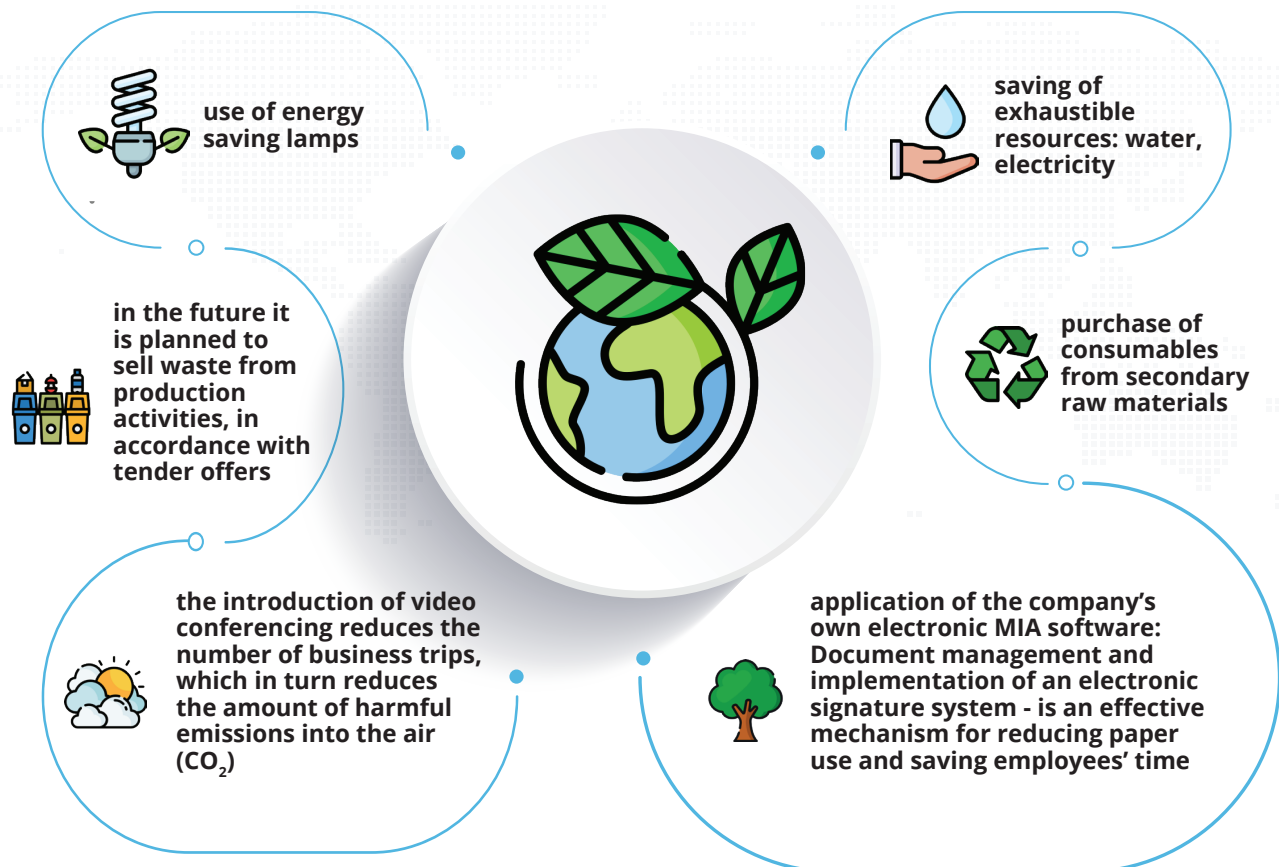


PRESERVATION OF THE ENVIRONMENT



In today's conditions, a deep awareness of the problem of environmental crisis and environmental protection is the most pressing issue. The company supports an ecological approach to the organization of the work process.

Green Deal or «Green Course». In accordance with the «sustainable development strategy», the use of renewable energy systems (to partially or fully cover the financial production costs) and improve the environmental culture of the enterprise will reduce the negative impact of production activities on the environment. In everyday life we are guided by our own principles of the «Green Office»:



The principle of «green office» can reduce the negative impact on the environment, as well as save money. The company adheres to state environmental standards - all materials and equipment purchased have certificates of compliance with environmental and sanitary standards.



RESPONSIBILITY TO SOCIETY

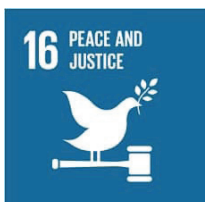
We create quality IT products for government agencies, implement and develop new formats of effective digital interaction between the state and society. The priority task of the SE "INFOTECH" is to promote the transparency of the digital sphere, in order to increase the share of the IT industry in GDP, which will help fill the state budget.

№ з/п	Tax name	Total taxes	
		2nd half of 2019 - 1st half of 2020	2nd half of 2020 - 1st half of 2021
1	VAT	6 126 090,00	9 154 153,00
2	Income tax	3 099 460,00	1 806 812,00
3	Dividend	9 088 800,00	4 632 500,00
4	PIT	13 537 779,05	17 985 382,89
5	Military collection	1 128 150,99	1 500 138,46
6	SSC	14 564 759,32	20 444 532,12
7	Others		10 320,00
	TOTAL	47 545 039,36	55 533 838,47



CHARITY

It is our firm belief that the support of socially vulnerable groups is indisputable, especially when it comes to children. The consequence of this is the provision of patronage to the children's boarding school № 4 in Korostyshiv. In addition to the necessary household items, hygiene products, vitamins, preventive measures, food, children received the desired gifts, which for other children is the usual norm - sweets, board games, tools for creativity, sports equipment. With great sincerity in the eyes of children, we were given a tour of the institution, willingly demonstrated workshops where children learn the skills of future professions, and then kindly invited to visit the rooms. This allowed us to understand the needs of children and identify future care strategies.



17 ПАРТНЕРСТВО
ЗАРАДИ СТІЙКОГО
РОЗВИТКУ

ANTI-CORRUPTION

Since its establishment, the SE “INFOTECH” has been guided by globally accepted standards of doing business, as well as the principles of responsibility to society and employees. We build honest long-term relationships with our customers and partners. The company is governed by a code of business ethics.

The company's employees are members of a working group within the Anti-Corruption Collective Action initiative. As a result of the discussions, a project of an online training course for small and medium-sized businesses on the topic of anti-corruption was selected. The course is based on the updated Standard Anti-Corruption NAPC. At the moment, the representatives of our company are discussing the project and working out the idea of its implementation. The ultimate goal of the event is to create fair and equal market conditions, i.e «equal playing conditions» for all market participants.

The company's employees work exclusively in the legal field and rely on regulations governing activities in the field of market relations.





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