
Communication on Progress

Netguru - United Nations Global Compact Participant since 2019

[Period covered by CoD: June 2020 - June 2021]

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CEO Statement

I am pleased to confirm our continued support for the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption.

The COVID-19 pandemic has continued to shake the world economy throughout the second year of our UNGC membership, affecting nearly every industry and every organization. Having our business continuity secured, Netguru has been able to continue its support for the Principles, by implementing and contributing to a range of initiatives and solutions.

June 2021 marked the first anniversary of Tech To The Rescue partnership, an initiative founded by Netguru and nine other companies to help non-governmental organizations around the world implement digital solutions to scale up their activities. Throughout the year, it has nearly doubled its impact goals and matched 35 projects for top organizations in 12 countries, which will make the lives of 900,000 people better.

At the same time, we have impacted over 700 Netguru team members with two internal diversity and inclusion campaigns – “Live Books of Netguru” and “Narratives Matter” – aimed at bolstering our workplace culture. Moreover, between October and November 2020, during one of the largest protests around abortion rights in the history of Poland, Netguru developed a social media campaign advocating for dialogue and peaceful discussion between all sides, also providing space and conditions for our employees to participate in this nationwide debate.

Our Communication on Progress lists other key initiatives undertaken in the four areas from June 2020 to June 2021.

We remain committed to making the UN Global Compact and its principles an inherent part of our culture.

Sincerely yours,

Marek Talarczyk

Chief Executive Officer, Netguru



Human rights

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

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

Since Netguru's inception, our organizational culture has been based on such values as respect, trust, and transparency. On a daily basis, we foster an inclusive workplace culture, boost social participation, and advocate it outside of Netguru.

- In 2020, together with [Polish Institute for Human Rights and Business](#), [Diversity+](#) and 15 D&I practitioners from Polish companies and with the financial support from the Embassy of the Kingdom of the Netherlands in Poland, Netguru co-created a guidebook "Diversity and Inclusive Culture Step by Step. A practical guide for organizations". The publication is a multi-author work [available on-line](#) free of charge. The guidebook is intended for those who want to implement diversity management and build an inclusive organizational culture in their organizations. It provides answers to the most up-to-date questions and is structured around the topics that have been most relevant to diversity management and building an inclusive organisational culture over the past year. It also includes checklists that can serve as signposts for ongoing activities.
- In this reporting period Netguru has carried out two projects to foster an inclusive workplace culture: "Live Books of Netguru" – inspired by the Human Library concept – and "Narratives Matter". Both projects marked International Women's Day, World Day on Cultural Diversity for Dialogue and Development, Pride Month, International Day of Disabled Persons, and World Mental Health Day. Meetings and webinars on these occasions engaged employees with the aim of at increasing knowledge on different dimensions of diversity, discrimination, unconscious biases and inclusive language. At the same time, Netguru advocated for diversity and inclusion on social media platforms and engaged in several events addressing this issue.

- In spring 2020, we co-created the Tech To The Rescue partnership. Tech To The Rescue is a voluntary movement of tech companies, whose aim is to help non-governmental organizations around the world implement digital solutions to scale up their activities. The idea was to bring technology companies together to share their resources to support non-profit and non-governmental organizations as they react to the challenges posed by the COVID-19 coronavirus pandemic. It evolved to become a network of over 200 tech companies to solve some of the world's most pressing problems, with Ashoka as a partner NGO. We were one of the 10 founding partners of this initiative, supporting its structural and strategic development both financially and content-wise.
- We have introduced a social and environmental set of criteria to a number of internal procedures of cooperation with diverse partners.

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; and

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

- We have kept the financial security of our employees through the pandemic, conducted a salary review process twice and introduced new perks and benefits strategy, including a home office bonus and the Worksmile Platform to address employees' needs better. For the same reason we have upgraded the internal development budget scheme.
- In 2020, we developed an internal dashboard for monitoring initial diversity indicators (reflecting gender representation, age, and other dimensions) as a starting point for a better management of employee diversity. In 2021, Netguru increased the female representation in the Core Team (Heads of Department) to 50% and commenced developing other diversity indicators in co-operation with external academia and consulting partners, in order to build an overall diversity measurement and monitoring system.

- We have introduced an employee-centric platform to enhance the onboarding, learning and development, knowledge sharing, and performance experience.

Environment

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

Principle 8: undertake initiatives to promote greater environmental responsibility; and

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

Part of our ambition in the area of Environment (and our focus SDG: Climate Action) is to spearhead digital environmental protection solutions. In 2021, together with Climate Leadership (a program run by the United Nations Environmental Program in Poland (UNEP/GRID) to support companies on their way to climate neutrality) we have started to calculate our carbon footprint. The objectives were not only to identify the key areas of Netguru's emissions but also to design a process enabling regular monitoring of our emissions and identifying options for reduction. Today, 98% of our servers are in centers that are carbon neutral.

Anti-corruption

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

Being B Corp-certified and having signed the Declaration of Interdependence, we see our responsibility for how we act and with whom we work. In 2021, we commenced developing a Code of Ethics to better choose and manage networks we're in and partnerships we enter into. The Code of Ethics is developed by an internal Task Force (participatory creation), engaging also external experts.