



SIGMA SOFTWARE CSR MANIFESTO



**WE TURN IDEAS INTO
TECHNOLOGY**

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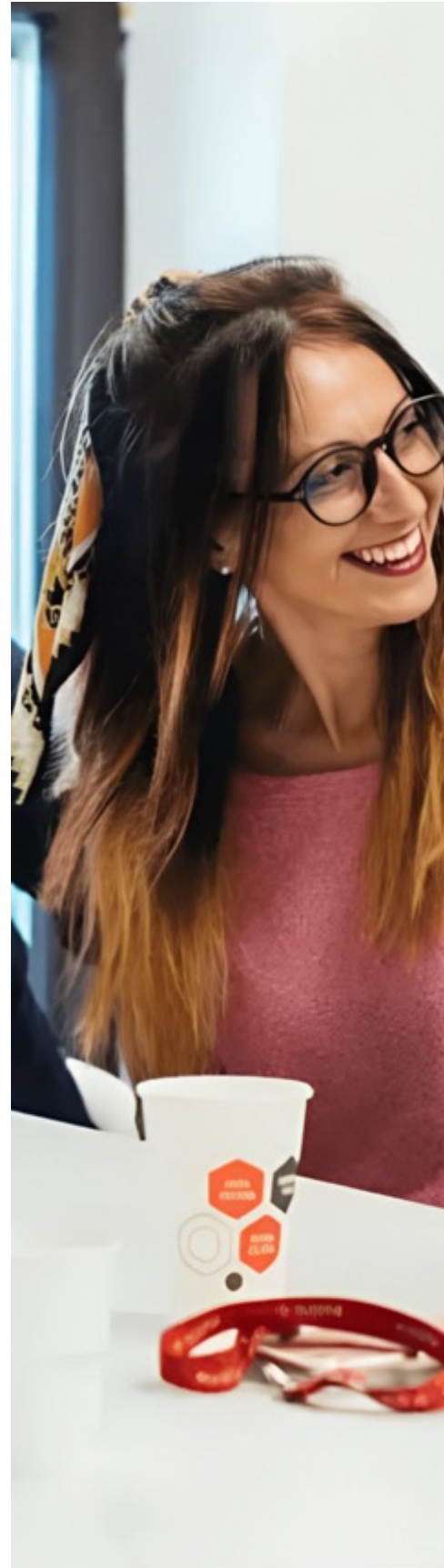
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SIGMA SOFTWARE CSR MANIFESTO

This document is an overview of Sigma Software's strategy, practices, and approaches regarding CSR.

We see Corporate Social Responsibility as a powerful driver for further development and growth while creating equal and beneficial opportunities for education and work, preserving our planet, and minimizing the negative impact on society and future generations.

The main idea behind our business is to create a favorable and stable environment for developing the IT industry in Ukraine and to encourage the sustainable development of our entire country. We strive to become a reliable partner for our clients, we also pay great attention to training and professional growth, supporting IT education in the country. We promote a healthy lifestyle and work-life balance and follow Green principles.





ABOUT US



WE TURN IDEAS INTO TECHNOLOGY

Sigma Software is a multinational company with **over 20 years' experience** of delivering world-class solutions to our customers. We deliver the smartest solutions to customers in the government, telecommunications, advertising, automotive, gaming, and other sectors.

We were founded **in 2002 and ever since** have been led forward by dedication and flexibility, while striving for perfect quality of service and have the willingness to help our clients bring their businesses to new levels.

Since its inception, Sigma Software has strived to become the best place for IT specialists to fulfill their ideas and potential while working on the most interesting and complex solutions using cutting-edge technologies.

OUR MISSION

Provide premier value IT services, keeping the focus on helping our customers to reach their business goals.

OUR PRINCIPLES

No matter what kind of project we undertake, we always listen, question, and deliver what is promised.

OUR VALUES

- Our team is built on professionalism and mutual respect.
- We appreciate the autonomy of the decisions our people make.
- We always keep our promises.
- We encourage the constant professional development of our people.



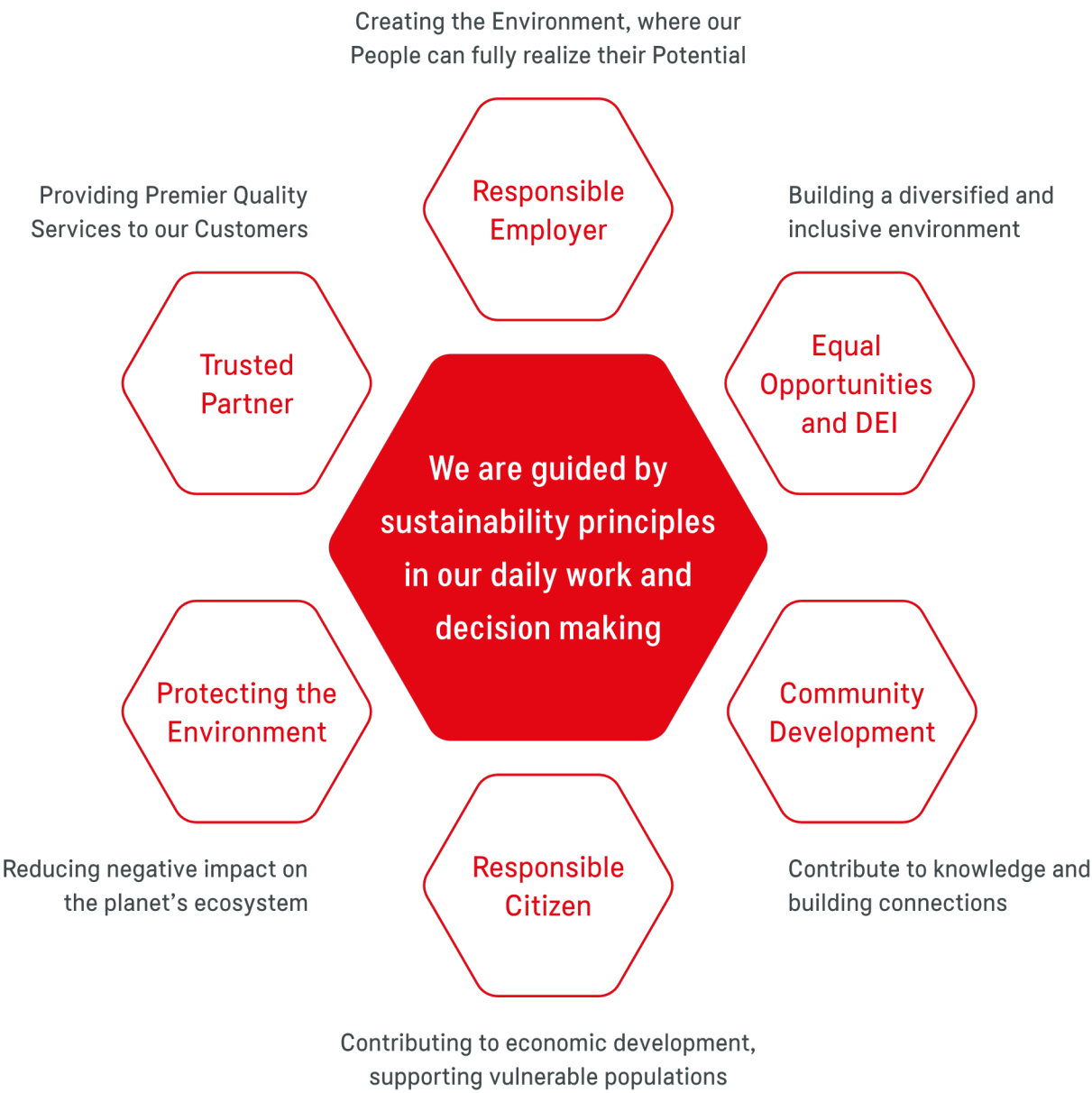
OUR APPROACH TO CSR

Sustainable development and corporate social responsibility are the basis of our work, our policies and practices, and affect the way we make decisions daily. We strive to follow two main principles:

- **Make the world a better place.** We conduct our business in a way that ensures a better world for future generations.
- **Avoid the negative impact.** We have defined the areas where the company's activities may have a negative impact on society, and we do our best to eliminate this impact.



OUR FOCUS



CSR ROLES

◆ BOARD OF DIRECTORS

Strategic vision

◆ HEAD OF COMPLIANCE

Standards and frameworks, audits

HEAD OF SIGMA

SOFTWARE UNIVERSITY

Training and Education

HEAD OF PR

Communication, events, CSR reports

HEADS OF BUSINESS

UNITS AND R&D

Introducing CSR principles in everyday life and innovative solutions

HEAD OF HR

Introducing CSR practices to the company's values and culture

◆ VICE PRESIDENTS, COUNTRY HEADS, OFFICE HEADS, MANAGERS

Advocating CSR principles for employees

◆ EMPLOYEES

following CSR principles in daily life

The Board of Directors ensures the overall strategic vision of the development and main focus of the company, as well as the general commitment of the business to CSR principles.

The task of CSR Executives is to implement CSR in every aspect of the company, including:

- Well-established policies and politics, that are followed by employees.
- Making CSR principles an integral part of the company`s values and culture, promoting them among employees at every stage from onboarding to exit, and providing people with mechanisms of protection if any principles are violated.
- Ensuring appropriate training for managers and employees regarding CSR principles and the importance of sustainable development.
- Communicating the progress and results to all groups of stakeholders.

The Managers and Heads advocate CSR principles and become an example of implementing them in daily work for all employees.

The employees are expected to be aware of CSR policies and approaches, use them in daily life, take necessary training, and inform the CSR Executives about possible violations.

PARTNERSHIP

At Sigma Software we are open to partnership and joint projects aimed at sustainability development and environment preservation. Let`s unite our efforts to make our planet a better place for the next generations.



COUNTRIES



USA



Sweden



Germany



UK



Canada



Israel



Singapore



UAE



Australia



Austria



Ukraine



Argentina



Brazil



Bulgaria



Columbia



Portugal



Hungary



Mexico



Poland



Czech Republic

RESOURCES

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THANK YOU!