Study on Corporate Responsibility

2020

ITBrooklyn
TECHNOLOGY

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INTRO

Statement from Mordechai Richler, co-founder of ITBROOKLYN

Progress and creativity have always been focused on people. They're the catalysts for game-changing developments and life-altering improvements. When I formed ITBROOKLYN, we focused on cutting-edge technology and the brilliant minds that produced them. We were confident at the time that ITBROOKLYN would develop into a significant and impactful venture rather than a purely commercial venture. We brought together talented and innovative people who are passionate about creating world-changing innovations, inspired by human genius and the desire for innovation.

We've been a group since the beginning, united by the belief that technology forms the future and that using technology for the common good requires great responsibility. After 10 years, ITBROOKLYN is now developing intelligent systems that allow sustainable energy use, environmentally friendly cities, predictive healthcare, and a variety of other concepts that lead to a greener future and a more environmentally aware society.

We're often proud that our corporate programs, such as ecomobility, recycling, sporting activities, and charitable causes, resonate with our employees and receive widespread support both within and outside the business. I'm confident that with the degree of social responsibility and inner drive that we share at ITBROOKLYN, we can make a difference in today's and tomorrow's worlds.

In relation to this article

The ITBROOKLYN Social Responsibility Report seeks to depict ITBROOKLYN's relationships with a wide variety of stakeholders, including staff, customers, local communities, and the general public. We've incorporated social responsibility into our organization, recognizing ISO 26000 as a reference document that offers guidance, in order to have a positive effect on the ecosystems in which we work. We summarize our efforts in this report to not only improve our socially responsible activities, but also to adapt them to new challenges posed by the global COVID-19 pandemic.

About ITBROOKLYN

ITBROOKLYN is a global provider of digital solutions and technology services with head-offices in New York, Norway, Japan, Germany, and Croatia. ITBROOKLYN has been enabling emerging technology for clients all over the world since 2014. The business brings together brilliant talent, deep technological experience, and a dedication to providing innovative solutions to Fortune 450 companies and governments alike. ITBROOKLYN has been named to the IAOP's 2020 Global Outsourcing 100 list, has been recognized by Inc. 5000. We also have numerous other branches enabling us better outreach to our local clients around the globe.

EUROPEAN Offices

Norway

Germany

Croatia
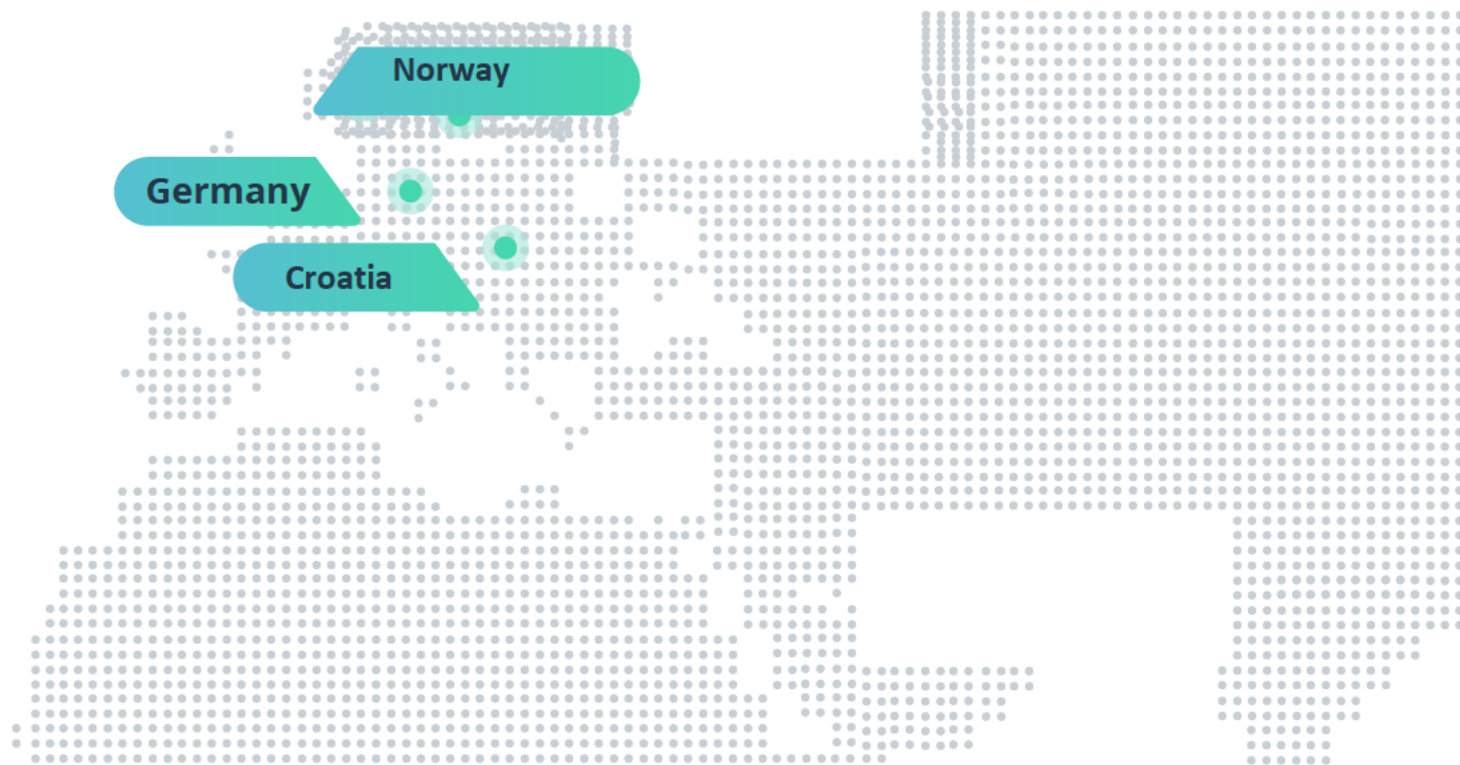
Portfolio of services

Consultation

Analyzing and framing market processes; evaluating clients' technology choices

Cutting-edge technology

Using cutting-edge artificial intelligence, computer science, and IoT technology to solve current challenges.

Software development

Supporting the development of software-based products and solutions through design, architecture, implementation, and other stages

Teams in charge of creation

Ability to manage engineering capacity while saving time and money for clients is a challenge.

Problem-solving procedures

Holding environments in good working order and upgrading them without disrupting operations

ITBROOKLYN mission

By combining top technical talent, deep industry experience, and personal commitment, we will help our clients fulfill their unique business needs through digital technology.

We also established corporate principles that form our daily work based on this goal.

ITBROOKLYN values

We are self-starters who get things done.

ITBROOKLYN is very proactive, ready to take responsibility whenever we see an area for improvement. We persist till we succeed with the desired outcome and are always eager to go the extra mile to deliver excep-tional service.

We're professionals aiming for the top.
We're still practicing and honing our skills to stay on top of new innovations and activities. In everything we do, we strive for excellence.

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We behave with integrity and fairness.
We believe that trust is the only viable foundation for long-term relationships. As a result, we handle our customers, partners, and coworkers with respect and honesty.

We have mutual respect for one another and work together as a team.
We assume that collaboration produces the best outcomes. Our success is dependent on mutual respect and close collaboration.

Leadership in the workplace

We want to improve our corporate governance practices while still meeting our social commitments. We aim to maintain a high degree of management accountability by making our business goals, progress toward those goals, and management obligation guidance available to all stakeholders. As an organization, we strive to increase our stakeholders' confidence.

Managerial transparency

Positioning	Responsibilities
Owners of stock	Managing the overall success of the company.
Chief Executive Officer	Handling the company's overall performance.
Chairman of the Board of Directors and Chief Operating Officer	Maintaining the company's internal activities, such as business processes, human resources, training, and infrastructure, as well as managing corporate governance issues and due diligence.
CDO (Corporate Development Organization)	Taking charge of the Delivery Organization, which is in charge of providing services to customers.
CTO (chief technology officer)	Supervising the company's technical approach.
Branch Directors	Inside corresponding organizational units, supervise the delivery of services to ITBROOKLYN clients.
Compliance Office	Third party employee overlooking our compliance, ESG and matters related to HR escalation.
Office of Project Management (PMO)	Describing, implementing, and maximizing work within client engagements; establishing the Delivery Manager Community to enhance management practices on a continuous basis
Project Management Office	Inside the distribution management ecosystem, defining, implementing, optimizing, and supporting processes

Positioning	Responsibilities
Vice President of Sales and Marketing	Managing lead generation and marketing services to new customers, as well as overseeing the company's operation in key markets.
Vice President of Business Competence and Services	Managing the development of a sustainable service portfolio for our customers.
VP of Company & Operations in the United States	Leading revenue growth in the field, diversifying ITBROOKLYN' client portfolio, and laying the groundwork for expanding engineering operations in the US sector
Account Management Director	Creating mutually beneficial client relationships and building good and fruitful client relationships
Vice President,Finance	Financial development in ITBROOKLYN, management of financial flows, financial planning, and reporting
Legal Advice	ITBROOKLYN operations are overseen within the legal system, and legal advice for corporate and commercial matters is provided.
Vice President, Talent Management	Managing recruiting, onboarding, and professional development; building the ITBROOKLYN corporate culture; and developing the company's employer image on the job market.
Employee Experience Director	ITBROOKLYN is in charge of overseeing the entire employee journey.
Director, Talent Acquisition	Worker recruiting is overseen in compliance with project demands, expectations, budgets, and timelines.
BPM Director	Data sources, business processes, IT architecture, data, analytics, information systems, security, regulatory enforcement, certifications, business continuity, threats, and vendor partnerships are all under my supervision.
Management Support, Director	Promoting the company's facilities, monitoring working conditions (offices, networks, and equipment), and providing other administrative services including travel management

Policies and practices

- ITBROOKLYN workers who suggest appropriate applicants for open positions based on the urgency and merit of the work profile are eligible for incentives under the ITBROOKLYN recommendation program.

- Employees are rewarded for referring clients who sign contracts with ITBROOKLYN through the client referral program.

- During a new employee's first two months at ITBROOKLYN, a welcoming program includes a variety of onboarding events. The program's aim is to assist all new employees in settling in and gaining a solid understanding of ITBROOKLYN' corporate culture and activities, as well as their teams and projects.

- Employees are guided through organizational resources, initiatives, and procedures by the People Partnership program, which assists them in navigating the ITBROOKLYN ecosystem.

- Workers may change tasks while maintaining their technical emphasis, or change roles within a project, thanks to our rotation program.

- Employees may choose a compensation plan that includes medical care, athletic compensation, or a combination of the two choices through the Compensation & Benefits program.

- Our leading travel service covers all visa fees as well as procedural costs associated with business trips and relocations. An ITBROOKLYN travel manager arranges onsite visits for clients and staff, handling all logistics so that employees can function efficiently, stay comfortably, and travel safely

- Employees are encouraged to express their ideas for enhancing working conditions and organizational facilities and processes through the Corporate Initiative Hub. We've created a clear and open process for reviewing requests and determining whether or not they can be implemented within the department's capacity and current annual budget.

Working conditions

Employees' basic privileges

Human rights are ingrained in our corporate values, company operations, and day-to-day activities. As a socially conscious employer, we agree that protecting the interests of those with whom we work is critical to our company's long-term viability. Our labor practices are driven by the following principles.

- **There will be no forced work.** When labor is done involuntarily or under threat of penalty or intimidation from a superior, we consider it to be coerced. ITBROOKLYN opposes all forms of forced labor, including bonded labor, penal labor, corvée, and other forms of forced labor.

- **There will be no forced labour.**

- Without respect to gender, national origin, religion, gender, age, skin color, marital status, disability, veteran status, sexual orientation, or reproductive choices, all workers at the same job doing equal work earn equal pay. ITBROOKLYN employees' hourly wages are in line with the local market's accepted industry average. Every six months, employees will request remuneration reviews and receive increases based on their results.

- **Hours of work.** Within the local sector, our employees' hours do not surpass regulatory limits or the accepted industry minimum. Both public holidays are paid days off at ITBROOKLYN. Furthermore, our workers are responsible for scheduling their own work hours. They don't have to offer a reason if they need to take a break during the day for personal reasons. Results, not hours, speak louder to us..

Practices for retaining employees

Our employees are the most important part of our company. As a result, we aim to provide them with a pleasant working atmosphere.

We invite workers to participate in surveys to let us know how they feel about their jobs at ITBOOKLYN. Employees can rate their satisfaction with the organization, tasks, departments, direct supervisors, and other coworkers, as well as various aspects of the work environment. Their feedback assists us in correctly identifying problems and resolving concerns that have arisen.

In addition, each employee has a one-on-one meeting with their line manager once a month. These meetings allow workers to discuss their concerns and provide feedback, while also providing managers with information about the overall team spirit and the likelihood of turnover, allowing them to formulate action plans if necessary. Furthermore, monthly meetings foster confidence and transparency in subordinate-manager relationships and show workers that ITBROOKLYN cares about their needs and ideas.

Protections for staff and their wellness

The offices of ITBROOKLYN all follow national requirements for a clean and sanitary working climate. Every one of our offices has a lounge, a lunch area, and a nice space where employees can spend their breaks. Due to quarantine, we had to limit access to all of our offices in March 2020.

During the COVID-19 pandemic, ensuring the right to health security

Our employees' and their families' health and welfare has always been our top priority. As a result of COVID-19, we have strengthened provisions for our employees' right to health. When the pandemic broke out, we quickly devised a strategy for caring for our workers and assisting them in overcoming the dynamic obstacles posed by rapid changes in their daily lives.

Remote Working - Working from home has been mandatory for all ITBROOKLYN workers as of March 2020. We provided extensive assistance to our coworkers in order to assist them in adjusting to their new work environments and remaining efficient.**This support included:**

- supplying technological devices on demand

- Increasing cybersecurity for distributed remote cooperation

- sending out newsletters with workplace organisation, cybersecurity, online collaboration, and work–life balance advice

- Monthly CEO updates in the form of online meetings are used to communicate openly about the current business situation.

- sending out updates with trustworthy sources of knowledge on COVID-19, signs, and what to do if you have symptoms

Kit for personal security. The story coronavirus began to spread globally in April 2020, and demand for personal protective equipment outstripped retail supplies. We provided safety kits to our employees' homes because we were concerned about their safety.

Free express tests are available. On demand, all ITBROOKLYN workers will receive a free consultation from a company doctor. If employees show signs of COVID-19, we suggest that they take a free ITBROOKLYN express exam.

Employees' assistance with COVID-19. Employees with reported cases of COVID-19 will take advantage of extended paid sick leave at ITBROOKLYN.

After isolation, it's back to work.

We're constantly reviewing the improvements in work processes that the coronavirus pandemic has brought on. Our mission is to behave efficiently in the new circumstances and strike the right balance between consumer desires, colleague wishes, and business objectives.

We asked our team about returning to the workplace after quarantine in a June 2020 work satisfaction survey. Seventy percent of workers said they preferred to work both in the workplace and remotely as a result of the survey.

By the end of 2020, we'll introduce a new ITBROOKLYN-SmartWorkPlaces strategy to provide this versatility. All ITBROOKLYN offices will be divided into three categories as a result of this approach:

- Fixed tables for Workstations dedicated to a single employee.

- Desks that can be reserved in advance are known as booked desks.

- Employees can sit wherever they want at a hot desk (such as in a coworking space).

We'll be able to control the number of people working in the office at the same time, maintaining the social distance needed to prevent the coronavirus from spreading.

Business ethics code

ITBROOKLYN treats all specialists equally, regardless of race, national origin, religion, gender, age, skin color, marital status, disability, veteran status, sexual orientation, or reproductive choices, as an equal opportunity employer. We want to build a welcoming atmosphere where every employee can grow creatively while working ethically.

We've formed an Ethics Committee to help us with this. It protects ITBROOKLYN from physical, sexual, psychological, and verbal abuse at the hands of managers and coworkers. The Ethics Committee also ensures that all workers are treated equally and helps to minimize disputes and animosity.

Evidence of breaches of the Code of Ethics by colleagues, customers, and vendors, as well as reports of unequal treatment, coercion, bullying, and prejudice, are all considered by the committee. In order to do so, the committee gathers information and schedules meetings with the parties concerned within three business days of receiving a letter.

Community in the workplace

We conducted research into what workers esteem ITBROOKLYN for as an employer in July 2020. We defined six main values of our corporate culture, which we call ITBWhy, based on employee responses.

- **Kindly.** People are important to us. Discrimination, artificial hierarchies, pressure, toxicity, infi-ghting, or gossip are not tolerated at ITBROOKLYN. We promote an open and compassionate community, as well as efforts and outcomes. ITBROOKLYN is a company where an employee can ask a manager for help with something, including a personal matter. Our lines of communication are available, and anyone can have a positive effect on projects.

- **People take priority over procedures.**Our procedures are intelligent, but they aren't set in stone. They're always changing to make it easier for you and to make sure you have a good time.

- **Smart convenience.** ITBROOKLYN has a comprehensive structure in place to ensure that workers are both physically and mentally at ease. Employees have the option of working from home or at their preferred office location. With numerous meeting spaces, a children's room, a lounge zone, a beauty salon, a terrace, and a fun room, we've built a breathable workspace. This is what we refer to as "comfort."

- **Take control of your own time.** Time is a commodity that we invest according to our requirements. Our team is built on the foundations of trust and personal accountability. After all, we measure our performance by the results we achieve, not by the number of hours we put in.

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    Engineers with a lot of experience. Professional maturity is something we value. Software engineers with senior and higher qualifications make up over 65 percent of our staff. We've amassed vast experience as a team, allowing us to draw customers from major international corporations and providing our experts with the ability to work on industry-leading ventures.

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    Ability to move. We're united by concepts of sustainable growth and eco-friendly cities, in addition to coding and launches. We begin with ourselves by cultivating a bicycle-friendly community. We're aware of our own and the planet's welfare. That is why we strive to build environmentally friendly offices and reduce waste.

Education

Fresh possibilities emerge as a result of information. We organize successful employee trainings and professional development programs to enhance awareness. In 2018 and 2019, the ITBROOKLYN Professional Development team hosted educational seminars on subjects ranging from logging in Java to emotional intelligence.

To improve their grammar and vocabulary, build presentation and communication skills, and resolve the language barrier with customers, ITBROOKLYN employees can also participate in free corporate English courses and an English speaking club.

When the need for social distancing arose as a result of COVID-19, we moved all of our educational activities online. In addition to our daily trainings, classes, and seminars, we launched ITB Mornings, a new event style. Employees can share their thoughts and experiences about any pre-selected subject, such as mindfulness, sports, and recycling, during ITB Mornings, which take place online. These online meetings enable our employees to get to know one another better and encourage information sharing within the organization.

Furthermore, we have policies in place that allow workers to learn and develop professionally.

- **Professional growth plan**

One of our strategic goals is to include opportunities for professional growth for our workers.

We've put in place a variety of initiatives aimed at assessing and improving competencies for this purpose. Our professional development plan sets the groundwork for these initiatives and guides workers through ITBROOKLYN' development opportunities.

- **Plan for Personal Growth**

Our career development program, Personal Development Plan (PDP), is designed to help you improve your skills over time. Employees are empowered to prepare and achieve their professional development goals through the PDP program, which lasts 9 to 18 months depending on an employee's qualifications.

- **Corporate education**

Employees can select which educational activities they want to attend in addition to those hosted by ITBROOKLYN based on their PDP. External preparation and literature expenses are covered to the tune of 65 percent.

- **Excellence Centers (CoE)**

We believe that experience and excellence are inextricably linked to the development of successful software products and solutions. Within Centers of Excellence, we assist our experts by exchanging expertise and motivating them to build new competencies in technology and processes (CoE). ITBROOKLYN CoEs bring together 23 virtual expert teams dedicated to introducing creative practices, assisting the organization with industry shifts, conducting analysis, assisting in the assessment of certification levels, and charting new paths for employees' professional growth in specific areas of expertise.

- **Programs for internships and scholarships**

ITBROOKLYN invests in the growth of talented young people by providing internships and trainee roles. We assist bright and gifted students in entering the work market while either in school or shortly after graduation through our Accelerated Training Program.

We've started a student scholarship program to help ambitious young people who share our enthusiasm for technology. The scholarship for software creation is worth $3500. It will assist a high school, college, or university student in achieving their technical education and career goals.

- **Tasks or specializations that are changing**

Employees may rotate projects within an organizational unit or through the entire business using the ITBROOKLYN rotation software.

The aim of this program is to assist each employee in achieving their professional goals while also assisting the organization in growing by initiating new initiatives rapidly and rising customer and employee satisfaction. We also have an internal reserve scheme for operational distribution unit employees. This policy guarantees reimbursement as we constantly look for a project that matches an employee's expertise and interests as well as the needs of the organization.

Benefits and support services

- **Packages of compensation**

ITBROOKLYN encourages its experts to live healthier lifestyles by arranging a range of events to help them cultivate good habits. We also have a Smart Decision benefits plan that assists our experts in taking care of their fitness. ITBROOKLYN specialists can select from a variety of corporate offers within this bundle, including Wellness (a health insurance policy), Sport (a yearly gym membership that includes exercise with fitness and cardio equipment, swimming pools, and group trainings and classes), and Mix (a yearly gym membership that includes exercise with fitness and cardio equipment, swimming pools, and group trainings and classes) (a monthly reimbursement for costs of various sports activities up to a set limit).

- **Doctor for the company**

The ITBROOKLYN company doctor makes office visits and can even come to employees' homes. Consultations, check-ups, prescriptions, and medical notes for sick leave are among the services given by the doctor.

- **Employee Appreciation**

The Kudos initiative allows for ITBROOKLYN colleagues to be appreciated and recognized for their efforts. Every month, each employee is given a certain amount of kudos, which can be used to reward coworkers for providing expert guidance, going above and beyond, displaying outstanding achievement, being an inspiring leader, or being a great team player.

- **Monetary unit used by businesses**

We share our appreciation for employees' proactiveness in the business with the Smart corporate currency. Smarts may be provided to employees for customer referrals, ITBROOKLYN job anniversaries, speaking at seminars or courses, or as a birthday present. Employees may trade their smarts for a variety of corporate presents, including a towel and an Apple Watch or iPhone.

- **Kindness to children**

There are children's rooms* for the convenience of our colleagues who are also guardians. Employees may leave their children in the corporate kid's room, which is stocked with everything they need to have a good time: toys, books, craft kits, a TV for watching cartoons, a box, and so on. Students can work on their homework in a study corner, which is a relaxing environment. Children can eat healthy snacks while having fun, which are always available in the room. A CCTV camera is installed in every child's bed.

ITBROOKLYN hosted offline activities for Intellias workers and their families on International Child's Day (June 1st) and St. Nicolas Day (December 19th) in 2019. In 2020, we organized an online marathon of family imagination as part of the International Child's Day celebration. We hope that these activities will highlight the importance of striking a work-life balance and spending time with loved ones.

In general, we send a box with a child care kit to employees who have recently had a baby.

- **Massage of company**

Twice a month, ITBROOKLYN employees can book a 25-minute in-office massage. This form of massage is designed specifically for people who work in front of a computer screen to avoid occupational diseases. Although not medicinal, this massage relieves stress in the hand muscles, collar region, lower back, and thorax.

- **Beauty parlor**

Manicure and pedicure services, as well as the services of a hairdresser or barber, are available in our in-office beauty salons.

To prevent social interaction during the pandemic, the corporate massage,
beauty salons, and children's rooms have been closed since March 2020.

- **Holidays and corporate celebrations**

Company Day and New Year's Eve are two of our most significant corporate entertainment activities. For our employees' children, we organized three thematic seminars, two book fairs, and children's holidays on Children's Day in 2018. We held surreal corporate parties in Lviv and Kyiv this summer to commemorate the 15th ITBROOKLYNs Day with a music festival named "ITBROOKLYN & the Surreal World." Instead of our regular corporate band, we hosted a charity festival called "ITBROOKLYN WinterLand" last winter. We've been hosting all corporate parties and holiday celebrations online since March 2020.

Fair business standards

In the transparent way we offer services to our customers, we uphold our ideals, ethics, and corporate culture at ITBROOKLYN. The following are our standard operating procedures:

- We take great care with the details we collect from our clients and never share it. Single ITBOOKLYN employee signs strict non-disclosure agreements (NDAs) before onboarding to protect our clients' intellectual property.

- As evidenced by our ISO/IEC 27001:2013, ISO 37001:2016, and ISO 9001:2015 certifications, we stick to a high level of privacy and data protection. Fire, flood, cyber attacks, data loss, and device breaches all pose threats to business processes and corporate information.

- Through accountability and transparency, our Zero Bureaucracy program assists us in establishing positive and truthful partnerships within the organization and with our clients. We're still able to submit to audits and other types of third-party evaluations, including applicant evaluations.

- ITBROOKLYN is committed to ethical corporate practices and opposes all forms of corruption. Corruption is described as the abuse of power for personal gain or the profit of another person or business. ITBROOKLYN is opposed to both the giving and taking of bribes. If ITBROOKLYN employees are caught offering or accepting bribes, we will keep them accountable and prosecute them under relevant laws.

- ITBROOKLYN will not work with any companies that engage in fraud, hacking, harassment, pornography, or other unethical activities. Rather, we create goods that support sustainable goals like corporate sustainability (for example, products that manage energy consumption).

Standardization and certification

Certification and standardization
ITBROOKLYN comply to globally recognised requirements to assure our clients that we are a dependable provider of high-end technology services:

ISO 27001 — Information security standard   ISO 9001:2015 — Quality management standard

ISO 37001:2016 Anti-bribery managment systems

ITBROOKLYN is an Amazon Web Services Partner Network Select Consulting Partner (APN). We had to meet stringent criteria to become an APN Select Consulting Partner, demonstrating the scope of our AWS experience, skills, and participation in the AWS ecosystem.

ITBROOKLYN was honored by Microsoft in July 2019 for its outstanding software development services by being added to the list of Microsoft recommended solution providers with gold competency.

Consumer concerns

Free market, we conclude, is the foundation for economic growth, established business relationships, and a strong brand identity. As a result, we set high standards for our projects and adhere to all relevant national and international laws that protect open and fair competition.

We defend equal competition in the following ways:

- We do not enter into agreements with rivals on pricing, client relationships, or tender calls. The FCPA Act is one of the vehicles we base ourselves in.

- We should not take advantage of our dominant market position (for example, by discriminating against mutual partners or pressuring smaller competitors), as this is illegal.

- We don't allow the sharing of confidential information that could be used to limit competition unfairly.

We've built a clear outsourcing services system based on the principles mentioned above to comply with rules ensuring fair competition and offer the best value to our clients. This approach addresses the following aspects of beginning a new client relationship:

- Collaboration with stakeholders at all levels of the company

- Method transparency from start to finish, including production rollout and support

- Contact with potential customers that is open and honest, including management and engineering meetings

- Objects that can be exchanged with our customers, such as backlogs, registers, KPIs, and metrics

Participation and growth of the community

ITBROOKLYN is committed to developing local IT communities as a socially responsible organization. We are involved members of the IT NORWAY Association, the OSLO IT Cluster, and the BERGEN IT Cluster.

ITBROOKLYN also participates in and sponsors educational activities and technology events.

One of most important event we sponsor is IT Arena, which is Northern Europe's largest IT event. This annual conference is jam-packed with forward-thinking ideas from global changemakers and some of the world's most illustrious thinkers. ITBROOKLYN was in charge of coordinating the technological stream at IT Arena in 2017. The Turner RoadSafe solution would make automobiles more adaptable to people with some disabilities and simplify interactions between vehicles and the environment. We were pleasantly surprised by the number of young and experienced engineers who stopped by the ITBROOKLYN booth to discuss the project's technical information.

In Norway, we took part in 19 professional activities in 2018. Navimotive, Data Science UA, JavaDay Bergen, Women Tech-makers Bergen, Bergen JS, DevOps Fest, OsloCSS, Global Azure Bootcamp Trondheim, DevOps Days Oslo, ITRally, DevOps Conference, and Devoxx were among the conferences, meetups, seminars, and webinars where our experts shared their technical expertise and information.

ITBROOKLYN hosted a series of ITB Talks activities in Berlin in January 2018. The series of events came to a close with a tech meetup in Berlin. Mid-level managers and senior leaders from the automotive, transportation, IoT, and related industries attended the ITB Talks collection.

We started to engage in online innovation activities in 2019. ITBROOKLYN experts helped the Cloud Developers community by speaking at an online event about cloud technology and at a build-up.

ITBROOKLYN entered Japan Fintech, one of the world's largest independent global market-places for FinTech companies, in July 2019. Membership in Japan FinTech will allow us to contribute to the future of finance as we work to grow and expand the FinTech community globally.

ITBROOKLYN invests in local areas for reasons other than professional growth. We set aside funds on March, 2020, to purchase 15,000 COVID-19 express tests for residents. In addition, ITBROOKLYN has contributed to the Bergen IT Cluster's United for Health initiative.

Inventory management

We want to strengthen the quality of our supply chains as we work to incorporate social responsibility at all levels of our operations. We choose providers, clients, and other stakeholders that share our values, share our company's core principles of social responsibility, and carry out social initiatives while choosing providers, clients, and other stakeholders.

For instance, we selected (Maple House) as our corporate food delivery provider in Lviv because of their recycling initiatives and women-in-need program. We also work with environmentally conscious companies to help ITBROOKLYN develop and maintain recycling processes.

We will not work with businesses that violate human rights or lead to social inequity.

Civil liberties

At ITBROOKLYN, we've always considered our employees to be the most important asset we have. Our company culture is based on an ethical approach that is grounded in the Universal Declaration of Human Rights. As an employer, we safeguard all of our workers' intrinsic integrity and inalienable rights. To that end, we've codified employee rights and are committed to ensuring that they are respected.

Our workplace policies and code of corporate ethics provide the protection of basic human rights. Without regard to race, colour, sex, language, faith, political or other opinions, national or social origin, land, birth, or other status, ITBROOKLYN employee is entitled to all rights.

We agree that everyone has the right to work, as well as the right to fair pay for equal work. We focus on a candidate's experience, qualifications, and knowledge when selecting an expert to fill one of our vacancies, and we don't exclude anyone based on their gender, race, or age. ITBROOKLYN welcomes applications from people with disabilities, transgender people, expats, undergraduates, seniors, young mothers, entry-level workers, and people from all other demographics.

When the COVID-19 outbreak started in March 2020, we concentrated on maintaining the right to health safeguards. When designing an action plan to combat the spread of the coronavirus, we prioritized the health and safety of our workers and their families. Our response to the global pandemic included the following:

- embracing a work-at-home strategy

- supplying workers with personal protection kits

- Aid for workers

Goals for long-term sustainability

ITBROOKLYN believes in a healthier, more prosperous future, as does the United Nations. All 19 Sustainable Development Goals, which address global issues such as poverty, inequality, climate change, environmental destruction, peace, and justice, have our full support. As a group, we concentrate on the objectives that we have the most control over through our activities. We assume that by doing so, we will be able to add the most value and have a better future for future generations.

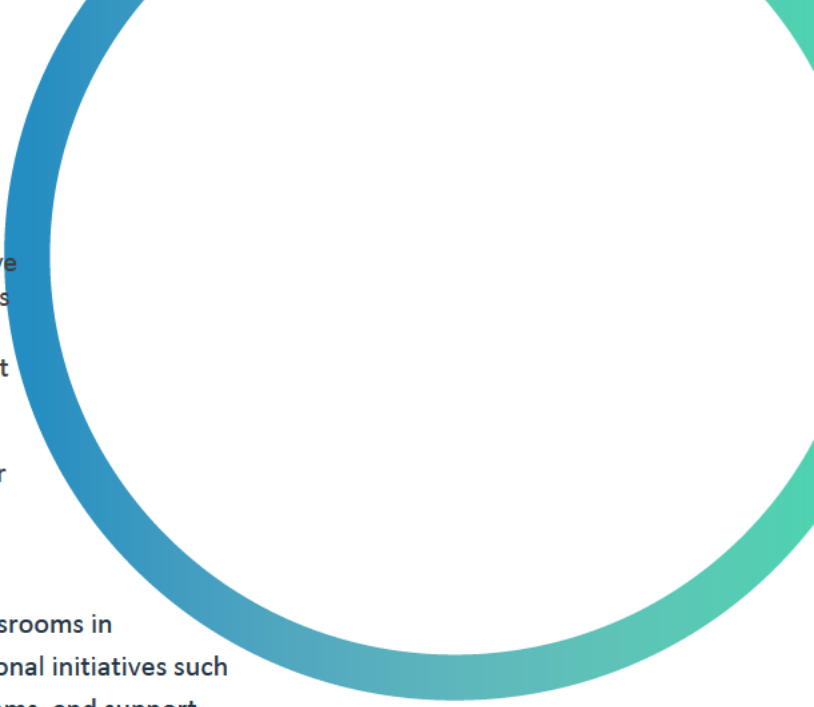## Goals for long-term sustainability

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Encourage good health and happiness.

ITBROOKLYN supports the wellness and well-being of its workers and their families by promoting sports programs, sponsoring health-related events, and providing fresh fruit and berries to company offices on a weekly basis. We've held children's cycling races for the past four years to inspire kids aged 3 to 8 to participate in sports and adopt a safe lifestyle.

Ensure high-quality education.

We revolutionize the way people learn by providing software engineering services to eLearning companies and designing learning platforms. Our clients use our technical expertise to provide online classes, link teachers with students around the world, and make thousands of books available for free online.

An AI and NLP-driven language learning app for the Alphary startup is one of the educational projects we've worked on. This vocabulary learning app gives students feedback on their success. For BrainStorm, we've also created an intelligent eLearning software platform that offers career training to a million workers around the world. In addition, for Phase 6, we've built a language learning app that provides customized vocabularies for colleges, universities, and businesses.

We provide computers and testing laboratories to classrooms in Norwegian schools and universities, engage in educational initiatives such as Hour of Code, support social career guidance programs, and support educational institutions for children who are deprived of necessary treatment or have special needs.

In this way, we discuss the issue of educational recruitment while also assisting in making education accessible to everyone.

Encourage equality between men and women.

We consider applicants' qualifications, experience, and knowledge when selecting experts to fill our vacancies. We offer all the same job opportunities regardless of gender, marital status, or family choices.

Encourage the use of renewable and sustainable resources.

We work on projects that smartly track and control energy resources as well as maximize energy usage of buildings, in addition to energy-saving measures in all of our offices. For one of our clients, we developed IoT-powered applications for a smart building ecosystem as well as a smart facility and energy management system. In addition, for a Fortune 450 business, we built an enterprise asset and energy management platform. As a result, we contribute to global energy sustainability.

Assist in the development of good growth and jobs.

We recruit young specialists of any age, race, national origin, religion, gender, family status, marital status, disability, veteran status, or sexual orientation. Every year, we launch hundreds of new projects and collaborations at ITBROOKLYN, creating hundreds of new job opportunities.

Inequality should be reduced.

ITBROOKLYN encourages social and economic inclusion of all people, regardless of their age, gender, disability, race, ethnicity, origin, religion, or financial or other status. We recruit experts from all over the world. Individuals from Norway, Japan and other countries serve in ITBROOKLYN offices in Germany and the United States, and they are among our experts. We create a healthy society that supports the universal values of respect for human rights and fair and equitable treatment by forming diverse teams and embracing expats, transgender persons, people with disabilities, and people from various cultural backgrounds.

Responsibly consume and generate

We encourage our offices to use energy wisely and consume in a sustainable manner. To help with anti-pollution efforts, we've installed waste sorting and recycling containers in all of our locations, with the goal of reducing global waste generation through reuse.

To achieve your objectives, form alliances.

We will accomplish our objectives faster by sharing responsibility and cooperating. To successfully achieve Sustainable Development Goals, ITBROOKLYN partners with eco-friendly service providers and initiates impactful initiatives with our clients. Combining technology, information, and experience is a proven way to promote creativity in today's hyper-connected world.

ITBROOKLYN also became an ambassador for the Virtual SDG Relay in June 2017. 2000 teams of partner and ambassador firms, as well as individual teams, participated in this event to raise funds for educational programs for young entrepreneurs.

Effect on the environment

ITBROOKLYN is committed to becoming a green organization. We and our partners would be closer to implementing environmental, social, and compliance-related standards around the world if we strive to be a green organization.

We follow activities that encourage the fair use of natural resources in order to reduce our negative effects on the environment

- We make every effort to minimize waste. Every ITBROOKLYN office has separate bins for plastic, glass, paper, batteries, and plastic bottle tops, which we encourage all employees to use. For more recycling, ITBROOKLYN works with non-governmental organizations we've teamed up with local recycling centers.

- Bicycling is something that we really urge our workers to do. Bicycle parking lots and showers with clean towels, shampoo, and body wash are available at all ITBROOKLYN locations. We also cover the expense of entry into some cycling competitions. We plan bike rides for our employees every year, offering the best routes, technical assistance, and healthy snacks.

- We mounted LED lamps in all of our offices to achieve more efficient energy use. Traditional incandescent, halogen, and compact fluorescent lamps use less energy and can be used for longer periods of time. They still don't emit any mercury vapor.

- In the office kitchens, we do not use disposable plastic dinnerware.

- We mounted tap water filters and water coolers to minimize the use of plastic bottles.

- We try to avoid printing on paper as much as possible and instead rely on electronic documents. If we do print a sheet, the paper is recycled afterward.

ITBROOKLYN hosts internal activities on a regular basis to increase employee eco consciousness and inspire them to live a zero-waste lifestyle.

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