CORPORATE SOCIAL RESPONSIBILITY REPORT 2020

AMDARIS

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PHILOSOPHY AND VISION

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PHILOSOPHY AND VISION

At Amdaris our business decision-making is connected to our ethical values, legal compliance and respect for our people, communities and the environment.

We recognise that to be a good corporate citizen we must:

- Treat employees fairly and with respect.
- Operate ethically and with integrity.
- Respect basic human rights.
- Sustain the environment for future generations.
- Be a responsible neighbour in our communities.

Corporate Social Responsibility (CSR) is not just about philanthropy as some people might think. CSR is more about how a company operates and makes its profit whilst ensuring that it contributes to the wellbeing of society, while philanthropy is spending some of the profits on charitable causes. We see financial success as the primary duty of every company because CSR is also about job creation.
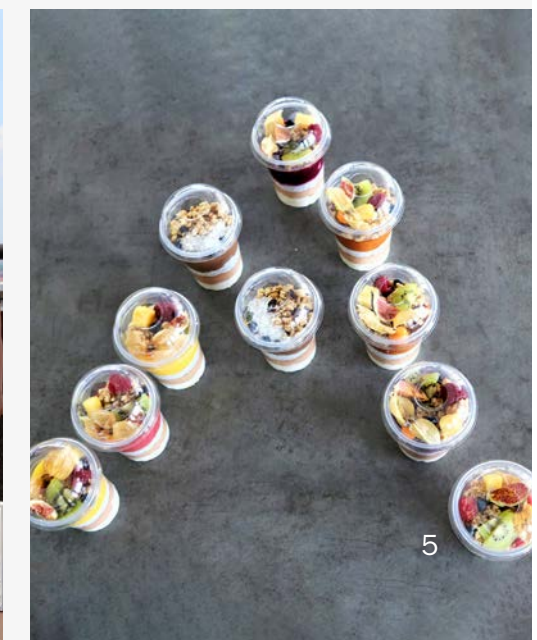
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PHILOSOPHY AND VISION

At Amdaris we are committed to behaving as a responsible business in the communities in which we operate. Our CSR philosophy can be described in the following way:

- We create a strong foundation for growth in every community in which we operate.
- We aim to be a profitable business and this benefits society.
- We invest time, effort and money into building future talent.
- We build long-term career opportunities for employees within our local communities.
- We aim to make every community in which we operate better as a result of our success.

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TRANSLATING OUR PHILOSOPHY INTO ACTION

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TRANSLATING OUR PHILOSOPHY INTO ACTION

The Co-CEOs of Amdaris have a clear view of the triple bottom line performance: profit, people, planet. They are responsible for the formulation of policies on ethical behaviour, employee welfare, social issues and environmental issues.

"

During these difficult times our principles of profit, people and the planet have never felt more important and our ongoing commitment to knowledge-sharing has become a central pillar of our CSR strategy.

By supporting universities with technical content and improved facilities, and by supplying computers to local charities, Amdarians have looked to share their knowledge across a range of communities. Internally our people have embraced knowledge-sharing by getting involved in our mentorship programme, and they have worked outside Amdaris to provide support at free technology events such as Codecamp.

The pandemic has reminded us that no business operates in isolation and our commitment to CSR remains a vitally important part of our business.

Andy Rogers & Vlad Nanu
Amdaris | Co-CEOs

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KNOWLEDGE-SHARING CULTURE

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KNOWLEDGE-SHARING CULTURE

In 2020 we chose to focus on knowledge-sharing among our people and in the communities where we live and work. For Amdaris knowledge-sharing is about making a difference in the communities in which it operates. When the right people receive the right information, at the right time, everyone benefits.

Knowledge-sharing motivates us to keep evolving as a business. We feel there are multiple advantages including making the onboarding process easier, strengthening team connections, and shaping our company culture. Restricting access to knowledge dulls your competitive edge and limits your potential for growth.

In more than a decade of activity we have built valuable assets such as experience, insight and vision as a result of our people's hard work and determination. As part of our CSR commitment, we wish to share these assets with our communities.

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SHARING AND CARING WITH AMDARIANS

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SHARING AND CARING WITH AMDARIANS

Sharing knowledge amongst our colleagues

MENTORSHIP PROGRAMME

The Amdaris Mentorship Programme (AMP) exists within our Career Development Path. Senior Developers give one-to-one support to Middles and Juniors to help them grow in their roles. At the time of writing, we have 50 mentors and 23 mentees engaged in the programme.

Sharing knowledge with our colleagues

CERTIFICATIONS

Each Amdarian has the opportunity to participate in in-house training sessions and external courses, and to gain recognised certifications. Amdaris actively encourages individual and corporate training sessions as part of our people's personal development. We support them to become specialists and to continue their personal development every year.

Amongst the wide range of formal certifications we include:

- Microsoft technical certifications.
- ISTQB and other relevant QA certifications.
- PHP and Java certifications.
- BA certifications (entry level).
- Oracle certifications.

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SHARING AND CARING WITH AMDARIANS

Sharing knowledge with our colleagues

TECH & WINE EVENT

Amdaris' Tech & Wine event has become a tradition, and it is one of our most eagerly awaited internal events. It gives staff a great opportunity to gather and discuss the latest IT trends. At each event there are three or four speakers plus a Q&A session, and the opportunity to enjoy a glass of wine and do some networking. This year, due to the special circumstances we held a hybrid event. Our large open plan offices allowed us to host it with a limited group of people, respecting all the Covid-19 regulations, and it was also held online simultaneously.

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SHARING AND CARING WITH AMDARIANS

Caring about the environment

CLEAN UP DAY

We feel it's a moral obligation for humans to be environmentally responsible and protect the earth from pollution and other activities that cause negative environmental harm. We are committed to our environmental beliefs and every first or second Saturday of October we bring our Amdarians together for an open event called Clean Up Day. In 2020 dozens of bags of rubbish were collected from "Padurea Verde" ("Green Forest"), Timisoara, thanks to the goodwill and commitment of our colleagues.

Caring about health

BREAST CANCER AWARENESS

2020 has been a tough year due to the pandemic and it has reminded us of how vulnerable we can be and how important it is to take care of our health. It has also reminded us that we need to be careful and caring towards ourselves, our friends and our colleagues.

October is internationally known as Breast Cancer Awareness Month, and Covid-19 doesn't have to be a reason to postpone a breast cancer screening. Breast cancer is the most common cancer and the second most common cause of cancer deaths, but this can be prevented if diagnosed and treated early.

Amdaris joined the cause of breast cancer prevention by offering free breast screenings and medical examinations to women at Amdaris. With the purpose of raising awareness of the issue, we created a 'Pink Day' in all three Amdaris Centres (United Kingdom, Romania, Moldova). We came to work dressed in pink as a demonstration of our commitment.

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SHARING AND CARING WITH AMDARIANS

Caring together

BLOOD DONATION

In 2020 people were looking for heroes more than ever. Our Amdarians wanted to make a difference, so they registered for our blood donation event. Just one donation has the potential to save up to three lives, and it gives those people the chance to live longer and be more productive.

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SHARING AND CARING WITH OUR LOCAL COMMUNITIES

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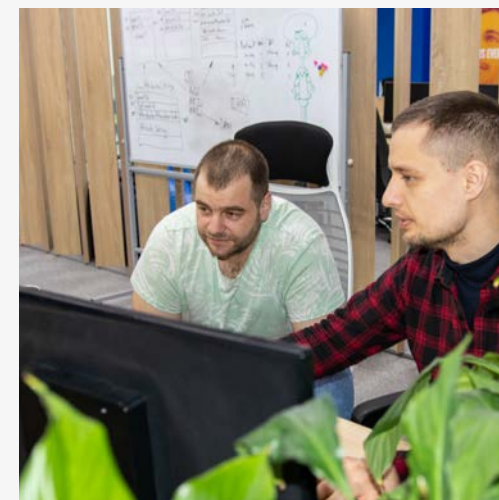# SHARING AND CARING WITH OUR LOCAL COMMUNITIES

Sharing with students

SOFTWARE DEVELOPMENT INTERNSHIP

At Amdaris we believe knowledge provides opportunity and should be shared freely. Twice a year we offer a three-month Software Development Internship Programme which is divided into three complex modules. Amdaris interns have daily presentations, assignments and homework. Each module is followed by a theoretical and practical exam. In order to graduate, interns need to create a Web Application using all their accumulated knowledge. For a more effective learning process, each intern is assigned an individual mentor who gives support and advice when needed. There are around 30 Amdaris internship graduate placements each year.

This year was challenging because of the pandemic, but we did not postpone the knowledge-sharing element of the internship; we ran it online. If we can work remotely, we can learn remotely too.
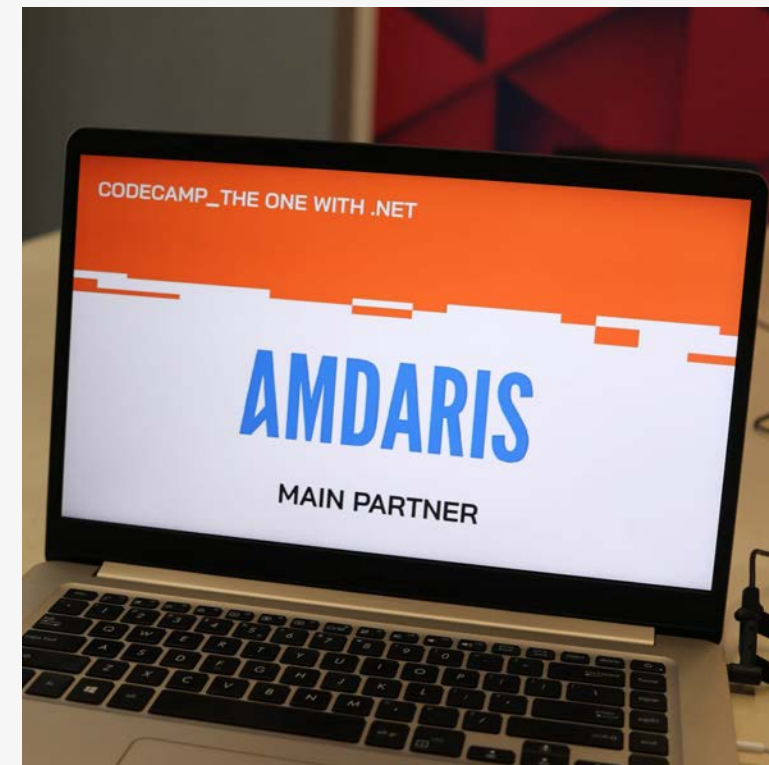
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SHARING AND CARING WITH OUR LOCAL COMMUNITIES

Sharing with the IT community

CODECAMP

Codecamp is a leading nationwide event that brings together established companies, startups and IT professionals. It's created by the IT community for the IT community. In 2020 the event moved online. Amdaris participated as the main partner, with one of our Women in IT ambassadors presenting "Coding the infrastructure using Azure Resource Manager templates".

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SHARING AND CARING WITH OUR LOCAL COMMUNITIES

Sharing with future IT talent

PROGRAMMING CLUBS FOR YOUNG PEOPLE

We take our commitment to supporting educational initiatives very seriously. Alongside our current generation of IT specialists there is the next young technology talent, who we are keen to support.

In our Timisoara office, Amdaris has hosted the Coder Dojo* Community meeting where Coder Dojo mentors and champions have shared ideas, experiences, and activities planned for the future. Our people find it rewarding to host an event for young and passionate future IT talent.
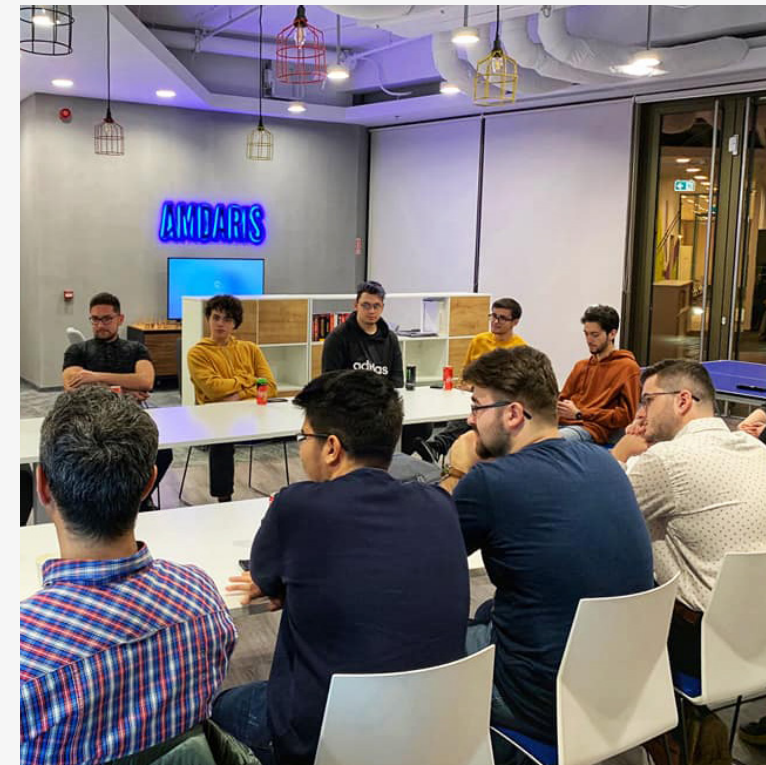
Following this event several Amdarians held learning sessions with a group of pupils which focused on essential programming concepts and the Scratch open-source system. Then we hosted a meet-up for future graduate students from the IT School Timisoara and delivered workshops on software development, QA and project management.

In challenging times, when schools switched to online education, many children didn't have access to a computer. Amdaris has donated computers to children from three schools in Ungheni District in Moldova and to the Educa Tim Association from Romania.

*CoderDojo and IT School Timisoara are community-based programming clubs for young people. By attending their classes children can learn to code, build a website, create an app or a game, and explore technology in an informal, creative and social environment.

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SHARING AND CARING WITH OUR LOCAL COMMUNITIES

Sharing with universities

ONLINE COURSES FOR THE E-LEARNING PLATFORM OF THE TECHNICAL UNIVERSITY OF MOLDOVA (TUM)

We recognise the value of private companies investing in the world of education and are always ready to support initiatives to improve the quality of teaching and learning. Amdaris is the first company to participate in the development of the virtual training platform of the Faculty of Computers, Informatics and Microelectronics (FCIM) of the Technical University of Moldova (TUM).
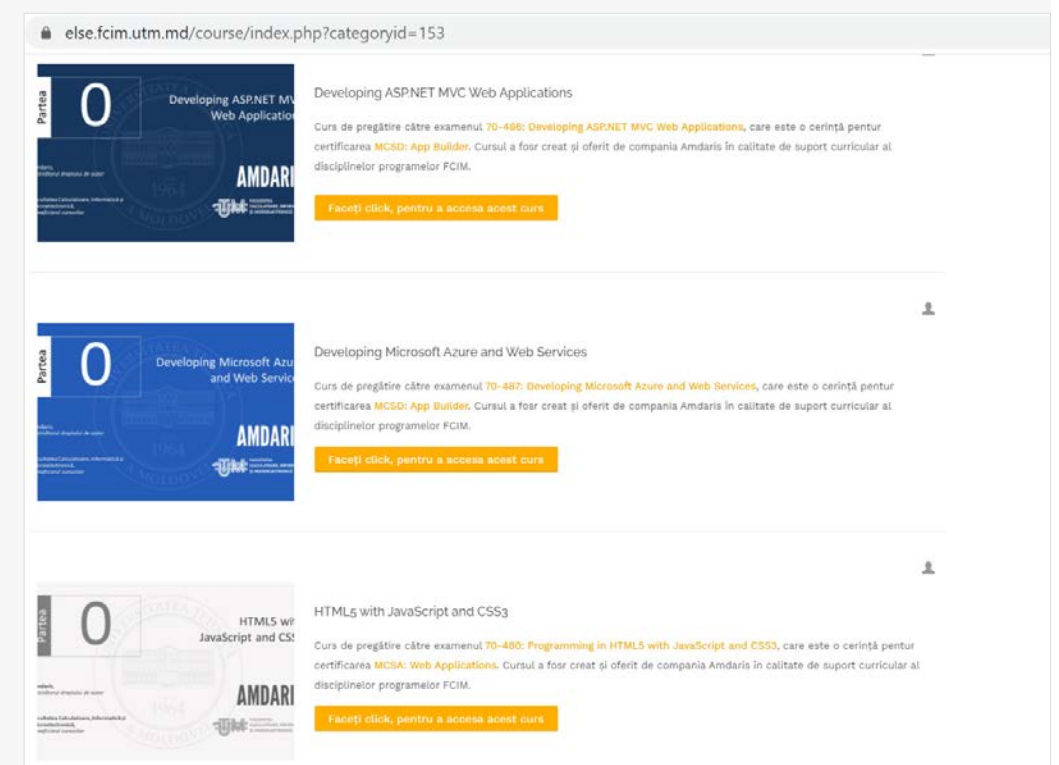
FCIM has an online educational platform for digital content – ELSE (E-learning Space for Engineers). One of ELSE's major objectives was to transform passive digital content (previously used as course support material) into active and remotely accessible content. Amdaris recorded video courses on three topics to be placed on the UTM video streaming platform, giving students the opportunity for self-learning. Our content covered Developing ASP. NET MVC Web Applications; Developing Microsoft Azure and Web Services and HTML5 with JavaScript and CSS3.

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QA EXTRACURRICULAR ONLINE CLASSES FOR TUM STUDENTS

Amdaris QA testers launched a great initiative of delivering QA extracurricular classes for TUM students. The objective of this activity was to dispel the myths about testing by showing the students how amazing it can be. This initiative provided students with a real world learning opportunity and encourage them to consider this area as a future career. The course is focused on QA automation, demonstrating the technical aspects of the role of a QA tester. The lessons are held online, twice a week. It's an open course and everyone who is interested can join.

Amdaris will always support and celebrate such initiatives from its employees. The pride they take in sharing their knowledge is truly inspiring.
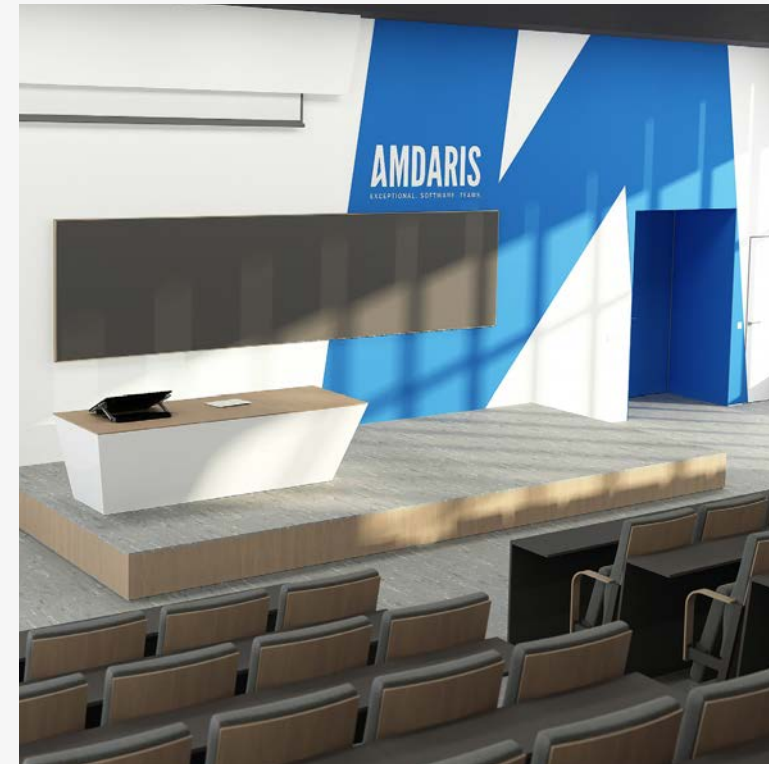
SHARING AND CARING WITH OUR LOCAL COMMUNITIES

Sharing with universities

RENOVATING ONE OF THE LARGEST UNIVERSITY AUDITORIUMS IN MOLDOVA

Amdaris has started a new project in partnership with the Technical University of Moldova – the renovation of one of the largest auditoriums of the Faculty of Computers, Informatics and Microelectronics. In 2020 we held technical meetings to discuss the planning of the auditorium and initial design concepts. The renovation work is scheduled for early 2021. It consists of window replacement, thermal insulation, integral transformation of the auditorium interior, installation of modern sound systems/amphitheatre, projection and lighting, and wireless access to the public internet network.

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BUSINESS DETAILS

Company Name: Amdaris Group

Delivery Centres: Chisinau, Moldova

                                         Timisoara, Romania

                                         Dubai, UAE

Established date: 2009

Head Office Address: Aurora, Finzels Reach, Counterslip
                                         Bristol
                                         BS1 6BX
                                         United Kingdom

Website URL: www.amdaris.com

Facebook: https://www.facebook.com/thisisamdaris/

Instagram: https://www.instagram.com/amdaris_group/

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EXCEPTIONAL. SOFTWARE. TEAMS.