



CORPORATE SOCIAL RESPONSIBILITY REPORT

2022-2023

FOSTERING MEANINGFUL COMMUNITY CONNECTIONS



NIX is dedicated to supporting and nurturing local and global communities.

Our active participation extends to the following organizations:



Tampa Bay Tech



Tampa Chamber of Commerce



Kharkiv IT Cluster



Europe Business Association



IAOP



GSA UK Associations

Our commitment to the community includes:

- › Organizing and participating in community events
- › Supporting local charities
- › Providing technology-related consultations and resources.

BENEFITS of our memberships:



Facilitate knowledge exchange



Collaborative initiatives



Networking opportunities with fellow businesses and professionals.

NIX has strengthened its support for the IT professionals' community with five successful NIX Multiconf editions, offering tech and business knowledge for specialists at all levels. By uniting global experts, NIX drives IT industry growth, emphasizing our commitment to a positive impact within and beyond our organization.

The NIX Multiconf serves as a platform:



For professionals to engage with experts through enlightening lectures



For participation in interactive discussions



For robust networking.



For charting paths for professional growth and development.

NIX Multiconf 5 in numbers

30+
LECTURES

20+
HOURS EVENT

10+
AREAS OF EXPERTISE

64500
VIEWERS FROM 37 COUNTRIES

NIX'S COMMITMENT TO ENVIRONMENTAL RESPONSIBILITY: A GREENER TOMORROW



Our commitment to a greener tomorrow goes beyond compliance; we actively seek opportunities to minimize our environmental impact. In our daily operations, we've integrated sustainable practices to show our dedication to environmental responsibility, cleaner, healthier planet.



We utilize district heating, which produces zero local air pollution and emissions.



We've adopted low water consumption sanitary units and use greywater for toilet flushing.



Rainwater is collected and used for irrigation purposes.



We capture and reuse heat from our cooling system.



We've designed our spaces to maximize natural light, reducing the need for artificial lighting.



We use energy-efficient lighting fixtures equipped with presence sensors.



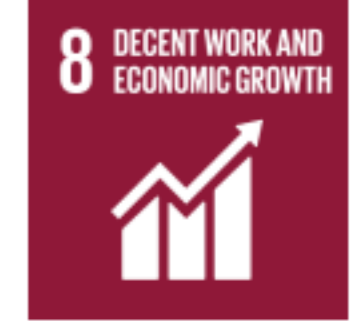
We practice selective waste collection and environmentally responsible disposal.



Encouraging eco-friendly transportation with bicycle storage and shower-changing facilities.



ETHICAL BUSINESS PRACTICES: NIX'S COMMITMENT TO INTEGRITY



As a member of the Global Sourcing Association (GSA UK), NIX places a strong emphasis on upholding the highest standards of ethical business practices. We firmly believe that these principles are the cornerstones of a responsible and sustainable sourcing ecosystem.

At NIX, we are deeply committed to fostering an environment characterized by fairness, inclusivity, and balance. We understand that the following principles are crucial:



Integrity



Transparency



Responsibility



Our dedication to ethical business practices not only benefits NIX as an organization but also resonates with our clients, partners, and the entire business community. It fosters an atmosphere of trust and collaboration, creating a win-win situation for everyone involved.

ETHICAL BUSINESS PRACTICES: NIX'S COMMITMENT TO INTEGRITY

Diversity and Inclusivity

We believe that diversity and inclusivity are essential components of a thriving workplace. At NIX, we're proud of our inclusive culture, where everyone is valued and respected for their unique perspectives and contributions.

- We are free from discrimination based on gender, age, ethnicity, and other relevant categories.
- We're committed to ensuring that diverse groups are well-represented in leadership positions, including the C level and senior management.

Supporting Ukraine's Heroes:

Since 2014, NIX has established a dedicated defense aid fund to support IT professionals in Ukraine. This initiative allows us to retain jobs and provide salaries to team members who defend their country.



Accessibility for All:

NIX is providing an inclusive working space. We offer accommodations for individuals with disabilities, ensuring that everyone can access and thrive in our environment.



TEAM WELL-BEING: NIX'S COMMITMENT TO A SUPPORTIVE WORK AND EDUCATION CULTURE



At **NIX**, we recognize that our people are our most valuable asset. We prioritize the well-being of our team members through a range of initiatives aimed at fostering a positive work environment.

Creating Comfortable Working Conditions

- We take pride in providing comfortable working conditions to our specialists, ensuring their physical and mental well-being.
- Our accident prevention training and reporting mechanisms empower employees to identify and address unsafe situations in the workplace.
- We educate our team on proper workstation setup, good posture techniques, and offer yoga and stretching exercises to alleviate stiffness.



Supporting Mental Health

- NIX conducts regular one-on-one meetings between employees and our Human Care department to gather feedback on the work environment and address occupational stress.
- We promote a holistic approach to well-being by encouraging participation in running races and marathons, as well as establishing our own football and volleyball clubs.



TEAM WELL-BEING: NIX'S COMMITMENT TO A SUPPORTIVE WORK AND EDUCATION CULTURE



Creating a Positive Workspace

- › We've created a comfortable and inspiring workspace that fosters productivity and a sense of belonging.
- › Our employees enjoy perks such as days off and vacations, access to various sports activities, career training compensations, health insurance, and discounts on our partners' services.
- › We celebrate corporate holidays and special occasions with our team members, recognizing their contributions.
- › Our corporate contests and rewards, along with family events, promote a sense of community and fun within the organization.

Professional Development and Growth

- › We provide our employees with well-defined career advancement criteria. This clarity allows them to chart their career paths with confidence, knowing the milestones they need to achieve.
- › We understand that one size does not fit all. Our personalized mentorship program tailors guidance to individual needs, offering employees the opportunity to benefit from the wisdom and experience of seasoned professionals.
- › Our team members have the opportunity to obtain certifications from our trusted industry partners. These certifications enhance their professional qualifications and demonstrate their expertise in various domains.
- › We organize regular tech talks where knowledge exchange thrives. Anyone interested can participate, fostering a culture of continuous learning and collaboration within our organization.

EDUCATION INITIATIVES: EMPOWERING FUTURE TALENT

At **NIX**, we recognize the importance of nurturing talent and providing opportunities for growth in the tech industry. Through our education programs, we aim to empower students and career switchers to build successful careers in technology. Here's a snapshot of our education initiatives:

GET INTO IT WITH **nix**



Our education initiatives not only empower individuals with the skills they need to thrive but also contribute to the growth and development of the tech ecosystem. At NIX, we are dedicated to shaping the future of technology by investing in education and nurturing the talent of tomorrow.

Expert Mentorship:

We believe in learning from the best. Our education programs are guided by professional experts who provide mentorship and guidance to students, ensuring they receive a high-quality learning experience.

Diverse Course Offerings:

Our comprehensive range of courses covers a spectrum of programming languages and disciplines, including PHP, Golang, Java, Quality Assurance (QA), Python, and JavaScript. These courses are designed to provide in-depth knowledge and practical skills.

Impactful Outreach:

Over the years, our education programs have made a significant impact. We have programs in .NET course, Java course, JavaScript course, Linux Administration / DevOps course, Data Engineer course, QA course, BA course, Golang + JS FullStack course and project management course. To date, over 1,000 students have triumphantly graduated from our courses, with 95 achieving this milestone in the current year, while 35 are actively immersed in the learning journey. We are equipping them with valuable skills for the tech industry.

Supporting Universities:

We understand the importance of collaborating with educational institutions. To this end, we provide support to more than 10 universities in Ukraine and Hungary, including institutions such as Kharkiv National University of Radio Electronics, Kharkiv Aviation Institute, Óbuda University, Budapest Business University, and others, to further strengthen the bridge between academia and industry.

PHILANTHROPIC INITIATIVES AND EMPLOYEE ENGAGEMENT: SUPPORTING UKRAINE DURING CHALLENGING TIMES

We are proud that the **NIX** team has a brave Ukrainian heart—our origins trace back to Kharkiv, Ukraine. This vibrant and beautiful city was one of the first to suffer from constant air attacks by Russian troops. We sincerely stand in solidarity with our colleagues and the people of Ukraine. The latest years have become a pivotal period for us to actively support Ukraine and condemn Russia's actions as an aggressor.

Here's how we engage in philanthropic initiatives and encourage our employees to actively contribute to meaningful causes:











NIX adopts a synergy approach to gather funds to fulfill as many requests from Ukrainian defenders and volunteer organizations as possible. Our company's leadership and team members join forces to provide life-saving equipment to those in need.

In response to the unprovoked aggression from the Russian Federation against Ukraine, NIX swiftly organized a group of dedicated volunteers who provided assistance to colleagues affected by the conflict. This support ranged from relocation and humanitarian aid to medical equipment and mental health support. We prioritize requests based on urgency and ensure they are addressed comprehensively.

We believe in leveraging technology for the greater good. NIX team members actively contribute to the Ukrainian cyber army, defending against digital threats posed by the unprovoked aggression. Additionally, we have developed web platforms such as Shop Ukrainian, United with Ukraine, and Together Meeting Points to support nonprofit organizations in the US, UK, and Ukraine. These platforms enable more effective assistance to Ukraine during these challenging times.

PHILANTHROPIC INITIATIVES AND EMPLOYEE ENGAGEMENT: SUPPORTING UKRAINE DURING CHALLENGING TIMES

As of today, NIX has purchased and delivered to the military:

-  **132** vehicles
-  **168** thermal imagers
-  **119** generators
-  **93** drones
-  **1252** body armor/plate sets
-  **802** helmets
-  **3800** tourniquets (hemostatic)
-  **401** tactical medical kits
-  **307** laptops and tablets
-  **35** Starlink terminals.

This information is accurate as of August 2023. The procurement and search for necessary items for the military continues. NIX team members also donate thousands of rations, shoulder straps, sets of military clothing, and boots.



By engaging in these philanthropic initiatives and encouraging our employees to participate, NIX strives to make a positive impact on the communities we serve, both locally and globally, in the face of adversity. We remain committed to supporting our colleagues and the people of Ukraine during these challenging years.

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