DataArt
Social and Environmental Policy

Purpose

The purpose of this document is to
— define the primary goals and the focus areas for DataArt regarding environmental and social issues, and
— establish a framework to efficiently manage respective sustainability activities following international standards accepted by DataArt.

Scope

The policy applies to DataArt staff in all locations, DataArt supply chain, and DataArt processes that affect social or environmental aspects of DataArt's business.

Introduction

Sustainability Vision
DataArt promotes the integration of sustainability into business processes and throughout the value chain, based on creating shared value concept defined in DataArt Sustainability Manifesto.

Sustainability Compliance
In accordance with DataArt Compliance Policy, DataArt is committed to compliance with legislation in all geographies where we operate. We also accept the following groups of standards as a guidance for sustainability management at DataArt:
— IFC Performance Standards on Environmental and Social Sustainability;
— The Sustainable Development Goals (SDGs) of the 2030 Agenda;
— UN Conventions on environment and labor;
— International Labor Organization (ILO) documents.

Goals and objectives / Sustainability targets
DataArt accepts the risks and impacts mitigation hierarchy covering environmental and social issues with special focus on DataArt People, professional society and local communities company operates in, surrounding environment and global climate.

Policy

DataArt People

UN Goals
— Goal 5: Gender equality;
— Goal 8: Decent work and economic growth.

DataArt uses a systemic approach to how work, human resource management, and staff wellbeing are organized and provided in the company. The approach covers the following areas:

Value-based communications and management
DataArt maintains high standards for ethics, personal and professional behavior that are based on company's values, and ensures comfortable and productive work relationship between DataArt people.

Equal Opportunities
We are committed to promoting equal opportunities in employment. Any job applicants will receive equal treatment regardless of age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, color, nationality, ethnic or national origin, religion or belief, sex or sexual orientation.

No discrimination, harassment or bullying
The Company is committed to creating a workplace that is free of harassment and discrimination, where co-workers, candidates and other stakeholders are respected, and which provides an appropriate environment to encourage good performance and conduct at all its working locations, at all times.

No Child or Forced Labor
DataArt is committed to compliance with local and international anti-slavery, human trafficking and child labor laws, following all international guidelines and national labor legislative requirements.

Comfortable and Safe Working Place
DataArt has established and maintains high standards for office environment in terms of comfort and safety. Corporate Business Continuity and Disaster Recovery program has staff wellbeing and safety as its key components. We provide extensive medical insurance and have mental help programs.

Professional Development / Talent Management

DataArt consistently invests in professional development of employees and has a state-of-art education approach coordinated by a cross-function group at corporate level. That includes, but not limited to, an internal EDU platform, language courses, professional development programs and certifications.

Society and Communities	UN Goals
	— Goal 3: Good health and wellbeing;
	— Goal 4: Quality education;
	— Goal 11: Sustainable cities and communities.

DataArt actively manages relationships with both internal and external communities, extending capacities and creating new opportunities. Company develops and implements educational initiatives and measures for improvement in health and wellbeing of communities and society.

Knowledge Transfer

DataArt is a community of highly educated specialists in science, technology, engineering and math, and is uniquely positioned to share their knowledge and experience with other people around the world as well as promote free mechanisms for self-education.

Public Health and Wellbeing

DataArt recognizes the importance of Public Health and Wellbeing and provides inputs through health and safety initiatives, anti-epidemic measures, conducting respective public awareness seminars, and support of local sport events.

Empower People

Being 20+ years on the market, DataArt aims to empower people who work or want to work in IT industry with long-term and short-term programs and events. We help them gain a better knowledge of the industry and its history, get a better understanding of how it helps communities and people around the world, and what people can do to move the industry forward to the bright future.

Transparency

DataArt has a wide range of processes and tools to collect, analyze and take actions based on the feedback of DataArt people and external stakeholders. The processes include grievance mechanism, internal communication with company management, surveys, forums, and whistleblowing mechanism.

Environment

UN Goals
— Goal 12: Responsible consumption and production;
— Goal 13: Climate action.

DataArt knows that man-made climate change is real and that it poses a great threat to the planet and its inhabitants. DataArt takes responsibility for climate, waste, energy, water and other natural resources.

Carbon Footprint

DataArt cares about carbon footprints we leave and we take improvement actions ensuring sustainable office operations.

Recycling

DataArt is committed to adopt waste separation practices, increasing share of equipment that can be recycled and be compliant with requirements on recycling wastes such as batteries, electrical and electronic equipment.

Green Energy

DataArt is committed to extend facilities for green city personal transport as well enforce local travel policy (trains over planes). DataArt is also committed to calculate and improve the impact of all business trips on climate change.

Buy Local

DataArt is committed to adopt "buy local" principle for certain goods and materials to reduce climate impact that DataArt's supply chain produce by goods and materials transportation.

Responsibilities

DataArt Social and Environmental committee is responsible for implementation of this policy by means of planned corporate programs and initiatives.