



Luxoft Environment Health and Well-being

Info Pack

Our Commitment to the Environment, Health, and Safety

Luxoft believes that the only way to achieve its business objectives is by following the ethical path. Our Environmental Health and Safety standards embody our global approach to creating sustainable growth through innovation and reflect our commitment to creating long-lasting and meaningful relationships with our employees, clients, suppliers, and the communities in which we operate. At Luxoft, we promote the importance of health and safety measures across our workforce and invest in the continual education of all our employees. The main principles and provisions are listed in the **Luxoft Environmental Health and Safety Policy**, which applies across the Luxoft organization worldwide.

Luxoft has established and implemented an Environmental Management System that is maintained and continually improved in accordance with the ISO 14001:2015 Standard. Luxoft defines the global environmental goals in accordance with the 17 Sustainable Development Goals set by the UN, namely **Clean Water and Sanitation, Affordable and Clean Energy, Responsible Consumption and Production, Climate Action, Life Below Water, and Life on Land.**



Luxoft has established and implemented an Operational Health and Safety Management System that is maintained and continually improved in accordance with the ISO 45001:2018 Standard. In support of this system, we regularly conduct mood monitoring surveys aimed at increasing participation to get feedback from our employees and consider measures for improvement. Moreover, we continuously raise awareness among employees about health and well-being practices through internal campaigns.

Corporate Programs

As our top priority is ensuring the health and safety of our people, Luxoft employees can stay updated on pandemic updates from our locations through our corporate communications as well as Novel Coronavirus Global Information (COVID-19) group. In addition, our community members can acquire all the needed information through our virus hot-line or by sending message to a dedicated mailbox. Luxoft has established the working from home process across its locations to protect its people and mitigate the effects of the global COVID-19 pandemic. We are continuously improving this process to ensure that Luxoft people are able to work in a safe, efficient, and convenient manner. We have implemented all the needed measures to guarantee the health and safety of our employees as well as provide guides on remote working conditions and safety measures while visiting the offices.

In August 2021, Luxoft launched the **Employee Assistance Program (EAP)** for its employees and their family members. The program includes four main pillars: clinical services, work-life services, manager support, and crisis support. The Employee Assistance Program provides confidential free counselling and support for work or personal issues.



To promote good health and well-being, the **LuxGood internal practice** organizes global campaigns for our employees as well as initiates local activities. The mission of LuxGood is to unite as many Luxofters as possible around the idea of healthy behavior, inspiring activity, well-being, and morale so that people feel

comfortable in their workplace and beyond. Among the recent online activities is the launch of the **Well-Being Portal**, the hub where you can find materials that will help you improve your mood and increase mindfulness. See the video about our internal practices [here](#).



This portal includes videos from insightful speakers, recommendations for apps to help us sleep, center ourselves, meditate, and practice yoga, and articles on topics ranging from handling the stresses of COVID-19 and anxiety to establishing a healthy lifestyle, among others. Moreover, the hub offers access to podcasts with relaxation and breathing exercises to improve our physical health and mental well-being as well as books about the art of balanced living and leadership, sustainability, well-being, and more. This is also a great place to share experiences about well-being best practices. The platform is regularly updated with new pages containing e-learning courses, guides, and more content that will help keep well-being front-and-center. Moreover, during 2020-2021, we organized live webinars with famous speakers who develop and support well-being practices and programs. In October 2020, we started celebrating Mental Health Week by launching the Mind Matters Group on our internal portal. In addition, we organized a series of webinars with keynote speakers on mental health issues as well as on overcoming stress. In January 2021, we held a session titled, 'Resilience in Transition: Adapting to a New Normal in Uncertain Times'. Sarah Powell, Director of Emergency Management at Temple University and member of the American Public

Health Association, spoke about the impacts of critical incidents and disasters (such as COVID-19) on the mental health and well-being of society.



In In October 2021, we celebrated mental health by organizing Mind and Body Days, which were focused on how physical activity and sports can support mental health. We hosted exciting presentations with external experts including an Olympic champion.

In November 2021, we joined the global Movember movement that raises awareness for men's health issues, including cancer prevention, by running online challenges and a photo contest.



During the end-of-year celebrations, our teams across the globe joined local fundraising activities aimed at supporting NGOs that provide medical and health services to their communities.

Environmental Initiatives

We strive to support initiatives aimed at raising environmental awareness through online eco campaigns via which our employees can share their eco-habits as well as join outdoor activities and make local communities a better place. For two years in a row, we have joined the worldwide Earth Day celebrations held in April by inviting employees to take part in online challenges and photo contests.



In 2021, we held a global Biking Challenge involving more than 35 teams from our locations to demonstrate how our everyday activities can decrease our carbon emissions and lessen our impact on climate change. The initiative originated in Luxoft Germany in 2019 and was successfully rolled out on a global scale. In 2021, the teams collectively cycled more than 12,000 km. during the contest.



In addition, all Luxoft employees have access to our Environmental Consciousness Training. Training objectives include increasing Luxoft awareness of environmental sustainability, the impacts of climate change and carbon emissions on human and ecosystem health, and the crucial role of responsible consumption. Moreover, the training covers topics focusing on the impacts of personal and systematic efforts that can preserve the well-being of our ecosystem and provides methods of getting involved

to reduce our individual and collective contribution to the overall environmental repercussions of human activity.

Luxofters around the globe show their dedication to the protection of our planet and participate in local environmental projects. Since 2012, Luxoft Romania has worked with the Planting Good Deeds NGO to spearhead multiple afforestation actions. Over the last seven years, we have joined each spring and fall planting campaign with 50-80 volunteers from Luxoft. In association with other companies, we planted thousands of trees to help stabilize several degraded pieces of land across the country that were prone to erosion. In November 2021, we helped plant 17,000 acacia seedlings in Motoșeni, Bacau County.



In 2019, we supported Planet Heroes, an environmental charity in Poland, with a donation through our Luxoft Charity Challenge award. Planet Heroes organizes clean-up events across the world with the help of volunteers. This effort came to our attention when a Luxoft employee submitted their project for one of our grants. In addition, the Luxoft Poland team took part in the "Crzysta Odra" project last summer. Dozens of volunteers joined forces to clean up the Odra river and its surroundings in Wrocław, Poland. The goal of the project was to make the river serve not only for athletes, but also for current and future inhabitants of Wrocław and Lower Silesia.

In 2021, Luxoft Germany contributed to a tree planting initiative in the Harz forest, which is suffering from the consequences of climate change. In this forest, a large portion of the tree population already lost or in great danger. Likewise, in Mexico, our team is supporting "Bosque de la Primavera" in Guadalajara by donating to the NGO that takes care of the reforestation region and by organizing environmental awareness campaigns among the employees. What is more, the team gave

away the office plants in a branded pots. As part of the #AdoptaPlant campaign more than 100 plants have found new owners.



In, Ukraine, Bulgaria, and Mexico, we support local initiatives aimed at recycling plastic, paper, and batteries as well as efforts to collect clothes for donation to partner NGOs. In addition, we are always happy to receive employee applications for Luxoft assistance with their environmental projects through our volunteering grant program, the Luxoft CSR Incubator.

Community Support

To support those in need during the pandemic, Luxoft supported several local organizations and hospitals by providing donations and purchasing equipment. Luxoft Ukraine joined the #Antivirus project, initiated by the IT Ukraine Association, contributing to the purchase of equipment for four hospitals in Kyiv, Odessa, and Dnipro. The items donated included personal protective equipment sets, pulse oximeters, and other medical components required for patients connected to mechanical ventilation machines. Luxoft Poland has been supporting three hospitals located in Wrocław, Kraków, and Warsaw with donations and equipment.



LuxSpecial Forces team, a group of volunteers created to provide solutions to support local hospitals in Guadalajara, Mexico, produced more than 450 face shield visor masks for doctors and nurses thanks to a 3D printer constructed in-house. These masks were donated to two local public hospitals.



We appreciate Luxoft employee healthy lifestyles and want to motivate community members and others to join up to keep a sense of vital energy alive. One of the ways to encourage health is to add a CSR component to exercise. The warmer half of the year is the time for marathons, bike rides, triathlons, and other invigorating activities. Each year, Luxoft employees participate in various sport fundraising activities as well as our global initiative, #RunForIT.

In 2019, Luxoft launched #RunForIT, a project that unites Luxofters around the world to show how far Luxoft can run collectively and then, using this data, contributes to charity – for each 5 km run, one dollar is donated. In 2020-2021, we had more than 300 runners and 100 cyclists among participants in more than 30 locations.

In 2020, we helped out Teach For All, an organization that ensures that children have access to the learning opportunities and support they need to thrive and become the leaders of tomorrow's change. In 2021, the funds generated went to the Walk About Foundation.



What is more, our teams participate the major charity activities in their locations including the Poland Business Run, the biggest charity relay in Poland and one of the most unique and successful running initiatives that supports those living with mobility disabilities. As a long-term partner and sponsor of the project, Luxoft co-organizes the run in various cities. In 2020 and 2021, we joined the event as a global community, and our colleagues from across the world had the opportunity to team up and participate in the PBR. In October 2021, the Luxoft Romania team joined the Raiffeisen Bank Bucharest Marathon, an annual event hosted in Bucharest since 2008.



During the winter celebrations, Luxoft offices around the world open their doors to charity markets and other fundraising activities to support our NGO partners. The holiday season is a special time for all charity organizations, as during this period they raise the majority of the funds that allow them to run their operations. This activity enables us to take the opportunity to address significant social problems and help people outside of Luxoft. Thus, besides bringing fun and the holiday spirit to Luxoft offices around the globe, these events also help those in need. In the consumer world, we often face situations in which the stuff we keep at home piles up and takes up too much room. Electronics get outdated every couple years, and clothing and shoe trends change with every season. At Luxoft, we arranged a service by which we can collect goods and pass them to people in need through our NGO partners. Luxoft also contributed by giving equipment that was outdated for our cutting-edge operations but still in good shape to our partners, and this is an ongoing process.

From 2020-2021, we provided more than 700 PCs, 700 monitors, wiring, printers, and sets of furniture to organizations including schools and universities in Ukraine, Poland, Mexico, Romania, and the UK, to enable schoolchildren to continue their education online.



Clothes are collected a couple times a year. Then everything is sorted and is either sold, with the money going to charities, or the clothes are given to people in need. Sometimes, the clothes are recycled. This approach of sharing changes our consumer habits slightly for the better.

All of the largest Luxoft locations arrange blood-donation stations in cooperation with local NGOs twice a year. From 2018 to 2019, there were donation drives in Poland, Ukraine, Romania, and Bulgaria. More than 250 people participated, and the donated blood has helped people who need transfusions, meaning it has saved lives.



About Luxoft

Luxoft is the design, data and development arm of DXC Technology, providing bespoke, end-to-end technology solutions for mission-critical systems, products and services. We help create data-fueled organizations, solving complex operational, technological and strategic challenges. Our passion is building resilient businesses, while generating new business channels and revenue streams, exceptional user experiences and modernized operations at scale.

luxoft.com