



Forbytes

**CSR**

**REPORT**



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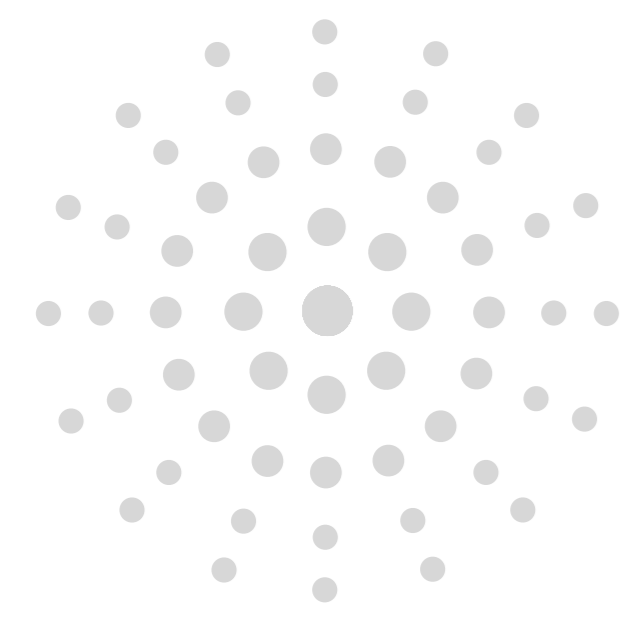
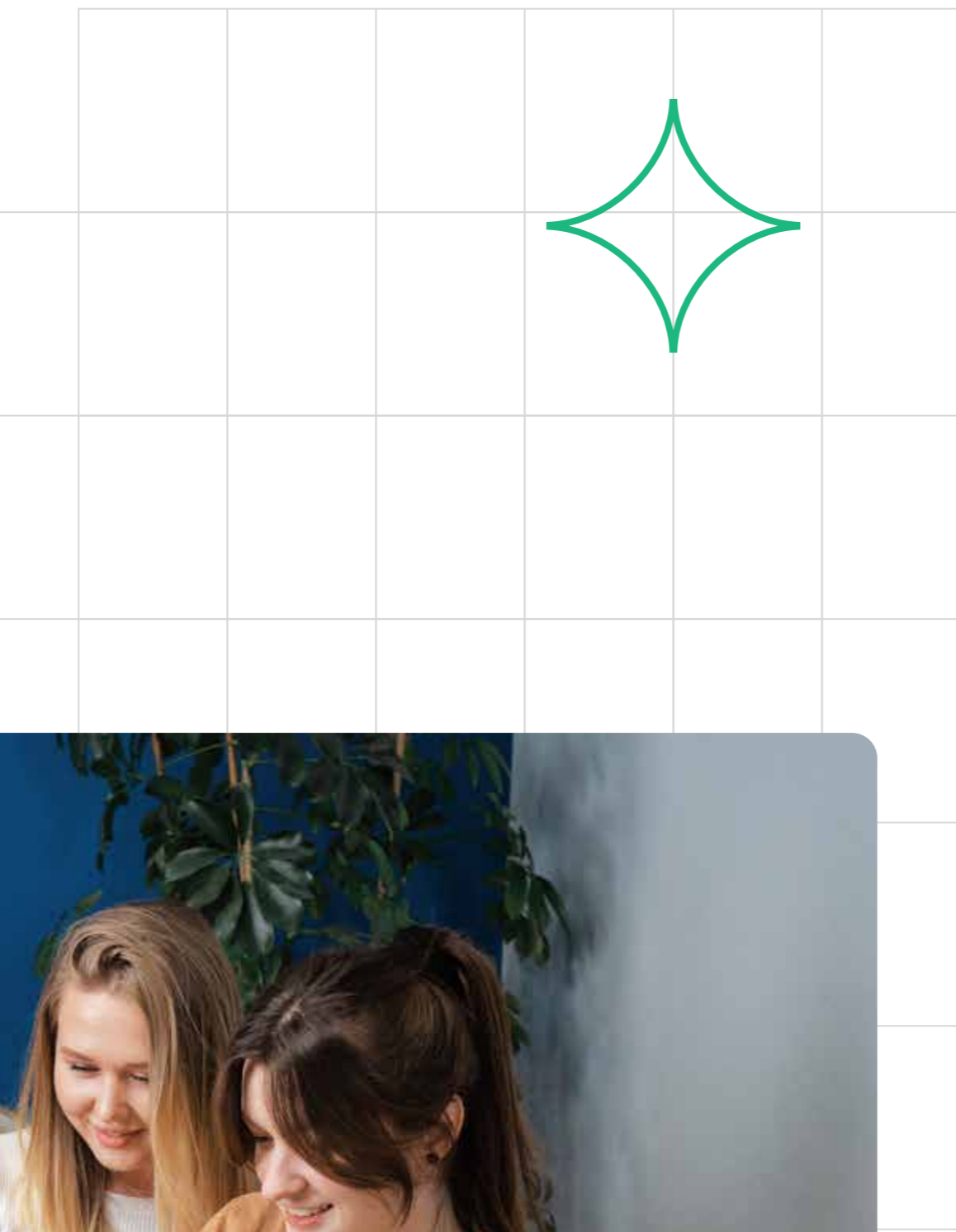
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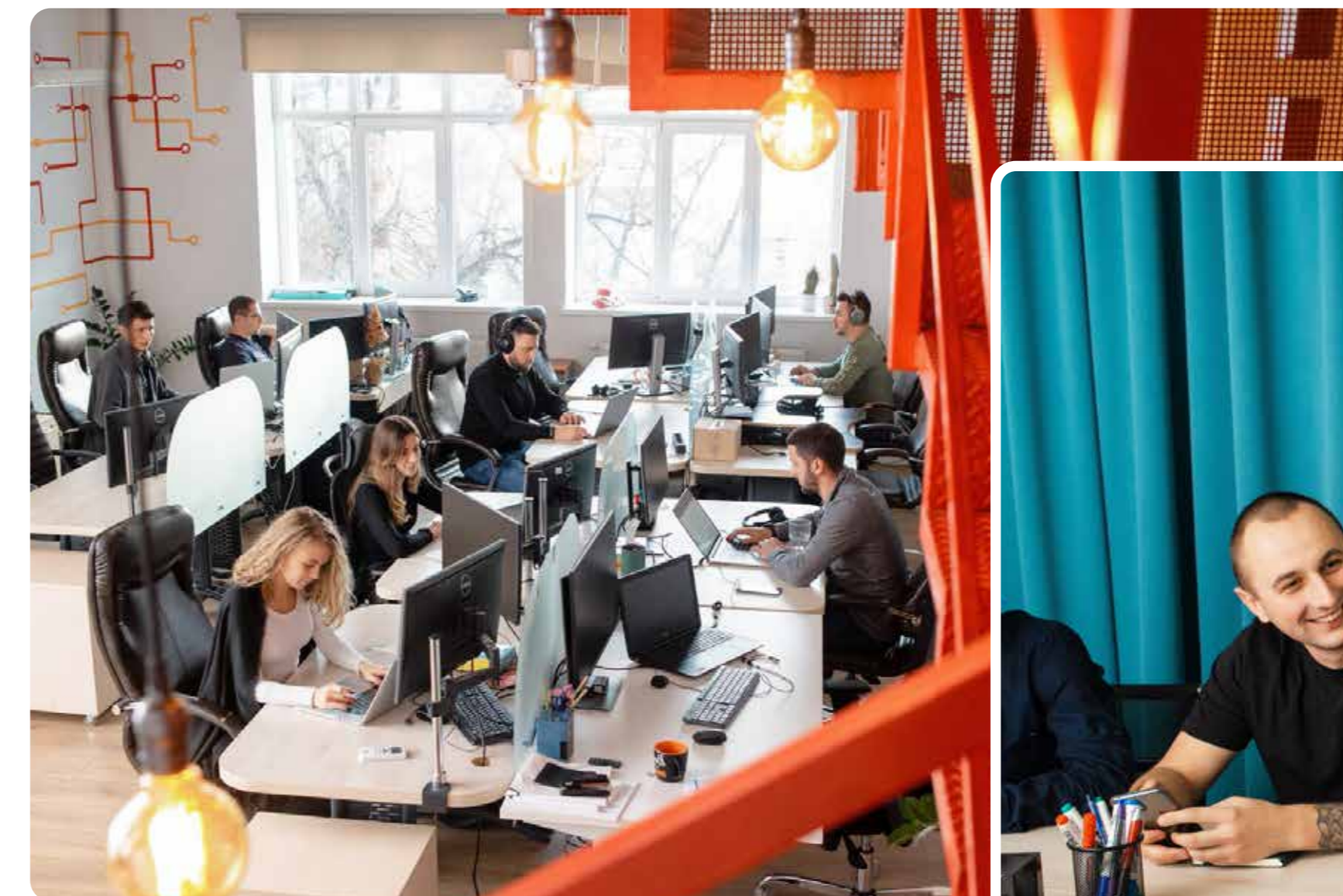
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## About Forbytes

Forbytes is a Swedish-based company with a team of professionals in software engineering, business development and analytics, IT consulting, design, marketing, and management. We have offices in 4 countries, including Sweden, USA, Poland, and Ukraine. 73% of our experts are senior-level developers, which enables us to offer a diverse skill set and excellent product quality.



# About Forbytes

Forbytes aims to change the way people perceive technology and feel about the integrity of services provided. Our company cares about the respect paid to the collaboration between businesses and providers of custom software solutions. We task ourselves to deliver quality over quantity, provide our clients with intelligent solutions, and thus exceed their expectations.





# #StandWithUkraine:



We condemn the russian invasion of Ukraine and understand the importance of European business providing constant support for Ukraine. For that reason, supporting Ukraine is one of our priorities when it comes to our company's social responsibility.



The situation in Ukraine after the full-scale invasion by russia leaves no one indifferent. Every Ukrainian puts a massive amount of effort to contribute to Ukraine's victory, and our team is not an exclusion. We helped from every corner of the world and in every way imaginable, whether it was a donation to the AFU, a local rally or a humanitarian help.

# #StandWithUkraine:



# Maternity Hospital Support

From the first day of war, we took care of the Maternity Hospital №1 in Lviv. We tried to make the stay in the shelter as comfortable as possible for expectant mothers and little Ukrainians born at such a difficult time. We provided them with everything that needed, including drinking water, food supplies, blankets, etc.

# Ukrainian Army Support

During the first weeks of the war, we donated almost half a million UAH to for the needs of the Armed Forces of Ukraine and, in coordination with the IT cluster, for the needs of our Lviv 80th Airmobile Brigade. Also, we made contribution to pay for bulletproof vests, helmets, walkie-talkies, NB devices that were handed over to the Territorial Defence of Kyiv. We continue to make donation to support Ukrainian Army.

Additionally, we supported Ukrainians who suffered from the war and provided support to the local community which is accepting a big number of refugees. mothers and little Ukrainians born at such a difficult time. We provided them with everything that needed, including drinking water, food supplies, blankets, etc.



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# Assistance to our Ukrainian Employees


Due to russia's full-scale war in Ukraine, we were obliged to provide our full assistance with the relocation of our employees, who were stuck in occupied territories or were close to the active war zone.


They received our full and thorough help and were successfully moved to safer homes in Ukraine or abroad. Some of them had to flee from Kharkiv and Mariupol literally under the bullets.

## How we acted:

 Formed an emergency report team that gave 24/7 support to our employees

 Helped them and their families to relocate to Lviv and find them a place to stay

 Helped them to relocate abroad

 Provided financial aid





## Social Media Awareness

We understand that raising awareness in social media about Ukraine, its culture and its fight for freedom is an effective method of supporting it.

From the first days of the full-scale war, we raised awareness through social media posts and spread the message about what was happening in Ukraine and how people from other countries can help. Also, since we are based in Sweden, we shared with our partners the info about special funds and NGOs to encourage them to join our donations.



Additionally, we created a series of posts to spread useful information for Ukrainians relocating abroad. Besides, in collaboration with Ukrainian influencer Sofia Bezverkha (@krapka.krapka), who creates content about Ukrainian culture, we organized a lecture for our employees. The lecture theme was "Greatness of Ukrainian Culture and Its Defenders".

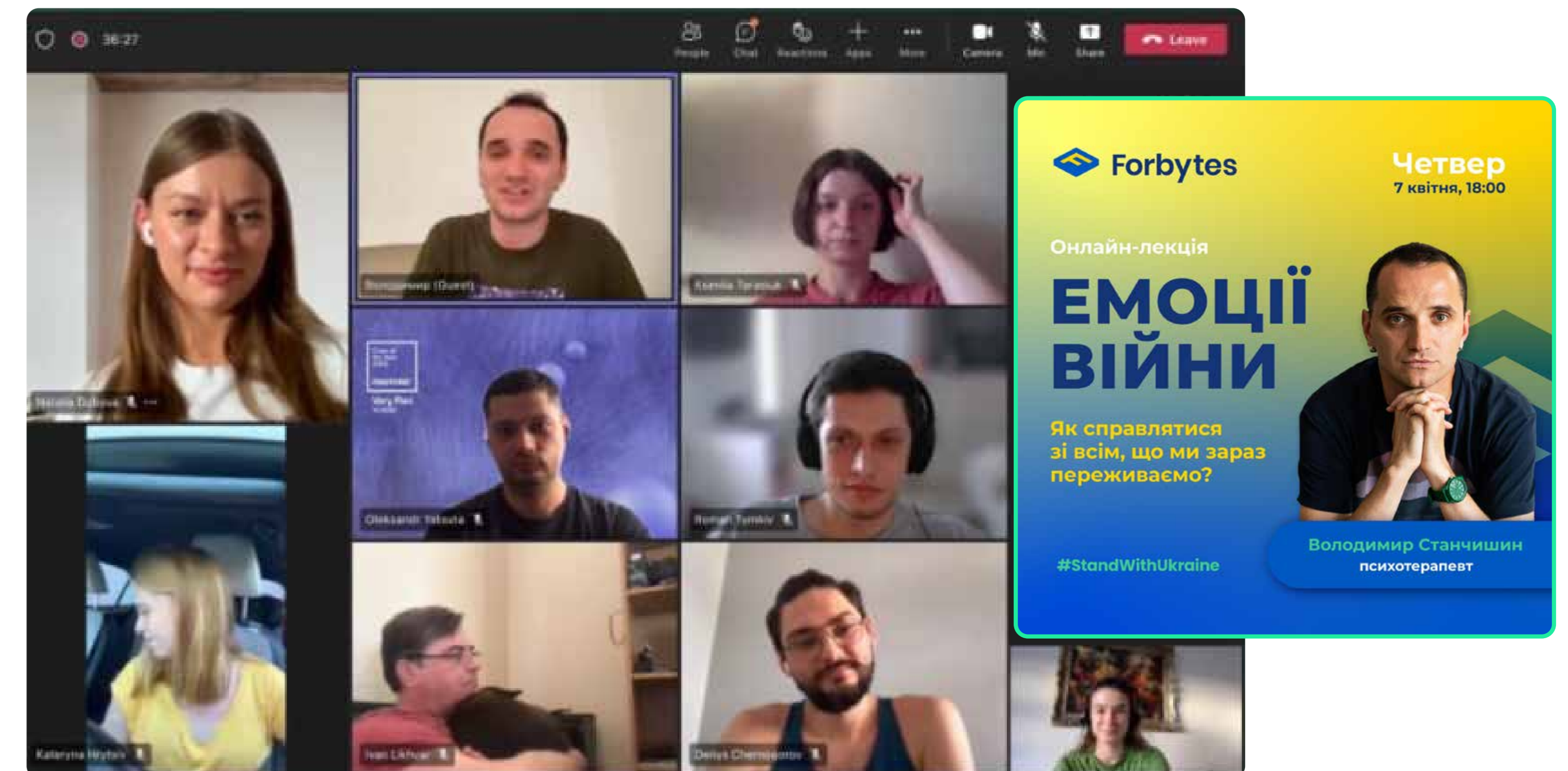




# Mental Health Support for Employees

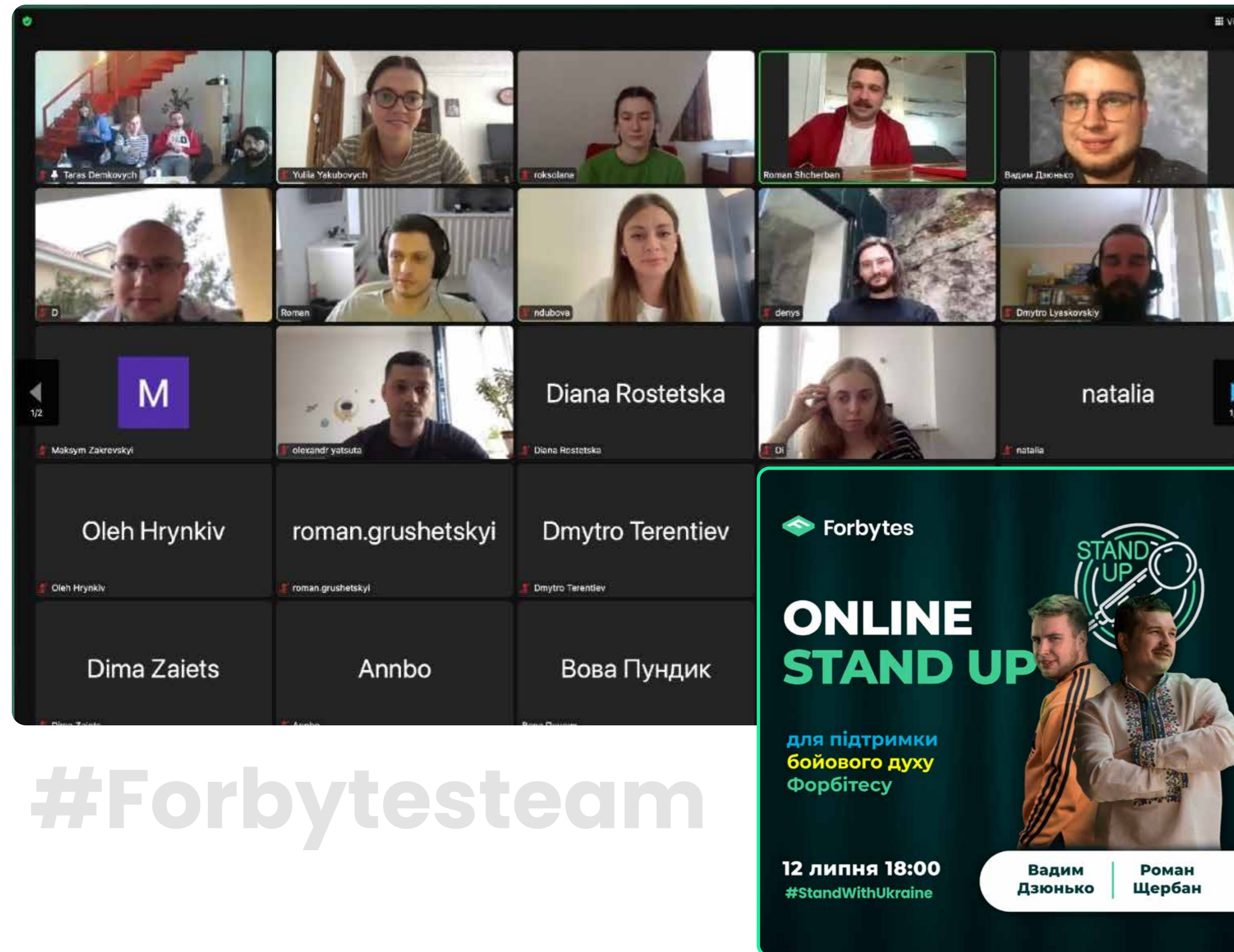
## Lectures with a Professional Psychologist

Nowadays, maintaining good mental health can be difficult and it's completely understandable. We wanted to support our employees and, for that reason, we organized a series of online events to help them feel better. We invited psychotherapist Volodymyr Stanchyshyn to conduct a series of online lectures for our employees and their family members. The lectures' themes were "Emotions of war: how to cope with everything we are going through now" and "Emotional burnout. Fatigue, self-evaluation, recovery of resources". The lectures were very interactive and positive for our employees' mental well-being.





Additionally, to brighten employees' moods we organized an online stand-up event with Ukrainian famous comedians. During the event, we organized a donation collection for an injured Ukrainian soldier who was in extreme need of medical help. The ones, who donated the most, received gifts from us. In total, we gathered 41.6k UAH and transferred them to the defender's family.



#Forbytesteam



Charity  
Initiatives



# Charity Initiatives

We try to regularly support local NGOs and commit to charity initiatives. Annually, we cooperate with the Malteser Ukraine to give St. Nicholas presents to not only children from orphanages or residential institutions, but also to children in difficult life circumstances, from low-income or large families.



## Sustainable Offices



# Sustainable Offices

When it comes to sustainability, we recognize pollution and climate change as one of the most burning issues. Therefore, we incorporate appropriate action into our everyday activities.

We regularly recycle in our office, optimize our resources, and try to reduce waste. We promote the responsibility toward the environment among our employees and make eco-friendly behaviour part of our corporate culture.



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## Values and Culture



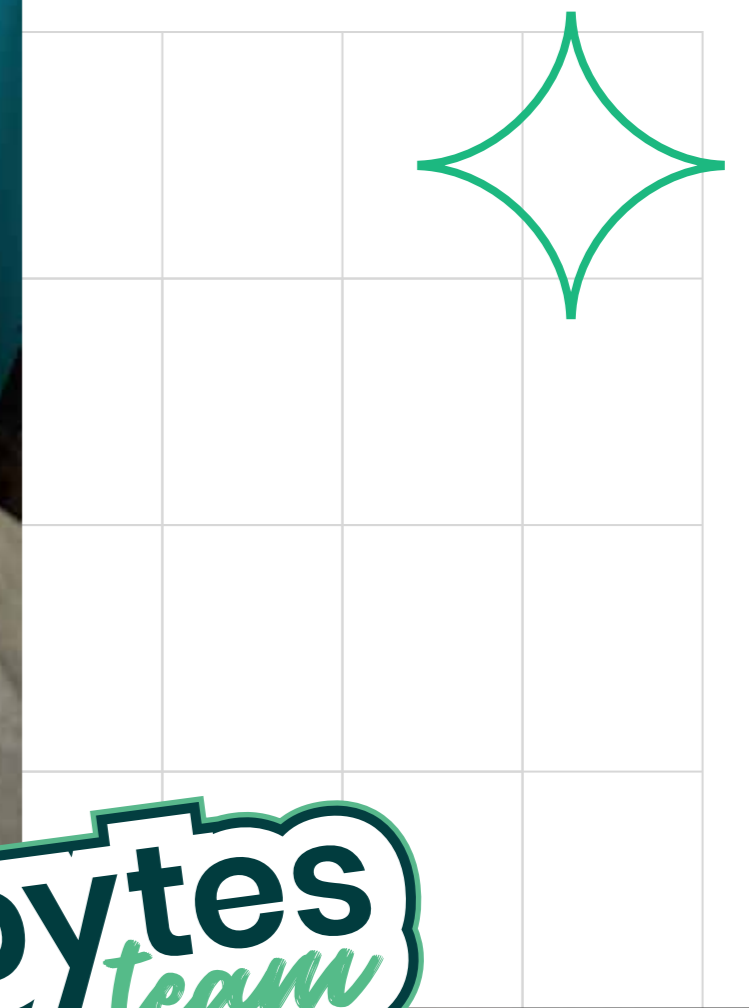


# Values and Culture

Forbytes is a community of experts with a strong culture. We value our clients, our team, and our joint effort to move towards a better world through tech products. We cherish our people the most, because our people is our most valuable assets. Our goal is to maintain family-like work atmosphere where employees can bring their unique ideas and high-level professional skills.



#Forbytes  
team



## The values we cultivate inside our team:



Respect and equality inside teams



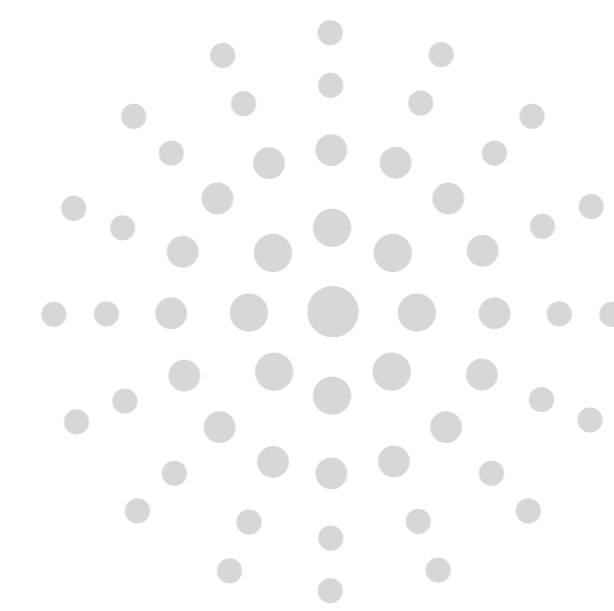
Quality over quantity



Assurance of constant employees' professional growth



Keeping teams inspired with results







**Forbytes**

**Company you can count on**

<https://forbytes.com>