



TEAM INTERNATIONAL

CORPORATE SOCIAL RESPONSIBILITY REPORT

H1 2017 Results



Message from Matt Moore



TEAM International's CSR mission is to promote the practice of corporate responsibility in service to the community.

TEAM remains firmly committed to making a positive difference for those in need. Initiatives such as Community Involvement, Education Support, Staff Development, Volunteering and Environmental Care at TEAM create opportunities for social involvement in the nonprofit, public, and private sectors.

By integrating teaching and social activities into the daily life at TEAM, our mission is to educate and increase awareness to bring change and make a difference in the world.

TEAM International takes an active part in social life of its development centers. After 11 years of active community involvement in Kharkiv, Ukraine TEAM continues to pursue this line of development in new offices in Ukraine, Poland, and Colombia.

The Company runs educational and environmental programs, charitable activities, staff development, supports the Volunteer Help program, partners with orphanages and centers of social services. We are committed to a strategy that integrates CSR and sustainability across all of our platforms and functions in order to build a long-term value.

A handwritten signature in black ink, appearing to read 'M. Moore'.

Matt Moore,

Founder and Chairman of the Board

Community Involvement



We're all working in a company where words like kind-heartedness and sympathy are valued. During the last years TEAM has launched several **charity initiatives**. We have helped refugees and Ukrainian soldiers, kids without parental care and disabled people; we supported orphanages and a boarding school, helped individuals who needed our support.

In February 2017 we started a new fundraising campaign - our traditional "Charity Sweet Action" - in order to support the **Kharkiv Center of Cardiac Surgery**. This Center is unique for Ukraine because they conduct surgeries on kids' hearts. Despite the lack of financing they do survive - they conduct more than 2000 cardiac surgeries a year, develop, gain new experience from the foreign experts and continue to save lives literally. The fundraising campaign lasted 55 days and the money raised were transferred to Kharkiv Center of Cardiac Surgery.

Education Support



Our company offers an educational program to assist in educating young talents in practical software development. **TEAM/Karazin Top Gun Lab** is a fully-equipped computer laboratory founded by TEAM International together with Karazin Kharkiv National University School of Computer Sciences in 2013.

TEAM/Karazin Lab Program offers students year-round master-classes and trainings. The lecturers are TEAM's top experts. Each course has 100+ lecture attendees and 30-40 full-time students. 3-5 graduates from each course are employed by TEAM.

In 2016/2017 academic year two courses were conducted: "**Software Testing**" (4th course since Lab start) and "**.NET Programming**" (2nd course since Lab start).

In total, 40 graduates received their certificates and the most promising students have already joined our worldwide team.

Staff Development



TEAM International strives to build strong relationships with its employees by providing them with enriched work experiences in an environment where they are respected, engaged and rewarded for their contributions. Open communication within offices and across countries helps us work well together and always strive to do the right thing.

TEAM offers individual career approach and a training selection guide. The Company has been investing substantial time, effort and financial resources in professional development of TEAM staff.

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The Company continues the series of **Tech and Sales Talks** where TEAM employees can share their experience, tell of possible elaborations or impediments on the fly, or show of the working basics, so people could learn more about their job. We have already discussed a number of soft-skills topics e.g. Feedback, Facilitation, Communication, etc.

TEAM has been offering **language trainings** to its employees for years. In addition to English Language Courses TEAM provides German courses to chase new business opportunities, increase sales and improve retention of existing customers.

Healthcare



TEAM International has been paying very close attention to personnel health and widely supports healthy life-style. The company stimulates employees' sport activities by **Sports Reimbursement** and **Sponsorship Program**. Our employees are actively participating in city-wide football tournaments and have been demonstrating high scores for years up to the 1st place in the League.

Besides TEAM has been conducting a great variety of company-wide sport **events** such as Volleyball and Ping-Pong tournaments, Bike Days, corporate Salsa and Yoga classes.

Back in 2013 and early 2014 we have had medical insurance available. More flexible and open **Insurance Health Plan** with new simple insurance procedure and even dental care and eye care expenses reimbursement has been being used since 2015.

TEAM strives to protect human health and the environment by implementing waste recycling solutions for our offices.

Environmental Care



TEAM activists continue a **Recycling Campaign**, which encourages batteries recycling. Conventional batteries contain many toxic elements that cause environment pollution. Volunteers from TEAM have installed boxes for collecting batteries of different types in all Ukrainian offices. Collected batteries are to be send to batteries processing plant in Lviv, Ukraine. The battery components will be separated into end products and put back into the market place for reuse in new products. Every year we collect about 30 kg of used batteries.

This initiative with battery recycling points is a very important direction due to lack of centralized waste recycling program in Ukraine on the whole.