



# SD Worx Poland

The Belgian Business Chamber Award  
2021 application



01. Corporate Social Responsibility (CSR)

# Environment, social and governance at SD Worx

## Environment

- Energy-efficient building - .KTW
- Teleworking is encouraged because the most sustainable commute is no commute. If transport is absolutely necessary, we look for sustainable options. We seek the right balance between social, economic and ecological aspects of mobility.

## Social

- We launched several well-being programmes on coping with stress and awareness, ergonomics and nutrition. Via Yammer, e-learning, individual coaching and videos, we offered mindfulness, fitness, yoga and ergonomics classes, and lots of tips for staying healthy, physically and mentally. We also organized many smaller and more light-hearted events, such as e-drinks, online quizzes and virtual challenges, to keep connecting with each other.
- Homeworking kit
  - We asked everyone if they wanted extra IT equipment and delivered: 1,677 extra monitors; 1,358 extra laptop stands, 1,432 external keyboards
- 30-Day Step Challenge
  - 180 participants from all 10 SD Worx countries recorded taking 26,202,233 steps in 30 days.

## Governance

- Good governance has always been a priority. By committing ourselves to good governance, we support the principles of the Belgian Corporate Governance Code.



## 02. **Innovative ways of doing business**

# We are a Competency Center!

We want to introduce a more extended service offering of a Competency Centre to let it support our Company growth:

1

## Hiring service:

for example: use of CC Contractors potential to build growth flexibility

2

## Take over workload:

for example organize Feature Squads to handle extra/peak workloads from other squads

3

## Offer Expertise in specialized areas:

for example: UX/UI, Architecture, PMO, Test Automation, Devops, .Net

4

## Early hiring as a buffer:

for example: pro-active fill & backfill

5

## Specials:

for example: Recurring Young Graduates program



03. Creating value for Belgian business in Poland

# For life. For work.

Our value statements:

To be a spark, that's our company culture!

We hire talented, optimistic, open and honest people to make sure we are adding value to SD Worx!

1

**Hire Talent** and stay 100% compliant

2

**One for all. All for one.** Even if we're physically apart, we act as one. Sharing our talents and celebrating our differences. We're all part of the SD Worx family.

3

**Commitment drives us forward.** We take ownership of our work. We are dedicated to deliver results. We dare to set boundaries and stick to our promises.

4

**The road is open.** We dare to look at things from a different perspective. For us, learning and innovating are like breathing, inspiring us to always go beyond and keep you ahead of the game as well.

5

**We believe in each other.** We trust in ourselves, in the team and in you. We always keep the dialogue going and keep looking for solutions together.

# #sdworx

For life. For work.

**Thank you!**

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