



Let's open  
**VGD's diary**



CREATED BY VGD



**VGD** is an international company based in Warsaw offering outsourcing services:

**ACCOUNTING**

**PAYROLL**

**COMPANY REGISTRATION**

**CORPORATE LAW**

**TAX ADVISORY**

It brings 18 years of experience together with the expertise of best specialists. Entrepreneurs have a vision of their finances – VGD knows a safe way to get them there.



**VGD**



How did VGD  
contribute to  
**help the situation  
in Ukraine** or it's  
citizens/refuges?

# 25/02/2022

## OFFICIAL STATEMENT

We officially expressed our solidarity and support for the Ukrainian people by signing and publishing a statement released by Forum Odpowiedzialnego Biznesu. It was optional for Signatories of Diversity Charter but as among our employees, colleagues and friends there are citizens of Ukraine, our choice was obvious. Human rights have always been important to us and freedom is the greatest value today.



VGD Polska

Opublikowane przez: Martyna Krawczyk · 25 lutego ·



🇺🇦 We would like to express our solidarity and support for the Ukrainian people. Among our employees there are citizens of Ukraine. Many of our friends and colleagues also come from Ukraine. There is a war going on at their home. News coming from Ukraine break our hearts.

In these difficult moments, apart from verbal support, we want to actively provide help. VGD is raising: food, basic necessities and clothes for those in need, fleeing Ukraine due the war. We also offer assistance in finding accommodation in Poland.

Freedom is the greatest value today.

Our managing director, Michaela Martinek, on her own behalf, but also on behalf of VGD and our employees, signed the statement by [Forum Odpowiedzialnego Biznesu](#) regarding the war in Ukraine. You can find its content in the link.

🇺🇦 Ми хочемо висловити нашу солідарність і підтримку українському народу. Серед наших працівників є громадяни України. Багато наших друзів, колег також родом з України. У їхніх домівках йде війна. Наші серця розриваються від новин з України.

У ці важкі моменти, окрім словесної підтримки, ми хочемо брати активну участь у наданні допомоги. VGD організовує збір продуктів харчування, предметів першої необхідності та одягу для тих, хто цього потребує, рятуючись від війни в Україні. Ми також пропонуємо допомогу в пошуку житла.

Свобода сьогодні є найбільшою цінністю.

Наш керуючий директор Michaela Martinek від свого імені, компанії VGD, та наших співробітників підписала заяву [Forum Odpowiedzialnego Biznesu](#) щодо війни в Україні. Його зміст можна знайти за посиланням.

[#StandWithUkraine](#)



8

Lubię to!

Komentarz

Udostępnij



Napisz komentarz...



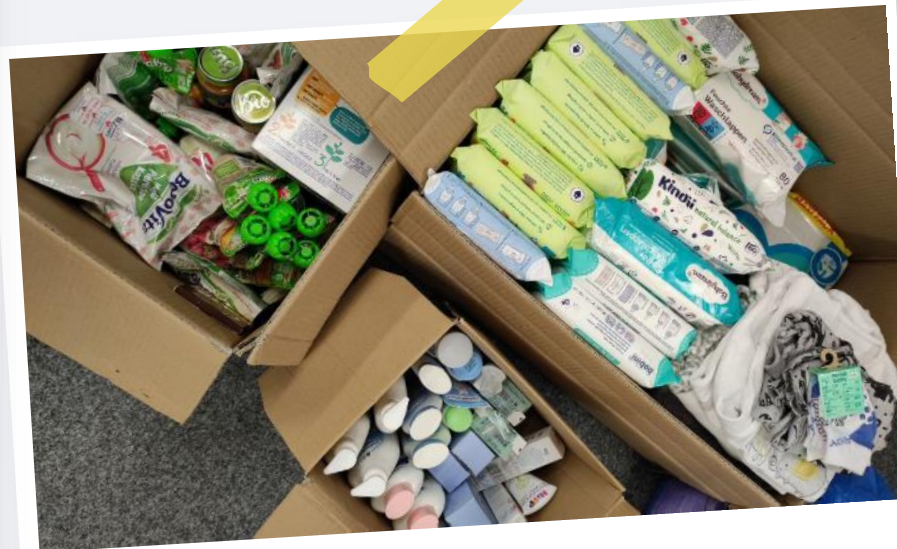
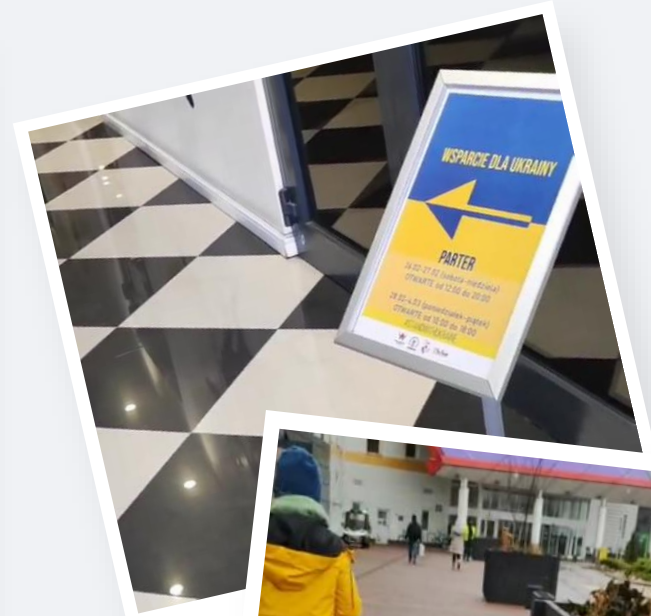
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# 26/02/2022

## DONATING MONEY & FUNDRAISING

We reacted quickly to the needs of refugees. VGD allocated money to purchase necessary products. These items were delivered to the collection point in Wilanów, from where they were transported to Ukrainian citizens in need. We also organized a fundraiser among employees. The money was used to buy food, diapers and milk for children. The necessities also went to the East of Ukraine - where they are most needed.



# 01/03/2022

## ACTIVE ONLINE

We had to rise to the challenge and ensure the highest possible level of information at a time when a lot of false instructions were pouring in from all sides. Our goal was to inform refugees about their rights and opportunities as potential employees on the Polish market. On this topic we published articles, posts on Facebook, Instagram and LinkedIn. We added also external links where refugees could search for legal and psychological help or assistance with accommodation. We participate in public discussion on Facebook groups where we directly contact people in need.

VGD Polska

Opublikowane przez: Marlyna Krawczyk · 21 marca ·

👉 Jak można w Polsce pomagać uchodźcom z Ukrainy?

Sami angażujemy się w różne akcje, aby okazać wsparcie obywatelom Ukrainy. Dlatego dziś udostępniamy listę propozycji, z których i Wy możecie skorzystać.

👉 Chcesz zrobić kanapki lub masz środki czystości, które nie wiesz, gdzie przekazać?

>> Sprawdź aktualne potrzeby na dworcach i w punktach pomocy uchodźcom:  
<https://copotrzeba.pl/>

👉 Gdzie znajdują się punkty recepcyjne dla uchodźców w Polsce?

>> [https://www.gov.pl/\\_/informacja-dla-uchodzcow-z-ukrainy](https://www.gov.pl/_/informacja-dla-uchodzcow-z-ukrainy)

👉 Chcesz pomagać jako wolontariusz w Warszawie? Zapisz się tutaj:

>> <https://ochotnicy.waw.pl/oferta/2003>

👉 Punkty pomocy dla uchodźców w Warszawie:

>> <https://ukraina.waw.pl/miejsca/>

👉 Szukasz bajek dla dzieci po ukraińsku? Znajdziesz je tutaj:

>> bajki po ukraińsku do poczytania: <http://www.reallynicethings.pl/ua>

>> bajki po ukraińsku do posłuchania: <https://player.pl/bajki-po-ukrainsku.t>

👉 Możesz zrezygnować z produktów firm, które kontynuują działalność w Rosji. Aktualną listę firm, które się wycofały lub zawiesiły biznes, znajdziesz tutaj:

>> [https://som.yale.edu/\\_/over-400-companies-have...](https://som.yale.edu/_/over-400-companies-have...)

👉 Możesz zaoferować nocleg/zakwaterowanie w Warszawie:

>> <https://ochotnicy.waw.pl/mieszkania>

👉 Chcesz zorganizować czas wolny dzieciom z Ukrainy, korzystając z darmowych atrakcji?

📍 Warszawa:

>> <https://warsawnow.pl/darmowe-atrakcje-dla-ukraincow/>

>> <https://zoo.waw.pl/>

>> <https://moi-mili.pl/bezplatne-atrakcje-dla-dzieci-z-.../>

📍 Poznań:

>> <https://poznan.naszemiasto.pl/darmowe.../ar/c13-8728591>

📍 Kraków:

>> <https://nck.krakow.pl/warsztaty-i-zajecia-dla-dzieci-z-.../>

📍 Gdańsk:

>> [https://www.gdansk.pl/\\_/oferta-gdanskich-instytucji...](https://www.gdansk.pl/_/oferta-gdanskich-instytucji...)

📍 Wrocław:

>> <https://gazetawroclawska.pl/darmowe.../ar/c1-16100361>

👉 Chcesz zatrudnić Ukrainkę/Ukraińca?

>> Zobacz, jak to zrobić: <https://pl.vgd.eu/newsroom/jak-zatrudnic-obywatela-ukrainy/>



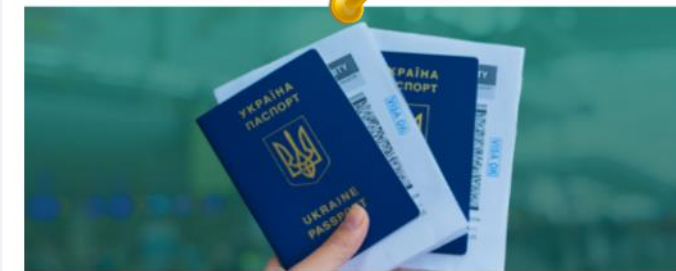
### How to employ a citizen of Ukraine?

In these difficult times beyond our eastern border, we wonder how we can help our neighbors. In addition to financial, material and humanitarian aid, an important aspect that will have...



### Special act about helping Ukrainian citizens – work in Poland

In the evening of the day 12 of march 2022 year President of Poland, Andrzej Duda signed special act concerning help about Ukrainian citizens, i.e. legal work in Poland.



### The special act regulating the stay of Ukrainians – examples

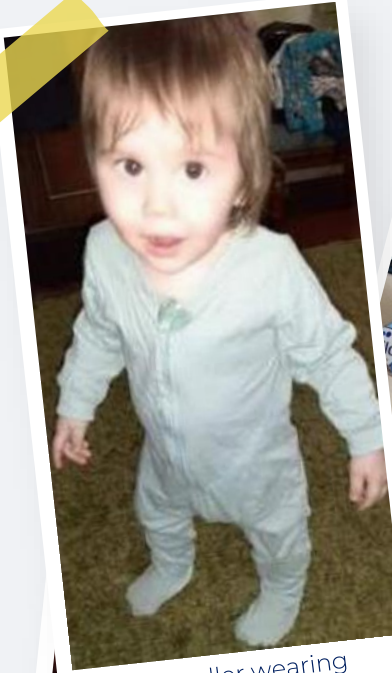
A special act regulating the stay of Ukrainians in Poland has been introduced. It not only guarantees easier obtaining of PESEL, but also helps in getting a job and



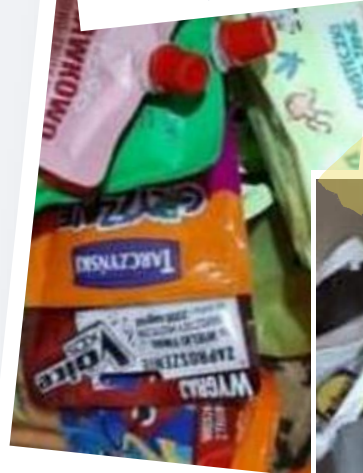
# 18/03/2022

## HELPING INDIVIDUALS

In these difficult moments, apart from verbal support, we wanted to actively provide help. We have made contact with a church in Biała Cerkiew, Ukraine, which takes care of, among others children in an orphanage where we regularly donated. Another situation was when a woman asked one of our employees for help because her sister stuck with the toddler in a small village in Ukraine without electricity and water. They could not finish their escape. We cooperated with a few people to collect food, warm clothes and hygienic products and to find a transport to deliver aid.



The toddler wearing rompers from our package

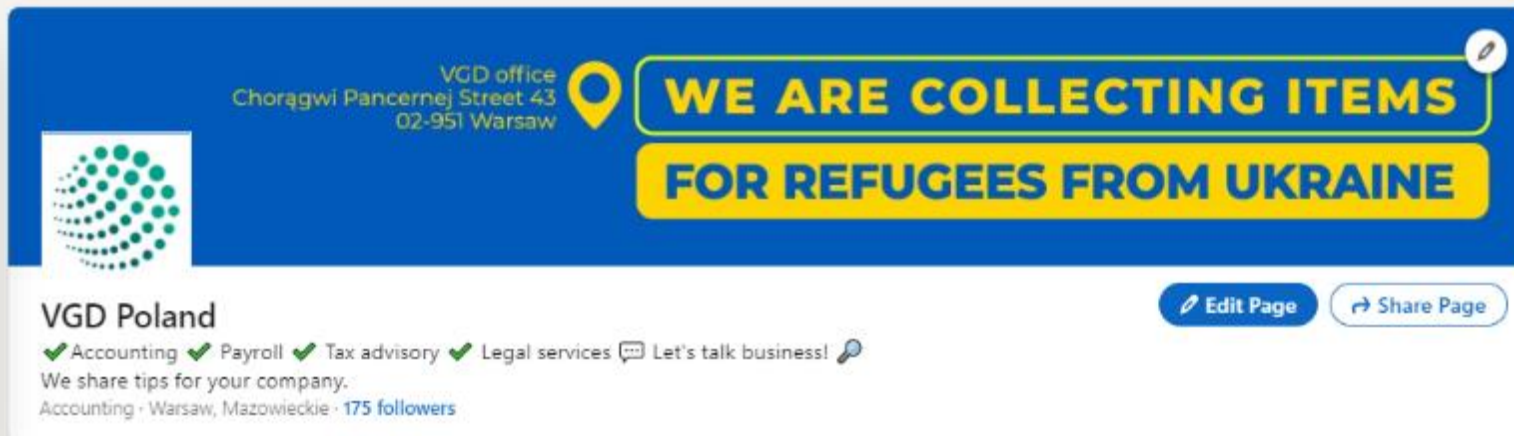


Pastor church (on left) in Biała Cerkiew with a delivery from VGD and other people

# 23/03/2022

## CREATING A POINT TO COLLECT ITEMS FOR REFUGEES

We have set up a collection point in our office. We are collecting clothes, shoes, cribs, strollers, food or hygiene products for families fleeing the war in Ukraine. We cooperate with other companies and other helping points, responding to current needs. We store these items to deliver them to those in need at the right time. We help in transporting things to our point. The point is still bringing help after 8 months.



VGD office  
Chorągwi Pancernej Street 43  
02-951 Warsaw

**WE ARE COLLECTING ITEMS  
FOR REFUGEES FROM UKRAINE**

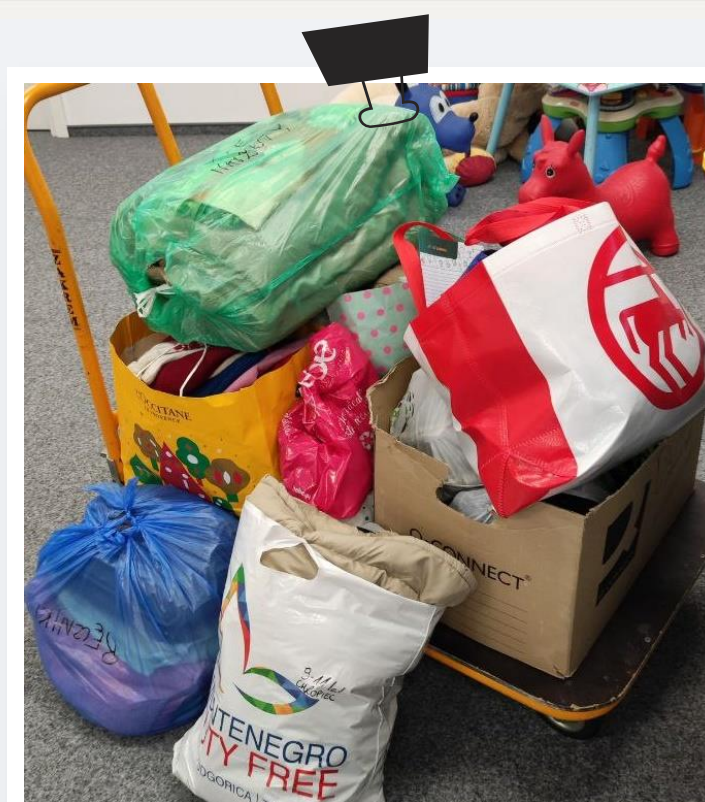
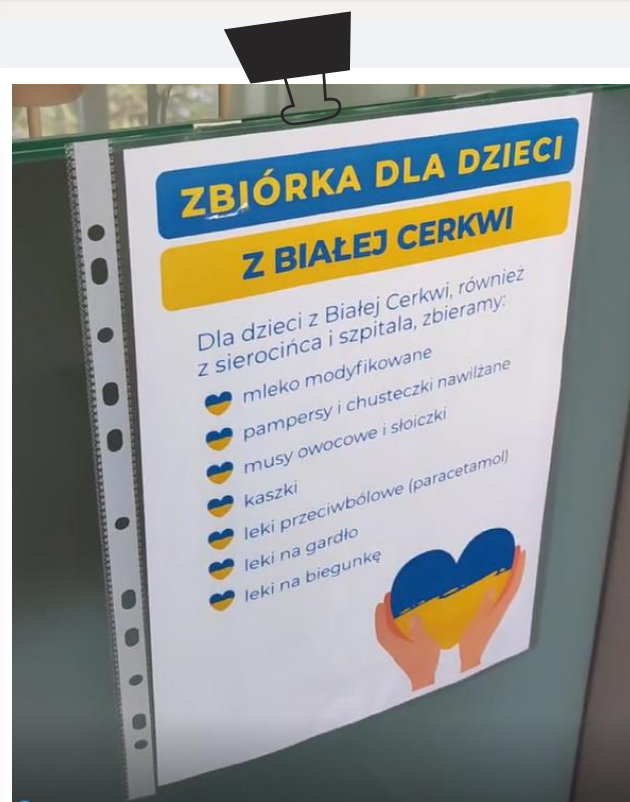
VGD Poland

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We share tips for your company.

Accounting · Warsaw, Mazowieckie · 175 followers

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# 30/03/2022

## CREATING FLYERS FOR REFUGEES TO HELP THEM FIND A JOB

Refugees face a unique set of barriers to landing a job. Some of them are skilled professionals, but struggle to have their qualifications recognised in Poland. Therefore, we have started creating informational brochures on job search opportunities in Poland and also on the special act about helping Ukrainian citizens. The brochures touched on examples describing specific situations of concern to refugees. All materials are available in Ukrainian and/or Russian.



# 04/04/2022

## **EMPLOYING REFUGEES FROM UKRAINE**

We hired two women who fled from the war in Ukraine. Both are experienced accountants, but did not know Polish language at all. Our goal was to support to restart their careers and rebuild lives in Poland. We cared for their sense of security, inclusion in the new workplace and provided an opportunity to learn Polish. They underwent specialist training for several weeks. Both Oksanas learned Polish at an express pace and surprised us with outstanding accuracy. They are brave and intelligent women who came back to Ukraine a few weeks ago.



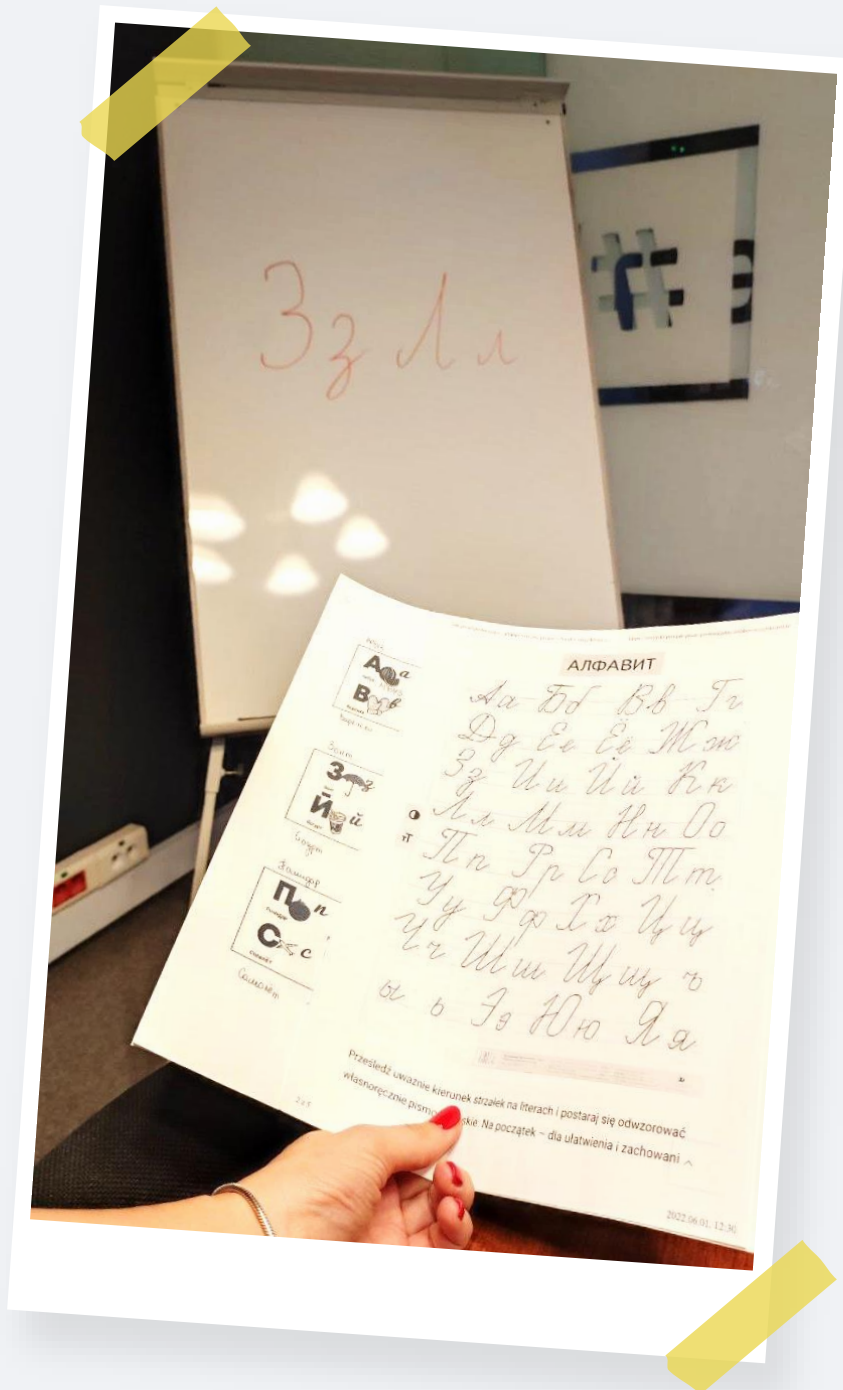
Our employees with Oksana, the accountant from Ukraine who was the payroll assistant for 6 months.



# 15/04/2022

## POLISH AND RUSSIAN LANGUAGE LESSONS

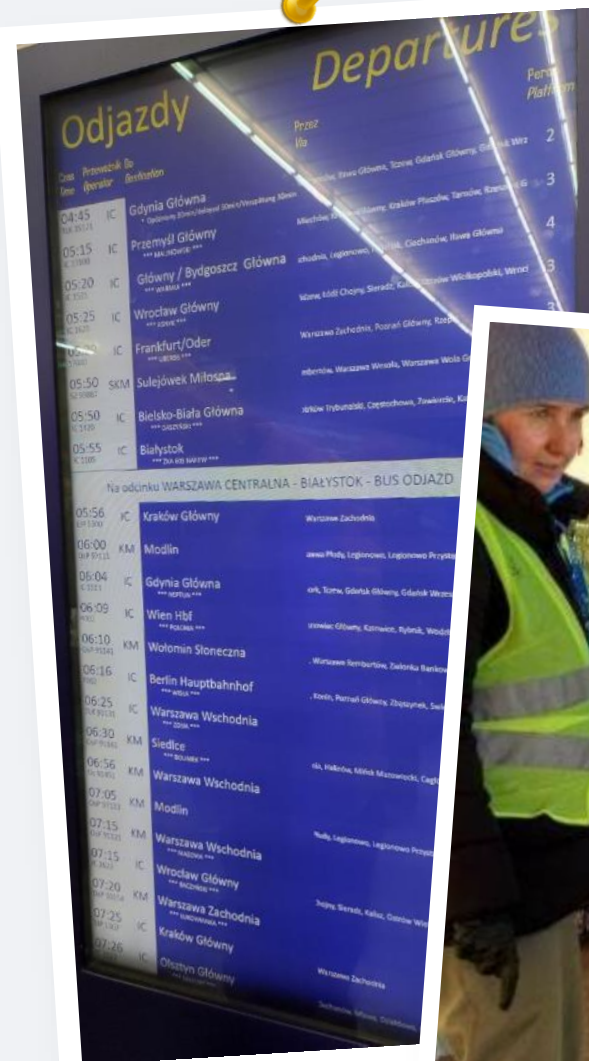
Knowledge of the language is the basis of communication. As our newly employed Ukrainian colleagues did not know Polish, we started Polish lessons for them. Our employees, on the other hand, came up with the initiative to learn Russian language. We responded to their interest and our employees could learn Russian, which made communication with our friends from Ukraine much easier. Our employees do not limit activities to professional work but they also enable VGD to bring people together, learn and share experiences.



# 23/05/2022

## VOLUNTEERING

We implemented employee volunteering. On a daily basis, we keep records of our employees' working time using special thematic codes. In May, code number 100 was added to the list and entitled "Volunteering". Our employees can officially volunteer during working hours. Now they inspire a transformative change without any extra hours, as VGD simply dedicates its time. As a result, our employees were present at railway stations, helping points and participated in collecting food, clothes and hygiene products. They were also helping as translators.



Time	Operator	Destination	Platform
04:45	IC	Gdynia Główna	2
05:15	IC	Przemysł Główny	3
05:20	IC	Główny / Bydgoszcz Główna	4
05:25	IC	Wrocław Główny	3
05:30	IC	Frankfurt/Oder	3
05:50	SKM	Sulejówek Miłosze	3
05:50	IC	Białystok	3
05:55	IC	Białystok	3
05:56	IC	Kraków Główny	3
06:00	KM	Modlin	3
06:04	IC	Gdynia Główna	3
06:09	IC	Wien Hbf	3
06:10	KM	Wrocław Główny	3
06:16	IC	Berlin Hauptbahnhof	3
06:25	IC	Warszawa Wschodnia	3
06:30	KM	Siedlce	3
06:36	KM	Warszawa Wschodnia	3
07:05	KM	Modlin	3
07:15	KM	Warszawa Wschodnia	3
07:15	KM	Warszawa Wschodnia	3
07:20	KM	Wrocław Główny	3
07:25	KM	Warszawa Zachodnia	3
07:26	KM	Kraków Główny	3



Photos from night shifts of volunteers helping on the Central Railway Station in Warsaw.





For the special occasion of 30th Anniversary, your  
**best memories of BBC**, including what kind of  
**benefits** have you got while being a Member?



# Timeline of memories

**2017**

Meeting with  
Mateusz  
Morawiecki

**2017**

Cooking  
mussels  
together

**2018**

Michaela  
Martinek became  
Vice-chairwoman  
of the BBC

**2019**

Creation of the  
BBC Business  
Women Club

**2020**

BBC Award

**2021**

Belgian Days





## BENEFIT

- ✓ BBC acts as the voice for business and gives a possibility to discuss current challenges.

BBC gives us access to a range of exclusive benefits that are inseparable from creating beautiful memories.

## MEETINGS WITH POLITICIANS

We remember the business breakfast with Mateusz Morawiecki in InterContinental Hotel, in May 2017. The subject of discussion were numerous issues important for foreign investors in Poland. These types of meetings make it possible to feel that the BBC operates in depth, and not just on a B2B level. The BBC provides a voice to its members which is heard by the government. As the chamber protects the interests of members, we were able to bring up topics that concerned us.



## BENEFIT

- ✓ Seemingly simple things as cooking together create a platform to establish contacts and to make new friends.

## COOKING MUSSELS TOGETHER

The flavors of Belgium that accompany events are unforgettable. Snacking during meetings is pleasant, but cooking together brings a lot of satisfaction and gives you time to get to know each other better. Someone said that „teams that cook together work better together“. We have been there. The delicate and elegant taste of mussels is irreplaceable, as is the joyful atmosphere when you can unwind and smooth the way for more meaningful conversations at a later time.



## BENEFIT

- ✓ An additional exposure for VGD and motivation to actively participate in the life of BBC.

## MICHAELA MARTINEK BECAME **VICE-CHAIRWOMAN** **OF THE BBC**

On the 13th of June 2018 our Managing Director, Michaela Martinek, became Vice-chairwoman of the Belgian Business Chamber. Holding a high position in the chamber of commerce is a business card for a member, but might be a challenge as well. We are very pleased that we were able to proudly represent members of the BBC for a few years. It was a close encounter with promoting community awareness of business, but also was an additional incentive for VGD to participate in the life of BBC.





## BENEFIT

- ✓ BBC is a catalyst for social cohesion i.a. by supporting gender equality.



## SUPPORTING WOMEN IN BUSINESS

One of the best memories is the creation of the BBC Business Women Club. This remarkable value-building initiative fosters women's inclusion in a democratic and deliberate manner. Without discriminating against men, but by motivating and consciously supporting women in business. There have been a lot of events organized by this club supported by the BBC over the last few years. We have fond memories of all the workshops. They were conducted by committed trainers and brought a lot of insights on building our image, time management or identifying challenges. During the events, VGD was able to clearly promote the values that we believe in as a company. The fitting tribute to women in business we came up with, was the little son of our female Managing Partner sitting on her laps during some of the events. The most significant event for us was the International Women's Day organized in the Embassy of Canada with a few other chambers of commerce. An amazing atmosphere there made us feel empowered thanks to very attractive panels chaired by female practitioners.



## BENEFIT

- ✓ BBC gives motivation to develop.

## BBC AWARD

This award motivates us to act. We know of no other competition of this type in which we could gather our activities and present in all their glory. Appreciation of our hard work makes us observe closely actions of larger companies, in search of inspiration. We stand up for sustainable development, work-life balance and we want to actively participate in the life of the BBC. A touching memory is reading the message that we won the BBC Award 2020 in the Silver Sponsor category. The BBC Award recognized our achievements and boosted morale. We shared our happiness with our employees to clearly acknowledge their contribution to VGD's success.



## BENEFIT



- ✓ Participation in Belgian Days helps to understand the needs of business community and boost our visibility being a sponsor.

## BELGIAN DAYS

Every year, Belgian Days give us a unique experience. They are like Christmas but a month to early: we associate them with the taste of Belgian waffles, charming music and cheerful talks to our colleagues and partners. Year by year, venues of events are becoming more interesting and sophisticated.

Spending Belgian Business Mixer during the Belgian Days 2021 in Skyfall Warsaw has a very special place in our hearts. Skyfall was opened for the first time especially for this event. The movable glass platform hanging over Warsaw will never be forgotten.





If you were a President of the BBC for one-day,  
what would you **implement in**  
**the organization part** of the Belgian Business  
Chamber?

# COOPERATION WITH UNIVERSITIES

If we were a President of the BBC for one-day, we would implement a tight cooperation with at least one university, mainly in Belgium. The cooperation would include:

- **„Young Business Scholarship”** would be a scholarship for the best student in Belgium who will be eager to start business in Poland after graduation. This would be a periodic payment paid to a university in Belgium in connection with educationally-related activities.
- **Lectures at universities in Belgium** done by BBC Members creating Poland's international business attractiveness as an investment location. Advantages and opportunities of business in Poland would be presented. It would encourage young people to invest in Poland in the future.
- **„BBC International Internship Program”**. Internship is the answer to current resourcing needs. BBC could place Belgian students or postgraduates into internships at BBC Members' companies. Considering the employee market and difficulties in recruiting across Europe, the program could be the cost-effective possibility to get access to skilled talents. Internship can top teams up for busy-periods. On the other hand, it prepares students or post-graduates for their career. This could include internships in companies in Belgium and Poland.

01

„Young Business Scholarship”

02

Lectures at universities in Belgium

03

„BBC International Internship Program”

# FAMILY-FRIENDLY EFFORTS

If we were a President of the BBC for one-day, we would organize more family-friendly events. Examples:

- **Family picnic.** Entertaining people with all different interests while keeping it professional and fun might be challenging. However, personal touch makes it easier to forge new business relationships. One can find a common denominator with a potential partner to build strong business partnership based on shared motivations, values and experience.
- **Summer camps for children of BBC Members.** Parents often form bonds as strong as those formed by their children. This is a perfect way to build relationships as the foundation of business cooperation.
- **Sponsorship of a children's sports team.** Small and local sports teams need funding to stay up. Football or basketball games are moments when families spend time together. This might be considered as a path to build trust and increase visibility.

01

Family picnic

02

Summer camps for children of BBC Members

03

Sponsorship of a children's sports team.



# FOCUS MORE ON CHARITY ACTIVITIES

If we were a President of the BBC for one-day, we would focus more on charity activities. Examples:

- **Sports events.** Charity events could be organized according to the idea of family-friendly events, eg. a sports event. The fundraising could go on for several weeks, including:
  - walkathons or cycling for charity – as the grand opening of the fundraising to show BBC's passion for charity (this would include branded t-shirts)
  - silent auctions – BBC Members would donate some items. The auction would run via online bidding tool
  - matching donations – BBC Member could raise money in their companies and then match their employee's donations at a 1:1 ratio to maximize donation
  - the sports day – would sum up the charity work as a final event. A local primary school or a gym could be the partner and lend the materials needed to make the sports day successful.
- **Movie days for orphanages.** Spreading good is always a good idea. Movie days could be organized in a cinema or other place.

01

Fundraising: silent auctions or matching donations

02

Sports events: walkathons, the sports day

03

Movie days for orphanages

# ACTING MORE REGIONALLY THAN JUST IN WARSAW

If we were a President of the BBC for one-day, we would try to act more regionally. Not only in Warsaw there are companies worth of reaching them. Examples:

- **Organizing events.** Business breakfasts and networking in Polish cities different than Warsaw. Development of this campaign would raise brand awareness throughout the country.
- **Game night.** Instead of table talks where people gather around food, put board games on the tables. Regional actions could engage and connect people by game nights which include video and/or board games.
- **Golf or tennis tournaments.** Another new forms of networking which break the barriers of communication and allows you to reach people from specific groups.
- **Launch of the BBC Female Founders Award.** Female founders are still a minority in the start-up business. Therefore, this award could promote inclusion of women in leadership. To reach more female founders, promoting the award all around the countries (Poland and Belgium) would be required. This could be a good opportunity to present the BBC to the greater group of recipients.

01

Events outside Warsaw

02

Game nights or golf games as a new form of networking

03

Launch of the BBC Female Founders Award

# CHANGES ONLINE

If we were a President of the BBC for one-day, we would implement some changes in the online organizational part of the BBC. Examples:

- **Matchmaking mobile app.** Creating an app which helps two searching companies find the perfect business partner. One could choose to receive an email notification when there is a new member of the BBC but only from a desirable sector of activity. Example: one owns a startup which produces cardboard boxes and needs a warehouse which could use their boxes. This entrepreneur is interested primarily in one sector of activity: „Logistics“. He signs up for notifications and receives an alert when there is a match. This solution could be more complex based on other requirements like: country, company size, language etc. Matchmaking mutually benefits both parties.
- **Podcast.** Books are becoming a thing of the past. Podcasts attracts more and more people. They can be listened to on the way to a meeting, so they are more accessible than a text form. BBC could invite its members to participate in podcasts on specialized topics, but also conduct them in the form of interviews. This would give potential members an overview of what the benefits of membership are.
- **Spice up social media.** I would add a personal touch to the social media of the BBC by introducing quick 3-question interviews with BBC members. This would highlight benefits of being a member of the BBC. Each company has „a face“ and it should be added to this kind of advertisement. Being the "face" of a company might be intimidating. Many founders crawlfish from the spotlight and the BBC has an opportunity to help them with networking by promoting their values and making the association clear.

01

Matchmaking mobile app

02

Podcast

03

Spice up social media





VGD

## **VGD Sp. z o.o.**

Chorągwi Pancernej 43  
02-951 Warsaw  
Poland

+48 22 885 90 05

+48 22 885 90 06

[office.warsaw@vgd.eu](mailto:office.warsaw@vgd.eu)