



**Avenga** | Sustainability

# Corporate Sustainability Report 2020

This report has been completed in accordance with the [United Nations Global Compact](#) guidance.



## Welcome Statement from Avenga's CEO

It has become very clear that today's corporations must come to understand the power of environmental issues, not just as a simple focus on environmental management, but as an integral part of the corporate strategy. The same can be said for social issues, as many customers and clients currently look at not just what a business can provide them but how the business is run. What is the character of the business and is that business selfishly serving itself or is it committed to doing good for society as a whole. This business character is also reflected in its self governance, whether it is abiding by the rules because it has to or because it wants to, and does the business have integrity and trust.

Avenga's sustainable business strategy is the deliberate integration of fiscal, social, and environmental intentions into our company's goals, enterprise, policies and actions. Our target through this strategy is to build long-term value for the company, our partners, and clients while keeping an eye on our global mentality.

We are committed to impacting not only the growing IT sphere in which we serve, but the local communities around us. Avenga doesn't consider these actions as some elementary box to check off, but a calculated and conscientious lifestyle of the company and its people; something that is embedded in every decision we make and everything we do.

This means that our strategy, though primarily designed and executed to meet the needs of the company and our clients, also looks to the future in how we can protect and sustain the natural and human resources of tomorrow. This strategy is reflected in the actions we have taken, are taking now and plan to take in the future. The following report highlights many of these actions that impact the environment, serve others, and bring transparency.

Although we have many years of experience, Avenga is young as a joint company, with barely a year under our belt. We have strived hard to meet a number of

critical milestones, to include our ISO certification, but we have also had to focus on building unity as we joined different cultures, languages and IT spheres. Each of the four merged companies brought so much to the table, to include sustainability and we have been working diligently to combine them into a powerful comprehensive attitude across the company that results in pointed and productive actions.

In the next few years, we plan to continue to build on what we have established, and to be more conscientious of CO2 emissions, planting trees and recycling. We will seek to improve our energy efficiency and invest in local vendors while supporting fair trade. Our staff excel at giving back to the communities where they live and are involved corporately and individually in so many charities. They volunteer their time to help in countless ways and we couldn't be prouder. Despite the quarantine and health restrictions, our staff found creative ways to continue to support and invest in others, like a virtual run by many employees across our locations at the same time using wearables to track their progress. We look forward to a healthier world in which we can again dive headlong into face-to-face outreach.

Despite our best efforts, the global pandemic situation made some adjustments to our operational processes and the desired sustainability-related objectives. We were not able to fully plant enough trees to compensate for our CO2 emissions in 2020, so we have carried over the goal to 2021. Through some additional programs, we hope to meet the 2020 goal as well as achieve the same for 2021.

Because of the industries we serve, Avenga is able to take advantage of many opportunities to assist others in achieving greater sustainability. From digital transformation that shed the need for paper reports and tracking, to streamlining clinical trials so human resources are more efficient and effective, to helping our clients meet the global, national and local requirements for transparent governance. Being at the forefront of incorporating Artificial Intelligence (AI), Machine Learning (ML), and Natural Language Processing technologies, just to name a few, Avenga is helping to empower a number of industries (i.e., pharma and life science, banking, finance, insurance, automotive and real estate) to become more sustainable. As we do this, it further shapes our ideas and actions in our own sustainability.

It is a great honor to be participating with the United Nations Global Compact and to become a part of the global movement of sustainable companies and stakeholders that are taking responsible business action to shape a better world which we all want for us, and for the generations to come. We look forward into 2021 and beyond in our continued engagement with the UN Global Compact. We will work towards fulfilling our commitments to the initiative, but we are also seeking to further strengthen corporate sustainable business practices for the purpose of creating integrated economic, societal, and environmental value.

### **Jan Webering**

Avenga CEO

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# I. Avenga Overview

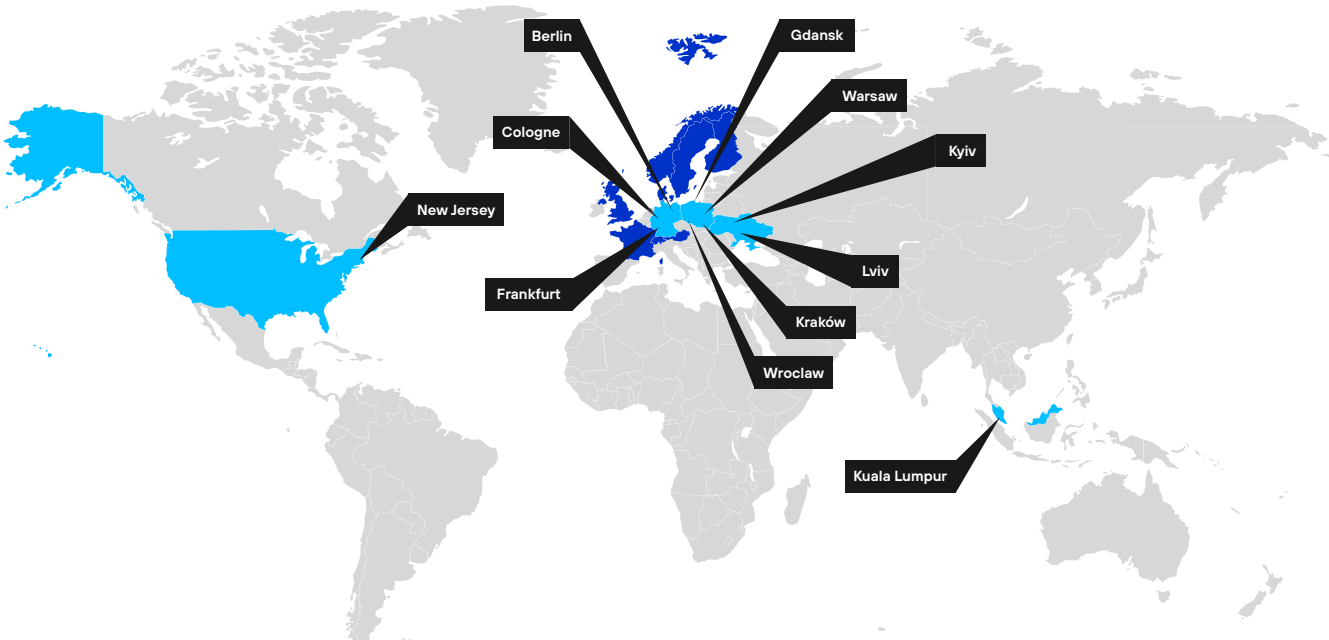
# I. Avenga Overview

Avenga is a global IT and digital transformation champion with over 20 years of experience. Our team of 2500 professionals, in offices across Europe, the USA and Asia, helps our clients obtain confidence that their technology-enabled projects will succeed. Avenga’s mission is to shake up the conventional IT market: we consult, design, engineer and deliver real-world reliable solutions with fast results. Avenga serves 350 of the world’s best brands as clients through long lasting, open and honest relationships.

Avenga is a new technology partner company breed, founded by people behind some well-established IT vendors and a team of digital transformation veterans with an extraordinary breadth of experience. In November 2019, Avenga was created out of four (4) companies, industry leaders uniting cultures, strengths and niche expertise.

Our company is led by a value-driven team of creatives. Avenga’s leaders are diverse executives who came together to transform industries through new imaginative solutions. Our leadership team includes:

- CEO Jan Webering coordinates Avenga’s group strategy driving our mission forward. He leads all the company’s global and regional teams positioning the company for long-term success. Jan is responsible for Avenga living its values in everyday workflows and delivering the highest standards to our clients.
- COO Yuriy Adamchuk drives Avenga’s global operations ensuring sustainable growth of the company. He is responsible for delivering the best in class services to our clients.
- CFO Mario Wilhelm leads the Avenga global finance and legal teams. A strategic leader with experience in building highly effective organizations, he is responsible for the company’s solid financial growth and development, as well as its legal and compliance functions.
- Directors include: Managing Director of DACH, Country Director of Poland, Country Director of Ukraine, Strategy and M&A Director, Marketing Director and a VP of Technology.



# I. Avenga Overview

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Together with the outstanding and committed employees of Avenga, these leaders work to make a difference, not just in the company or for its client, but in the world as a whole.

Since joining together, Avenga has continued to earn its credentials in markets like banking, financial services, insurance, pharma & life sciences, automotive and real estate, just to list a few. During the year 2020, Avenga received:

- Salesforce Partnership status
- ISO/IEC 27001:2013 Certification
- Top IT Services Firms of 2020 recognition by Clutch
- Top CRM Consultant in 2020 recognition by Clutch

Some of our other credentials include: Microsoft Gold Partner, Xamarin premier consulting partner, Top Salesforce consultant by Clutch, SAFe certified PMO (Project, Manager, Owner), and in 2021 already The International Association of Outsourcing Professionals® (IAOP) listed Avenga in the The Global Outsourcing 100® among the world's top outsourcing service providers.

Avenga understands the complexities of the modern markets and translates them into real business solutions for their customers, through custom software development and products, technological strategies for business, solution engineering, improvement of the customer/user experience, digital transformation, and managed services. Being truly global, Avenga strives towards customer-centricity, bringing flexibility to their clients through a mixture of business models, and securing reliability through well established processes and quality management.

Avenga's values are rooted in the unity of leadership, shipability, quality, responsibility, trust, improvement, and sustainability.

This report presents the highlights of Avenga's strategic transformation efforts, as well as our vision and commitments. It outlines our key focus areas in sustainable business development and achievements, and their results for 2020. This report also highlights how our priorities reflect the UN Global Compact's Ten Principles for labor and human rights, the environment, and anti-corruption, therefore acting as our UNGC Communication on Progress.



A dense forest of tall evergreen trees, likely spruce or fir, covering a hillside. The trees are lush green and tightly packed. A soft mist or fog rises from the forest floor, particularly on the left side, creating a hazy atmosphere. The lighting is natural, suggesting a bright but slightly overcast day.

## **II. Environmental Sustainability**



## II. Environmental Sustainability

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### 1. Environmental goals

To counteract the biggest driver of the climate crisis, we are, above all, striving towards one thing: becoming CO2 neutral. And because we know that emissions are not everything, we will continue to support a plethora of other environmental projects, both locally and globally.

#### Reducing emissions on all fronts to achieve CO2 neutrality

It's our goal to pursue carbon neutrality via reducing direct emissions stemming from activities within the company's own processes, established in our green office behaviour or green travel policies and also to offset emissions by CO2 compensation investing in projects that benefit the climate.

- **Remote working environment** became not just a necessary practice across Avenga but also contributed to decreasing emissions, paper waste, energy consumption due to daily commutes and office maintenance.
- **Cutting business flights by 15%** was our stated goal and the global situation determined their total stop. Our Green Travel Behavior includes a focus on flying less in the future and planned alternative means of travel (i.e., train, hybrid/shared car), well-thought-out logistics, and the selection of airlines in the future that also employ modern airflight technologies and fuel, so as to reduce CO2 emissions.
- **CO2 emissions compensation.** Avenga's plan to compensate for CO2 emissions for all 2020 flights was altered due to the standstill in the coronavirus pandemic. But investing in afforestation projects with CO2-sequestration of the trees compensating for our company's own emissions continues.



## II. Environmental Sustainability

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### 2. Plant-for-the-Planet

This year, Avena had two projects across our social media which resulted in the planting of 356 trees in total.

- In April, we celebrated Earth Day with posts on our social media channels, and the commitment to plant a tree for every like and share on those posts. We reached a total of 131 interactions and sponsored 131 trees through the Plant-for-the-Planet initiative.
- In November, we celebrated Avengiversary, our global anniversary, with 225 new trees planted. Our plan was to plant a tree for every comment our special post received on all the Avena social media channels. Again, we sponsored those trees through the Plant-for-the-Planet initiative and they will grow in Tanzania.



## II. Environmental Sustainability

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### 3. Avenga green office behavior

In each of our 19 offices across the globe, we promote 'Green Avenga Office Behavior'. This is a set of pro-environmental awareness procedures translated into company-wide behaviors that minimize harm to the environment as much as possible, or even provide benefits.

It includes wise waste sorting, using recycled paper, plastics elimination, printing less, reuse of office supplies, saving energy, efficient usage of office equipment, and going paperless.

Ongoing and Continuing Goals include:

- We have already started this green behavior transformation by changing out some of Avenga's old providers for new certified 'green' ones, and will continue to do so as we are able.
- We also consistently engage our people to bring 'Avenga Green' into their homes by educating them about living in tune within an eco-friendly culture.



## II. Environmental Sustainability

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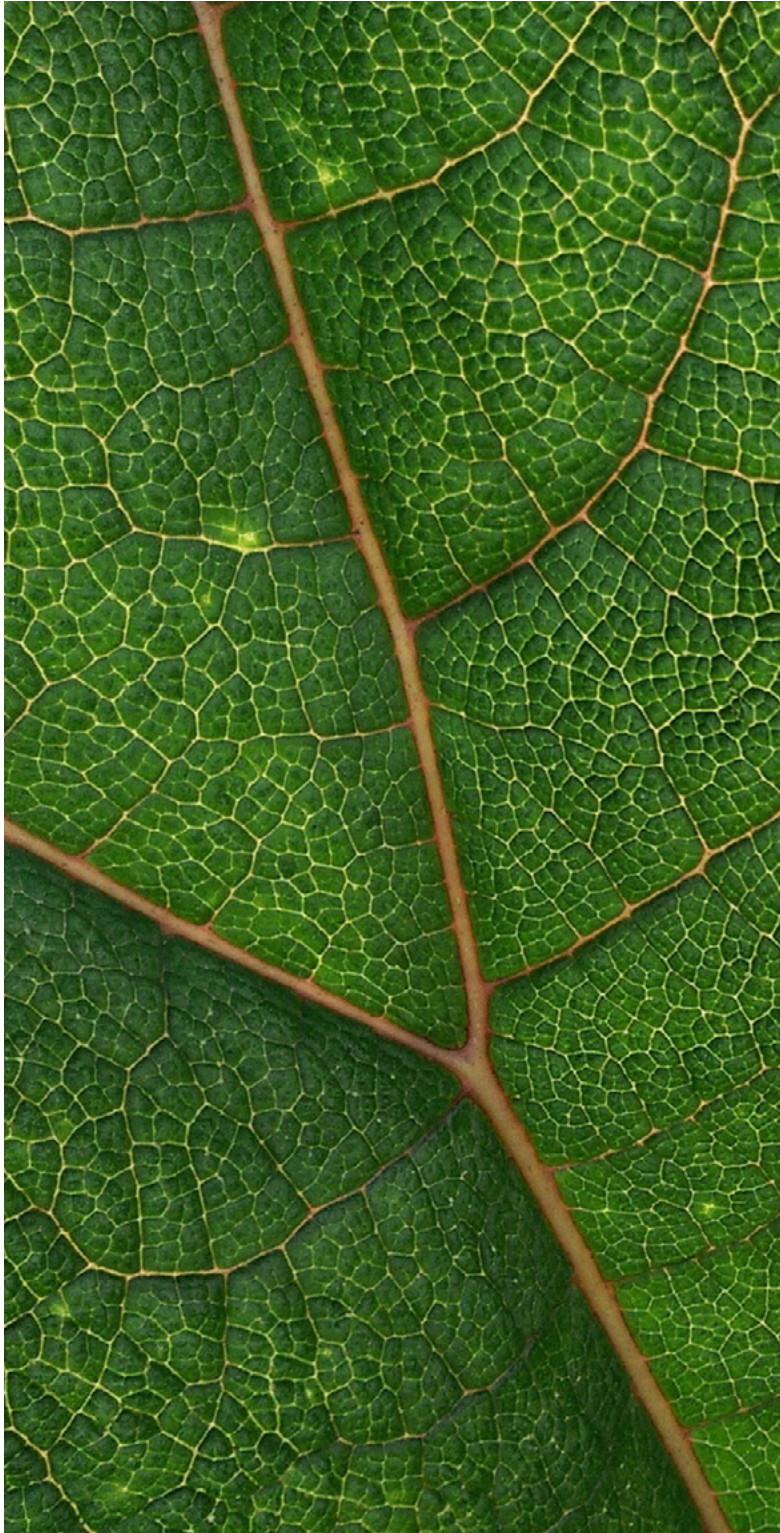
### 4. Green Travel Behavior

As noted above, Avenga will shortly introduce a Green Travel Behavior which includes a focus on alternative means of travel. It will promote to all our staff the benefit of offering alternative mobility solutions, like bike leasing or electric charging points alongside using public transportation, owning/using hybrid or electric cars, remote working, and ride-sharing. As a company we are focused on a comprehensive strategic plan that ensures our travel decisions are green.

### 5. Supply chain responsibility

Buying local and supporting fair trade is part of Avenga's core beliefs. We seek to create social change through supporting local producers, fair pricing, and certified goods, which in turn promote economic justice, social cohesion and environmental sustainability.

Starting in 2020 we began working with local suppliers and using only fair-trade certified goods.





# III. Social Responsibility

### III. Social Responsibility

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## 1. Partnerships and Sponsorships

There is no better approach to solving business challenges than the famous saying "two heads are better than one." Strategic partnerships are fundamental to improving business outcomes. There is so much more power in brainstorming with others and gaining synergy. Often others can give us a new perspective, are strong where we might be weak and vice versa, but there is also the benefit of shared resources.

One of those ways of sharing resources is through sponsorships, whether it be Avenga sponsoring an event, training and/or project, like IT Cluster, IT Association, and others.

Or, being sponsored by another organization through finances, endorsements, etc.



### III. Social Responsibility

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## 2. Serving the community

We strive to make a measurable impact by engaging our people, partners and clients in philanthropic commitments and serving the community as part of our company values.

#### Engaging beyond company boundaries.

Entrepreneurial success also means engaging beyond company boundaries and assuming social responsibility. This is why we support various initiatives whose missions are close to our hearts, such as giving time, skills and funds to charities, orphanages and nonprofits, be it donated items, helping women and their children affected by domestic violence, fundraising, blood donations, etc. Additionally, Our people support senior citizens in many ways, be it volunteering at care homes or contributing to organizations that make a difference in the lives of the elderly.

Some of the programs we already support are Made by Dyslexia, StraßenKinder e.V., Frauenhäuser Köln (Germany), Run for a Cause, Hour of Code, Decembeard, Women of Fortune, Intervention Adoption Center, and the Bonafide Foundation.

#### Fortune and University programs.

At Avenga, educational programs are our special focus, as we understand the need for the next generation to participate in society through access to a decent education. Our employees mentor students, specifically underprivileged children, as we understand that these future professionals need to have the necessary skills to keep up with new technology surges.



## III. Social Responsibility

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### 3. Volunteering activities

We fully comprehend the importance of being a part of the world beyond our business. This means volunteering, taking part in pro-bono activities, and supporting non-profit organizations and charity initiatives.

#### Support of e-learning

Because of the quarantine, schools all over the globe switched to online learning which requires the proper technical equipment. Avenga joined the #dajzekompa initiative in Poland by supporting children there with some very much needed computers along with donating monitors for a better e-learning experience.

#### Books for hospitals

The Great Collection of Books (Zaczytani.org) is an annual social campaign in Poland. Avenga joined this initiative and collected over 250 books and donated them to hospitals and care center libraries.

#### Charity run

We ran in a charity relay organized by Fundacja Poland Business Run. The purpose of this run activity is to raise awareness and collect donations for people with mobility impairments. Thanks to this initiative and our staff, 55 people will receive the help and support they need.





### III. Social Responsibility

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## 4. Accessible website

As a sustainable business, we deeply care about contributing to web accessibility and promoting inclusion by ensuring a perfect user experience for everyone.

In 2020, Avenga partnered with [accessiBe](#), an innovation company, that adapts websites for the user needs of people with visual, hearing and motor impairments, as well as other functional disabilities. Together we designed an AI-driven tool for web accessibility which scans websites and automatically provides key modifications to transmit data and accessible content to the end-users.

We use the accessiBe tool on [avenga.com](#) to adapt our website content for all types of user needs. This fully automated compliance solution makes Avenga's website compliant with the entire Web Content Accessibility Guidelines 2.1(WCAG), ADA, Section 508, other worldwide legislation, and major data protection regulations, including GDPR and CCPA.



### III. Social Responsibility

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## 5. Educational programs

Our educational training programs equip both seasoned experts and ambitious students with the professional acumen to bring their talent and skills to the next level.

#### Avenga Educational Courses

On numerous occasions, Avenga has organized and provided training to our staff. These courses include Salesforce sessions, DevOps, Automation QA, and iOS Dev, to name a few. These courses offer new information to students, shore up their existing knowledge, and brush off a skill learned but not used for a while. This ensures our staff are always learning, striving and expanding their horizons.

#### Educational Charity Organization

The Hebron IT Academy offers free education for underprivileged and socially disadvantaged youth. We are proud to sponsor scholarship programs and provide students with devices, educational materials, etc. for their comfort, well-being and education. This initiative has proved to work exceptionally well and



### III. Social Responsibility

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## 6. 2020 projects - Avenga projects for social good

Driven by the commitment and enthusiasm of our people, we initiate and support social sustainability projects. By realizing the impact of business on social welfare, we strive to produce positive change in the communities where we live and work.

#### **Blood Donation App**

According to the Red Cross, someone needs donated blood every 2 seconds in order to survive surgery, cancer treatment, a traumatic injury, etc. Blood donations save lives, and we care to make this easier with technologies. Our team developed a free mobile app Bank Krwi which assists blood donors in Poland. With this app, people can check for the need of blood units in the blood banks.

#### **Stanford Distributed Computing Project.**

Folding@home is a distributed computing project that performs biomedical research using the computing power of volunteers. The initiative brings together volunteers who donate their personal computational resources to the researchers and scientists who process new data that helps to develop life-saving drugs. We joined the project and set up a folding@home lab from our spare Avenga hardware, which is 100% dedicated to folding.

#### **United for Health**

United for Health is an emergency project with a mission to raise funds for 100,000 express tests to make mass coronavirus testing possible. The next step of the project is funding critical medical equipment for hospitals. It was launched by the local Lviv IT Cluster, a community of IT companies and local authorities. Avenga, as a member of Lviv IT Cluster (Ukraine), is participating in the initiative and, together with other companies contributing to the campaign, we have raised over \$100 000 already.

#### **Medical 3D Printing**

Avenga's people have joined different initiatives that are supporting hospitals with 3D printed medical equipment, and under the threat of COVID-19, medical centers are in desperate need of such equipment.

- We started producing adapters, developed by Mawi Pipeline, that allow a single assisted mechanical ventilation device to serve several patients simultaneously.
- Additionally, we support the Provincial Hospital St. Padre Pio in Przemysl with 3D printed visors for medical personnel.

#### **Data Science to fight COVID-19**

Data Science communities all over the globe are working together to analyze the current COVID-19 situation and to offer some fact-based answers. Avenga's Data Science Team joined the Roche UNCOVER Kaggle competition to analyze a collection of global datasets and model solutions for key pressing questions.

#### **Support of Medical Centers and Hospitals**

We believe that actions speak louder than words. Every contribution to those in need counts, especially in the world's current unprecedented situation. We, as a multinational team put our company's values into action by supporting and initiating local projects for medical centers and hospitals. We are proud to cooperate with life-saving initiatives to make a difference and to invest in the medical industry.

### III. Social Responsibility

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#### This year we supported:

- Szpital Żeromski in Krakow, Poland: contributed to equipping them with hygiene sets for patients and also needed medical equipment. Our team also made a donation for oxygen therapy apparatus, AIRVO2, to be installed in this hospital.
- Szpital Specjalistyczny in Kościerzyna, Poland: during the pandemic peak period shortage of medical supplies we raised funds for the critically needed disposable medical supplies
- Hospital in Zhydachiv, Ukraine: our team initiated donations reaching over \$1000. We equipped this hospital with protective shields, suits, hats, gloves, FFP2 respirators, and antiseptic.
- Ambulance crew in Khmelnytsky, Ukraine: provided the crew with protective suits, glasses, masks and gloves. The Avenga team from Poltava joined in on the fundraising for the protective suits for the medics.
- K.I.D.S. Foundation in Warsaw, Poland: this organization transforms hospitals with the help of innovation and new technologies. We supported their project of a new Blood Bank for Immunology Laboratory in the Children's Health Centre. This new space is much closer to the operating room, 30 meters now instead of 700 as before, which is important for the transportation of life-saving fluids. The hospital's personnel now make use of modern equipment and better storage conditions for blood, as well.





# V. Transparent Governance

## IV. Transparent Governance

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# 1. Certification and Standardization

### INTERNATIONAL ORGANIZATION FOR STANDARDIZATION (ISO)

In September 2020, Avenga achieved its ISO/IEC 27001:2013 certification which verified that Avenga US LLC applies a systematic approach to managing sensitive information and ensuring data security. ISO 27001 is an internationally recognized standard that provides a framework for Information Security Management Systems (ISMS). The scope of the ISO 27001 certification for Avenga included the ISMS that is applied to software engineering, consultancy and software delivery services, IT operations, HR & recruitment processes, QA services, R&D, marketing, finance, and all company processes and systems that guarantee efficient delivery in order to maintain customer success.

This international certification validates our commitment to provide our clients with the highest level of information security management. We are proud to receive ISO certification from PECB on our first attempt. This shows our information security program works conscientiously and we celebrate this achievement as a result of the systematic work of every member of the Avenga team.

In addition to the ISO/IEC 27001:2013 certification, Avenga is a Salesforce® Partner and a Gold Microsoft® Partner certified.

With an excellent track record and established relationships with some of the largest global brands, these certifications are further testimony to Avenga's superior security standards, meticulous work ethic and the company's trustworthy reputation.

# 2. Ethical business policies

Avenga believes that business should be done on a firm moral foundation and this drives our business behavior. Because of the variety of products and services we provide, we use all three of the business ethical models: utilitarianism, rights and duties, and virtue ethics. Given a situation, we consider all possible consequences for a decision, that individual people and groups have rights and that we have the duty to respect those rights and promote dignity, and

by asking ourselves are we being responsible, fair, helpful, compassionate, and moral.

We strongly live our business principles by being customer centric, people committed, community connected and globally minded while using our platform to promote values like leadership, quality, responsibility, trust, integrity and sustainability.

## IV. Transparent Governance

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### 3. Partnerships

You can tell the character of someone by the people they keep, and thus you can tell what Avenga stands for by the partnerships we have. In addition to partnering with some of the biggest names in IT (i.e., **Salesforce**, **Microsoft**, **Forbes**, etc.), we also partner with some of the greatest companies (i.e., M3 Healthcare Technologies, Mazda, AccuReference Medical Lab, etc)

around the world. But, our truest character comes out in how we support and partner with our local communities through educational programs for at risk children and youth, elderly assistance, and by providing support for battered women and those physically challenged.

### 4. Structure and Leadership

In setting up our structure and leadership, we looked to the simple triangle, which is one of the strongest geometric shapes. Avenga wanted to be based on strength, precision, and balance with the ability to not just endure pressure but to shine and lift others up through it.

Our top leaders are set up in a triangle of a CEO, COO and a CFO and they are diverse executives of different backgrounds and strengths who came together at Avenga to transform industries through

new imaginative solutions. From this leader triangle, we evolved into six Directors that oversee the different geographical areas as well as business areas.

But, leadership is not just for those at the top. Avenga strongly supports the leader in each of their people, in every project, and in every office. And although structure is important, we ensure that we are accountable to everyone around us by using the 360° evaluation process.

### 5. Anti-corruption

Corruption in business, whether it is internal or through third-party relationships, can pose significant financial, reputational, operational and compliance risks, which is totally unacceptable for us. Businesses should actually work against corruption in all its forms, including extortion and bribery.

We feel so strongly about this topic that in less than one year after forming Avenga, we achieved our ISO/IEC 27001:2013 certification. Those ten months we

worked hard and were focused, remaining on target to achieve this certification knowing that it would set the standard for absolutely everything we do. In our industry, trust is of paramount importance and without it our reputation would be nothing and our integrity questionable, which is why we strive constantly to take the high road and to not just earn the trust others place in us but to maintain it with decorum.

## IV. Transparent Governance

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# 6. Corporate Culture - People & Human Resources

Avenga aims to go above the traditional industry standards, so we focus on building a sustainable fair environment for all people. This includes mentorship and advanced professional development, flexible time off and scheduling policies, financial wellness and saving plans, recognition programs, corporate events, etc. And, obviously we are doing well as our latest numbers reflect an 89% employee satisfaction rate with a 83% retention rate; great numbers for such a transitory industry as IT.

### Diversity, equality & inclusion

We maintain a fair environment for all people and value diversity, equality and inclusion, which are reflected in our policies and our Business Operations Manual (BOM). We are committed to equal opportunity employment and demonstrate respect for cultural diversity, values, gender equality, age and personal choices. Currently our diversity ratio is 30% female vs 70% male. As mentioned previously, we have offices across a variety of cultures and locations, and our projects and programs in the community loudly reflect this value.

### Labor and Health Policies

Avenga understands that its greatest asset is its people, so we work hard to find the best and brightest talent and then work even harder at keeping them. As we are a global company, our benefits reflect the culture in which the office is located, however there are certain benefits we are adamant about providing to our people, such as flexible working hours, health insurance, maternity leave, and vacation time as well as sick leave. Every office not only meets their local laws and standards for employees but goes beyond to challenge established global standards.





## IV. Transparent Governance

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Since the pandemic, we have added basic health protections (i.e., sanitation, disinfectants, hand sanitizers, etc.) at all our offices and significantly broadened our work from home policy in order to keep our people safe, healthy, and productive. Through a number of avenues, Avenga has maintained close contact with all their people working from home, offering them a variety of opportunities and services as well as checking on their welfare. We are pleased to say that our people have done a great job through the pandemic and we consider them heroes for adapting, enduring, and amazingly blooming.

Additionally, while at home, our people have made personal progress in 'greening' up their homes by adding plants, switching to more energy efficient appliances, supporting local green businesses, recycling, etc... And, via virtual and remote programs, some of our staff have even completed Run for a Cause using their personal wearable trackers, continued to volunteer, and raised funds for our charity outreaches; Avenga has such incredible and unbelievably dedicated people.

### Professional Development

Since technology is changing and evolving at an incredible pace, keeping our people current on the latest and newest issues is critical. Avenga offers its staff many paths to continue their education, learn new skills, and certify in different programs.

We promote cross development which expands our staff's knowledge and ability, but also exposes them to how their surrounding co-workers of different skill sets operate, which creates a greater awareness of how everything works together and thus improving efficiency and effectiveness. And, with this learning comes opportunities for advancement. When our people want to try a new career path or branch out, we are the first to help them prepare themselves and then to assist in finding a place to exercise these new skills, within Avenga or externally.





**VI. Goals and  
performance  
indicators for 2021**

# VI. Goals and performance indicators for 2021

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### Safe and healthy workplace

Remote work policy, reduced working mode in 19 Avenga offices, health & safety policy throughout all our offices.



### Planting greenery

Contribute to environmental initiatives and volunteering projects that support tree planting.



### United Nations Global Compact membership

Join THE UN Global Compact initiative to implement universal sustainability principles and goals.



### Blood donation support

Develop a mobile app for blood donations centers in Europe.



### NGOs support

Pro bono websites for non-profit organizations.



### Sustainability

Annual Avenga Sustainability report with completed and ongoing projects highlighted.



# Avenga

TRANSFORMING INDUSTRIES

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