

Sustainability Report



Letter from the CEO

"A responsible organisation must consider how they contribute to growth in a sustainable way — for the future of their communities and the planet as a whole. That's why we have decided to allocate a substantial amount of our resources and time to this effort."

-Volodymyr Sokolovskyi, CEO

About Go Wombat

Go Wombat was built around the vision of a small group of friends working out of a room and has grown to a company with team members and partners dispersed across Europe and the UK.

We build premier software solutions and mobile apps that are personalised for each client's needs and particular culture. We keep up with not only the latest technological trends, but also current initiatives in social and environmental responsibility.

About this report

From our early days, we have considered how our small yet growing company fits into the larger picture. As an integral part of what we do, we believe in the power of innovation to improve lives.

Beyond that, we have always valued a work environment that prioritises employee well-being – a workplace and a community beyond our office walls that is comfortable, inclusive, safe, and sustainable.

We here present what policies we have in place and where we plan to go, as we develop in a more sustainable way.

We used the [sustainability goals as set out by the UN](#) as our basis for our reporting, to highlight areas where we've already made progress as well as areas where we seek to improve.



Well-being

UN Goal 3: Ensure healthy lives and promote well-being for all at all ages

Considering the wellness of all of our people:

- Each employee is entitled to 18 personal sick days and 20 days of vacation.
- Up to 3 compensated psychologist consultations
- We provided COVID vaccinations to 85% of our specialists in Dnipro and 90% of our people in Ivano-Frankivsk. In addition, each employee was offered vaccinations for their whole family.
- All Go Wombat offices are modern, safe, spacious, and conducive to good work conditions.

● **Work-life balance**

We are not fans of overtime work, and we value the personal time of every employee. We believe it is possible to keep up with the work-life balance through effective planning and timely completion of work tasks. In addition, we offer flexible schedules and a hybrid (remote-office) approach to work.

● **Company celebration and team-building activities**

Excursions, outdoor activities, and parties play a big role in our company culture. And we encourage family members and partners to participate as well. We have regular meetups, as well as anniversary and holiday parties. Not to mention, the company organises workations where we can all get away and get to know each other better.

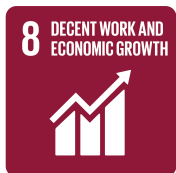


Gender equality

UN Goal 5: Achieve gender equality and empower all women and girls

In an industry that is primarily male-dominated (around 92%), our company intends to increase the proportion of female employees to 40% in the next 5 years.

We offer women compensation that is equal to their male counterparts who have similar positions and levels of seniority.



Decent work and economic growth

UN Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

As a job creator, we offer opportunities for full and productive employment and decent work for women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

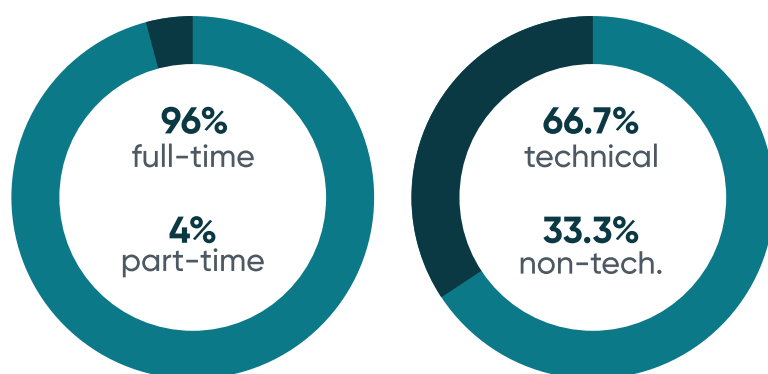
Our management and HR department ensure that labour rights are protected and promote a safe and secure working environment for all workers.

According to a 2023 Satisfaction Survey,

4 out of 5 employees say they would definitely recommend Go Wombat as a place to work.

Also, a majority of our employees see a direct link between their individual work and the company's overall objectives, and, as a result, they see themselves working at Go Wombat in the foreseeable future.

Our employees by the numbers



Regions where employees live:

- Ukraine
- Spain
- Northern Europe
- Central & Eastern Europe

● Career development

Our company supports the professional growth of employees. We promote youth employment, education and training through our Go Wombat Juniors mentorship programme. Leading specialists on staff developed this method for the efficient teaching and growth of trainees and junior developers. As a result, dozens of Wombats have gone from junior to middle and senior levels.

Approximately **18%** of our employees are in early career stages.

Also, each employee can be partially reimbursed for educational expenses as well as for visiting international professional conferences.

In addition, we offer opportunities for travelling to conferences and clients.

● Tech community support

Our internal tech community supports each other by sharing knowledge and insights as well as games and humour.

We are also a participant of [IT Dnipro Community](#) and preferred tech partner in [Danish Startup Group](#), which help to foment the wider tech community in Europe.

● Child care

Our Dnipro office includes a 'children's corner' in order to make it more comfortable for employees' children to visit.



"Go Wombat is a team of professionals that is growing, and you grow with them. This company has no managers, but rather leaders who guide and teach the team."

- Serhii Klitko, Frontend Developer



Innovation

UN sustainability Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

The promotion of innovation is at the core of what we do as a company. With this in mind, we are committed to the following ongoing actions:

- Upgrading the technological capabilities of industrial sectors in all countries
- Significantly increasing access to information and communications technology
- Developing sustainable, resilient, and inclusive industries
- Contributing to the growth of the software development industry in Ukraine
- Creating innovative projects for business growth



Diversity and inclusion

UN Goal 10: Reduced inequality within and among countries

We value professionalism regardless of ethnicity, age, sex, disability, religion or sexual orientation. Not only is it ethical, but we also recognise that team diversity contributes to the creation of innovative solutions.

Go Wombat promotes and enforces non-discriminatory laws and policies. We value and support human rights, so we ensure that it is reflected in the workplace.



Sustainable and safe communities

UN goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable

● Privacy and cybersecurity

As a company working in the IT world, we understand how crucial it is to be safe and responsible with data.

We have a certified data protection officer on staff who can perform audits about cybersecurity vulnerabilities as well as areas of potential non-compliance with governmental regulations protecting the privacy and digital rights of citizens, for our clients and our own platforms.

Additionally, our developers and other employees are educated on how to handle client data.

● Supporting local culture

Through our donations of money, time, and IT development skills, we help protect the local cultural and natural heritage sites like the Dnipro Botanical Garden and the Dnipro Freshwater Fish Aquarium.

We consider the Botanical Garden and the Aquarium to be crucial for developing Ukraine's scientific potential. Therefore, we provide necessary equipment and supplies.

● Other charitable giving

At the end of 2022, we donated gifts to Ukrainian children from Mariupol who were displaced by the war. These are children whose life was disrupted and couldn't spend Christmas as normal in their homes, so we decided to do what we could to bring some joy to them during the holiday season.



Responsible consumption and production

UN goal 12: Ensure sustainable consumption and production and production patterns

Zero Waste

In order to function, offices use energy and resources. As a part of our commitment to responsible consumption, we will continue to seek ways to be more efficient and responsible in our consumption.

We implemented a 'zero waste' policy in our office in Ivano-Frankivsk, which involves the sorting of waste and its delivery to a special institution (called Zero Waste).

By 2030, we intend to make all our offices 'zero waste'.

Being aware of the low amount of plastic actually being recycled, a plan to make all our offices plastic-free is currently underway. This includes replacing the use of plastic plates and utensils with reusable ones.

Responsible supply chain

When choosing between vendors, we consider the sustainability of each one. We select more carbon-neutral options when it comes to laptops, furniture, and office hardware.

In addition, we provide company merchandise that can be reused, such as water bottles and cloth shopping bags.



Protecting life on land

UN goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Dnipro University Botanical Garden

Our company has been friends with the Botanical Garden for several years, whose plant collection contains more than 3,500 plant varieties. The institution conducts global research work with similar organisations, exchanging seeds and plants as well as information. We often visit not only to be with nature, but also to bring essential items and equipment to it.

In addition, we are applying our IT expertise to help. One of our most significant donations to the Botanical Garden is the amount of work hours we've put into making their website and installing plaques with QR codes around the garden so that visitors can get more info about the nature they're taking in.

The platform we are building for the Botanical Garden is made with the idea to be able to be re-purposed by other organisations we cooperate with.

Animal charity donations and bug hotels

In the last 3 years, we have given more than 10,000 EUR to animal charities.

For the preservation of species of insects, our own staff has built what we call 'bug hotels'. One is located in the Dnipro Botanical Garden and the other in the local cultural park of Ivano-Frankivsk.

These hotels are meant to attract and protect bug species, which in turn attract birds. And both insects and birds play vital roles in pollination.



"If all mankind were to disappear, the world would regenerate back to the rich state of equilibrium that existed ten thousand years ago. If insects were to vanish, the environment would collapse into chaos."

- E.O. Wilson, Biologist

In our offices, our employees got together and built the structures, later delivering them to their strategic locations.

Beyond being a project to enhance our team-building, the main idea is to educate our employees as well as inspire others that they can do their part in protecting life on land. For example, we know that people see the structures we've donated and take photos. Hopefully, this will lead them to consider what they can do to support sustainability and the role they can play, as they see that a growing company like Go Wombat is willing to pool their time and resources to do their part.