

B Impact Assessment - na drodze do zrównoważonego rozwoju

Netguru - Certified B Corporation

Certified



Corporation



CULTURE BOOK



Forbes

Inc.
5000

Deloitte.
Technology Fast50



EMPLOYER
BRANDING
EXCELLENCE
AWARDS
»2019«

Netguru - Who are we?

Netguru **builds software for world changers**, software that lets people do things differently. Our employees have changed the way people listen to music, learn languages, and rent bikes. Our team's work has been featured in The Next Web, UXDX Conference, and Product Hunt.

If anybody asks about your work, you can safely say that **Netguru is a full-stack software consulting company**. We design and develop digital products for top brands (e.g. IKEA, and Volkswagen). There's more than 600 of us, working hard every day to bring real change to the world.

Netguru - sustainable company
with real impact

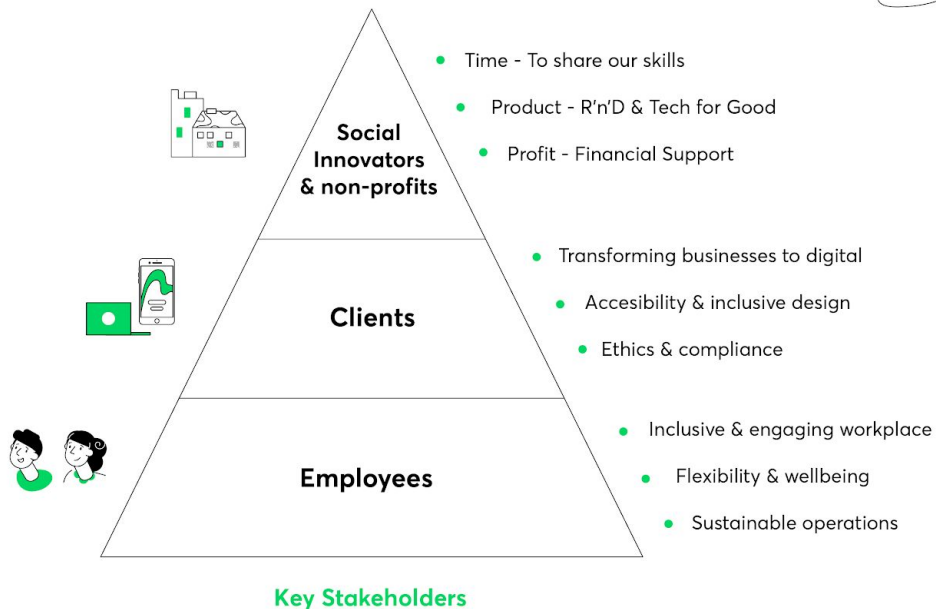
Netguru on its way to sustainability

aspiring to be Certified B

We help innovators and entrepreneurs shape the world through beautiful software. We feel responsible for our impact and want to act sustainably and ethically across our day-to-day operations. We want to do more than necessary for a positive future.

We believe sustainable development is the only way to grow a business.

This infographic presents the key areas of our actions & impacts in reference to our key stakeholders.



Our Sustainable Development Goals:



We want to focus our actions around SDG's that reflect our most material impacts.



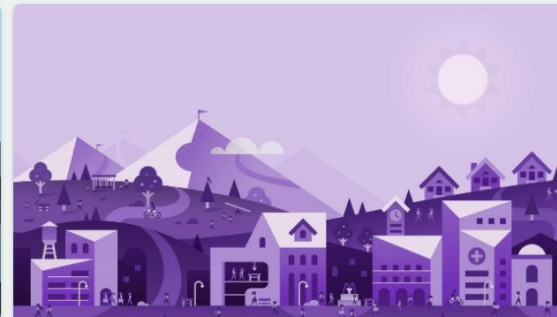
Governance

10.6



Workers

36.7



Community

21.6



Environment

8.2



Customers

4.7



Disclosure Questionnaire

nie punktowane

Governance / Zarządzanie

Kodeks etyki, działania antykorupcyjne, misja, przejrzystość

Mission Statement Characteristics

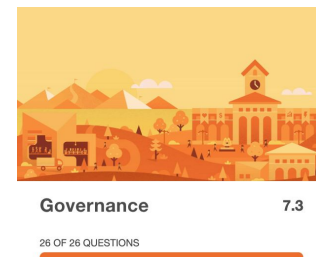
EXPLAIN THIS IN PRACTICE LEAVE FEEDBACK

Does your company's formal, written corporate mission statement include any of the following?

A formal written corporate mission statement is one that is either publicly facing or formally shared with the employees of the company. Please check all that apply.

- ☐ No social or environmental commitment
- ☐ A general commitment to social or environmental responsibility (e.g. to conserve the environment)
- ☒ A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)
- ☐ A commitment to a specific positive environmental impact (e.g. reducing waste sent to landfills through products)
- ☒ A commitment to serve a target beneficiary group in need (e.g. low-income customers, smallholder farmers)
- ☐ We have no written mission statement

Points Earned: 0.43 of 0.43



Company Transparency

EXPLAIN THIS LEAVE FEEDBACK

What information does the company make publicly available and transparent?

Your answers determine which future questions in the assessment are applicable to your company.

- ☒ Beneficial ownership of the company
- ☒ Financial performance (must be transparent to employees at minimum)
- ☐ Social and environmental performance (e.g. impact reports)
- ☒ Membership of the Board of Directors
- ☐ None of the above

Points Earned: 0.44 of 0.58

Workers / Pracownicy

Prawa pracownicze, udziały, benefity, living wage

% Participation in Employee Ownership

☆

🔖

EXPLAIN THISSHOW EXAMPLEIN PRACTICELEAVE FEEDBACK

What percentage of all full-time employees have been granted stock, stock options, or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

☐ 0%

☒ 1-24%

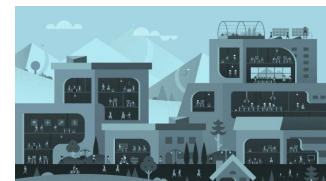
☐ 25-49%

☐ 50-74%

☐ 75-99%

☐ 100%

☐ N/A



Workers

40.4

51 OF 51 QUESTIONS

Independent Contractor Instructions

LEAVE FEEDBACK

For the remainder of the Workers section, you should consider independent contractors that work for the company 20+ hours per week over a 6+ month period as "employees: "workers"



Ok, I will consider all independent contractors that meet these specifications in my responses to the remaining questions in the Workers section.

Community / Otoczenie lokalne

Różnorodność, dostawcy, wolontariat, dobroczynność

Female Management

EXPLAIN THIS IN PRACTICE LEAVE FEEDBACK

How many of your company managers identify as women?

☐ 0%

☐ 1-9%

☒ 10-24%

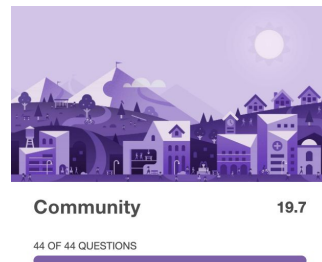
☐ 25-39%

☐ 40-49%

☐ 50%+

☐ Don't know

☐ N/A



In Country Management ☆

LEARN FEEDBACK

What percentage of senior management is native to the country of operations?

Native individuals are born and/or raised in the country.

☐ <49%

☐ 50-74%

☐ 75-94%

☒ 95%+

Points Earned: 2.00 of 2.00

NEXT

Environment / Środowisko

Zarządzanie środowiskowe, monitorowanie emisji, redukovanie zużycia

EXPLAIN THIS SHOW EXAMPLE IN PRACTICE LEAVE FEEDBACK

What water conservation methods have been implemented at the majority of your corporate offices or plant facilities:

Please check all that apply.

☒ Low-flow faucets, taps, toilets, urinals, or showerheads

☐ Grey-water usage for irrigation

☐ Low-volume irrigation

☐ Harvest rainwater

☐ Other - please describe

☐ None of the above

☐ N/A - Our company has a virtual office

Environmentally Efficient Equipment

EXPLAIN THIS IN PRACTICE LEAVE FEEDBACK

What % of new equipment purchased (by total cost) during the last 24 months was energy efficient or otherwise environmentally-preferred?

Select N/A if no capital expenditures were made during the last 24 months.

- ☐ 0% (no equipment)
- ☒ <50% (some equipment)
- ☐ 50%+ (majority of equipment)
- ☐ 100% (all equipment)
- ☐ N/A - No new equipment purchased



Environment

7.2

21 OF 21 QUESTIONS

Customers / Klienci

Typ klientów, jakość usług/produktu, bezpieczeństwo danych



Customers

2.4

27 OF 29 QUESTIONS

Customer Impact Business Model Introduction



LEARN FEEDBACK

Does your product/service address a social or economic problem for or through your customers?

Your answers determine which future questions in the assessment are appropriate. **Verification of Economically Disadvantaged Beneficiaries**



☒ Yes

☐ No

Points Available: 0.00

EXPLAIN THIS LEAVE FEEDBACK

Can at least some of the beneficiaries of your product/service be verified to be economically disadvantaged?

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model.

☐ Yes

☐ No

B Impact Report



Netguru

Consultancy, product design, and software development

Certified Since: February, 2020

Location: Poznań, wielkopolska, Poland

Sector: Service with Minor Environmental Footprint

Overall B Impact Score ⓘ



The B Impact Scores are being compared against all businesses that have completed the B Impact Assessment





DECLARATION OF INTERDEPENDENCE

We envision a global economy that uses business as a force for good.

This economy is comprised of a new type of corporation – the B Corporation –
Which is purpose-driven and creates benefit for all stakeholders, not just shareholders.

As B Corporations and leaders of this emerging economy, we believe:

That we must be the change we seek in the world.


That all business ought to be conducted as if people and place mattered.

That, through their products, practices, and profits, businesses should aspire
to do no harm and benefit all.

To do so requires that we act with the understanding that we are each
dependent upon another and thus responsible for each other and
future generations.

DocuSigned by:

8212CE6BC202442
Director/Officer


Director/Officer, B Lab

SDG Action Manager

10 REDUCED
INEQUALITIES



SDG 10 - Reduced Inequalities

7.8%

Learn how your business can reduce inequalities, such as by paying a living wage, employing non-discrimination practices in the workplace, and creating an inclusive work environment.

10 OF 29 QUESTIONS



11 SUSTAINABLE CITIES
AND COMMUNITIES

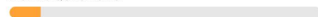


SDG 11 - Sustainable Cities and Communities

4.5%

Learn how your business can contribute to building sustainable cities and communities, such as by promoting inclusive urbanization practices, and adopting green building standards.

2 OF 20 QUESTIONS



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION

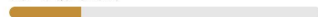


SDG 12 - Responsible Consumption and Production

2.5%

Learn what your business can do to maintain responsible consumption and production, such as adopting circular economy principles and assessing supplier impact on resource consumption.

3 OF 13 QUESTIONS



13 CLIMATE
ACTION

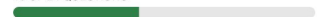


SDG 13 - Climate Action

8.6%

Learn what your business can do in regards to climate action, such as employing climate risk assessments, and adopting climate change governance.

10 OF 24 QUESTIONS



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



SDG 16 - Peace, Justice and Strong Institutions

13.3%

Learn what your business can do to contribute to peace, justice, and strong institutions by promoting transparency of company governance and tax management, and peacebuilding initiatives in conflict affected areas.

13 OF 29 QUESTIONS



**Sustainable, digital world where everyone can
realize **their full potential****



Netguru - Certified B Corporation

Movement



B the change