ESG Policy of Grow2FIT

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Version history

Version	Date	Changes
1.0	31 July 2025	Initial issue (Slovak)
2.0	27 February 2026	English version, restructured into Environmental, Social and Governance sections
2.1	1 April 2026	Office relocation to Nivy Tower; governance documents referenced; social principles and responsible use of AI added
2.2	1 September 2026	References to the Directive on Equal Treatment and Prohibition of Discrimination and the Remuneration Directive (equal pay)

We believe that a successful business is built not only on the quality of services but also on responsibility towards the world around us. The ESG principles – Environmental, Social, and Ethical Governance – are a natural part of how we operate, and we voluntarily integrate them into our daily practice.

Environmental – Responsibility for the Environment

- Our office is located in Nivy Tower in Bratislava (Regus), a BREEAM and WELL certified building in the Nové Nivy zone, which holds the BREEAM Communities Excellent certificate.
- We promote remote work and a paperless approach, reducing our carbon footprint.
- We run our own infrastructure in the cloud where it is the more efficient choice and keep sensitive data on-premise where security or economics favour it; a well-designed on-premise environment runs as a private cloud, efficient and scalable.
- We sort waste and encourage our team to follow eco-friendly practices (e.g., public transport, cycling, shared mobility).

Social – People and Community

- We foster an open corporate culture based on trust, transparency, and work-life balance.
- We apply equal opportunity and equal treatment principles in recruitment, remuneration and collaboration, and maintain a workplace free of discrimination; we support talent development regardless of gender, age, race, or orientation.

- We collaborate with individuals and partners from various regions, creating space for flexible and inclusive cooperation.
- We engage in community and educational activities (mentoring, tech meetups, knowledge sharing).
- We reject forced and child labour in any form, respect internationally recognised human rights in business, and respect freedom of association and collective bargaining.
- Equal treatment and the prohibition of discrimination are set out in our internal Directive on Equal Treatment and Prohibition of Discrimination and the Remuneration Directive (equal pay).

Governance – Ethical Governance and Transparency

- We have implemented transparent decision-making processes, responsible project management, and internal evaluation.
- We adhere to high standards in IT security and personal data protection (in compliance with GDPR). Our governance is documented in the Operational Security & Governance Framework (v2.0), the Anti-Bribery & Corruption Policy, the internal GDPR Directive, the Disaster Recovery Plan and the Incident Response Playbook; these documents are reviewed annually.
- Our business relationships are based on ethics, fairness, and long-term trust.
- We do not tolerate bribery or corruption in any form; gifts, hospitality and conflicts of interest are governed by our Anti-Bribery & Corruption Policy.
- We use AI tools responsibly: client data stays in the client's environment, and AI-assisted work is always reviewed by a person.

Conclusion

ESG is not a formality for us. It is a way to act responsibly, think long-term, and build a company we can be proud of.

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