Berg Software 2020
Corporate Social Responsibility
Report

About us

Berg Software is a 30-years-old German-Romanian software development company. We specialise in software outsourcing and custom software development. From the very beginning, we focused on providing high quality services, thus building a good name and long-lasting relationships with international clients.

Based on 30 years' experience, Corporate Social Responsibility is completely embedded in the way we work:

Workforce:
— We implement actions and policies that help continually improve our human capital and the work environment.
— We strive to build a community where each employee is treated with respect and is encouraged to grow personally and professionally.

Environment:
— We take actions to prevent ecological risk factors.
— We constantly work on minimising waste and reducing energy consumption.

Ethics:
— We have developed and implemented an Ethic Code as part of the CSR Manual.

Management:
— In order to make sure that we offer our clients the best possible services, we have implemented the ISO 9001:2015 Quality Management System.

Health and safety:
— Especially in 2020, we stepped-up the health and safety measures to make sure our employees and partners are protected from any COVID-19 exposure.

Services

Software outsourcing: for software and IT-services companies, we provide flexible access to skills.

During the last 30 years, we have provided dedicated development teams and team extension solutions to major software companies. Whenever you need to power through, we get you extra brain force.

Custom software development: for entrepreneurs, we digitalise core processes.

Business automation and digitalisation increase your speed and reach at lower costs. But digitising your core processes is what scales your unique strengths and the unique value you bring to clients.
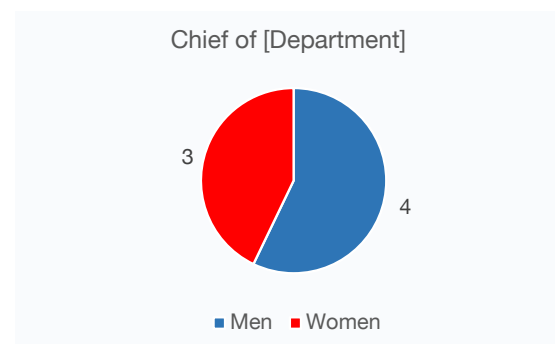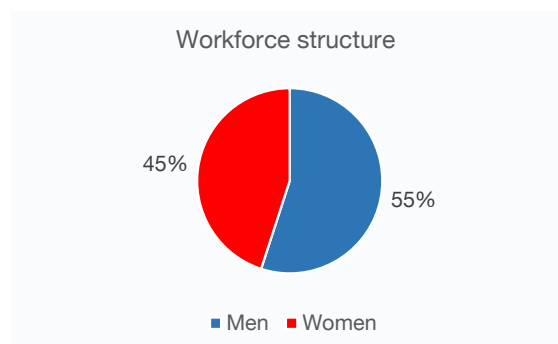
Industries

— Manufacturing

— Retail

— Office automation

— IT

— Storage

— Cloud

— Project Management

— Marketing

— Cybersecurity

— Automotive

— Banking & Finance

— Biomedical

— Robotics

— Engineering

— IT Services

— Controlling

— Data centers

— Professional services

Workforce

We strongly believe that Berg Software's most valuable resource is our team. In a field where success and clients' satisfaction are conditioned by each member's experience and expertise, their contentment and fulfilment are major priorities for Berg Software's management.

At Berg Software:
— The employees work willingly within the company, within legal boundaries and without any type of coercion.
— All employment is done according to the law, and we avoid and eliminate any form of child labour and forced labour.
— All employees are treated equally; all abusive and discriminatory behaviours are strictly forbidden and dealt with according to law.
— We strongly stand by gender equality when it comes to employment, promotion, payment and further benefits.
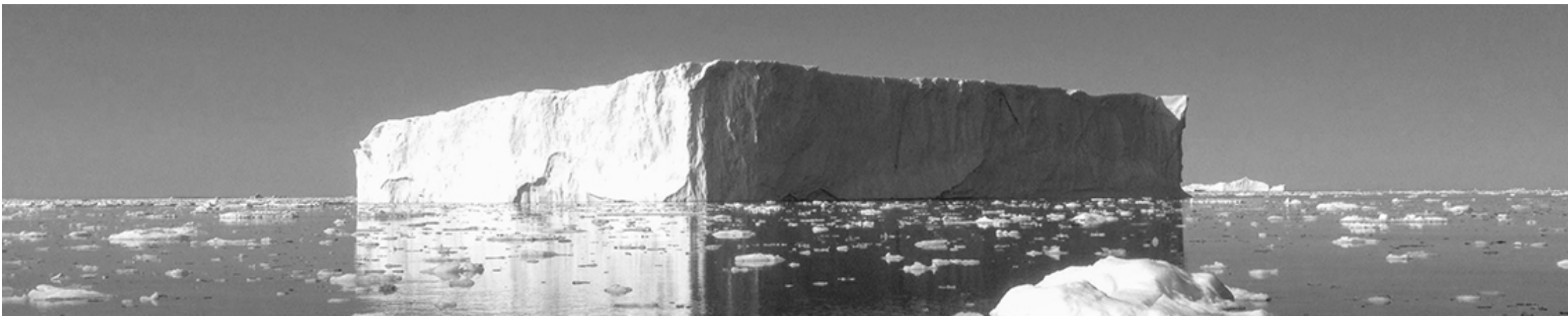

Workforce structure — 45% Women, 55% Men — Men, Women

Chief of [Department] — 3 Women, 4 Men — Men, Women

Also:
— We develop a series of activities and events to constantly improve team members' professional training.
— We encourage them to take on specialised courses, internal trainings, and seminars organised by our partners.
— We keep team members up to date with the latest industry innovations and technologies.
— Team members enjoy a series of benefits for their personal needs and wellbeing.
— Our internal communications system encourages team members to freely express their opinions.
— We gather feedback regarding workplace and employee satisfaction, on a regular basis.
— We continuously upgrade the workplace quality.

Environment

Due to software industry's specifics, Berg Software does not generate waste, gases, nor any other environmentally harmful substances. The main resource we use is electric energy, which is the reason why we have set ourselves the goal of reducing energy consumption.

— We replaced old desktop computers with energy-saving laptops.
— We set automated on/off schedules for our server systems.
— We replaced some of our physical servers with virtual ones.
— We installed programmable thermostats to better control indoor temperature and energy use.
— We digitalised our work- and documents-flow, which resulted in near-zero need for printed paper.
— We work with our employees for them to understand the importance of recycling and get their support to reduce Berg Software's environmental print.

Ethics

Part of our CSR Manual, Berg Software has implemented a four-parts Ethic Code that is known and followed by all the employees:

Work
— Uncoerced Employment
— Child Labor
— Working Hours
— Salary and Bonuses
— Humane Treatment
— Non-Discrimination
— Freedom of Association

Workplace safety and health
— Occupational Safety
— Emergency Situations Training
— Occupational Accidents and Diseases
— Industrial Hygiene
— Physically Demanding Work
— Machine Safety
— Sanitation, Food and Shelter

Environment
— Environmental Compliance Approvals and Reports
— Pollution Prevention and Resource Saving
— Hazardous Substances
— Wastewater and Solid Waste
— Air Pollution
— Product Content Restrictions

Ethic code
— Business Integrity
— Unfair Advantages
— Information Disclosure
— Intellectual Property
— Fair Competition
— Identity Protection
— Responsible Sourcing of Natural Resources
— Confidentiality
— No Reprisals

Health & Safety

Especially as of 2020, because of the COVID-19 pandemics, the health and safety of employees and partners are an important part of our CSR initiatives:

First, we have switched to working from home, for all employees who don't absolutely need to be in the office.

Then, for the very little in-person interaction, we implemented the strictest safety measures:

— disinfectant materials are available in all spaces at all times,
— thorough disinfection of offices performed on a regular basis,
— workspace reorganisation to ensure proper distancing,
— clear and strict people flows/circuits to avoid any unnecessary contacts,
— personnel training to ensure buy-in and compliance.

Berg Software's CSR actions during 2020

Promoting women in tech | Because we are honoured to work with amazing tech-savvy women, we make sure that:

— there is no gender gap, of any kind, between male and female employees,
— men and women have equal pay, rights and opportunities.

Green commuting | Being located beyond the city limits has some advantages when it comes to commuting:

— especially between spring-autumn, many employees commute by bike, which also makes it fun and energising,
— we support carpooling and public transportation, thus further reducing car pollution.

Greening the office (literally) | The peri-urban location also helps with greening the place up:

— our garden helps out-setting a big part of the (already limited) environmental footprint,
— while the office can easily get green with flowers (and flowerpots) all year long.

Giving back to the community | As we had a major refreshing of our office, we:

— donated our desks and file cabinets to local schools that are in need of furniture,
— thus, contributed to the community that will educate the next generations,
— and minimised waste by recycling fully functional items.

Selective collection | Regardless of a company's field of activity, it is ever more important to take action for protecting the environment. Therefore, at Berg Software:

— our employees are aware of the importance of recycling,
— we have a strict collection policy,
— and we support it with a long-term contract with a sanitation provider.

Cutting costs and paper consumption through reduced paper printing | Starting 2015, we have digitalised all our processes and documents:

— switched to electronic invoicing,
— stopped sending paper invoices,
— the minimal paper still used in our office is fully recycled.

Eco-friendly food choices | Food is a big part of our company's culture, so we are proud to:

— source our fresh fruits and vegetables locally, from neighbours whom we know and support,
— have homemade food prepared for all regular internal events.

Getting the team involved | Protecting our work environment is a group responsibility, and every team member respects our green guidelines. We all do our part to:

— reduce and recycle waste,
— use online communication and phase-out paper,
— turn off/unplug electrical equipment when not in use,
— carpool every morning,
— enjoy natural light as much as possible,
— and use reusable bottles.

Berg Computers SRL

Str. Lugoj, Nr. 4
307200 Ghiroda, TM
Romania

T: +40 256 225 223
E: contact@berg-software.com
W: www.berg-software.com