

ANECT a.s. A Company That Cares

ANECT a.s. is one of the top providers of professional solutions in information and communication technologies. It creates and runs computer networks and information systems of first-class quality. It has been in the market since 1993, and at the moment it has more than 200 employees. Our main goal is to offer highly professional and reliable services, which will enable our customers to achieve the best results in their fields.

Having been successful in the market for fifteen years, we have learnt how to help our customers and how to be good at doing business. At the same time, however, we have always wanted – apart from doing business – to give a helping hand. That is why at the beginning of 2008 ANECT a.s. created and decided to follow a complex strategy of social responsibility, which includes company philanthropy and voluntary activities.

COMPANY MISSION



We are aware of the fact that our company is not an isolated entity, separated from the rest of the world, but an integral part of this world, having a direct influence on it. We feel responsible for the quality of life of our employees, for the development of the society and country in which we do our business, and – in more general terms – also responsible for the quality of life on Earth.

We believe that anyone who really wants to have a positive impact on the environment and society must start from within: by following certain ethical principles in business as well as in everyday life, no matter if he / she is the owner, a manager or an employee. These principles are our natural motivation and propel us in everything that we do.

We want to focus on long-term goals, we always prefer optimum profit to maximum profit, and we want to set an example for others and thus contribute to economy growth and prosperity, a legally consistent state and civil society, protection of natural resources and environment, communities support and good relationships between people.

Social Responsibility of Companies (Definition):

“The social responsibility of companies is a voluntary obligation of some companies to act in a responsible way towards the society and environment in which they do their business.

These companies set high ethical standards and try to have minimum negative impact on the environment, care about good relationships with their employees, and support the region in which they do their business.

Socially responsible activities of these companies are entirely voluntary and usually go beyond duties required by law. “

From Business Leaders Forum

www.csr-online.cz

COMPANY VALUES

What connects us...

...is innovation and quality.

We are a dynamic and efficient company focusing on latest technologies, and providing solutions and services of outstanding quality. We are a company that accumulates know-how and offers highly professional, state-of-the-art solutions.

...is people and relationships.

Our people are our most precious asset. What we do requires team work, expert knowledge and active approach. Our company needs people who are young inside; people for whom every obstacle is a challenge to become better and grow further. We care about opinions and views of others, try to admit our own mistakes and help each other.

...is responsibility and trust.

To achieve high quality and meet our goals we follow clearly defined rules. Team work and company life require responsibility and trust: personal responsibility for doing your job well, effectively and on time; trust in the fact that we all have – despite different views and attitudes – one thing in common: to do things better. This trust and this responsibility give each of us a unique opportunity to communicate openly with everybody.

...is our will to do things better.

Our good results inspire and motivate us to set new, more challenging goals, and to keep working on ourselves in order to grow both professionally and personally.

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SOCIAL RESPONSIBILITY

The values mentioned in the "Company Mission" influence the whole company: the way it is organized as well as the way its staff, partners and clients are treated. These values affect all the procedures and activities inside and outside the company. Obviously, it is not a fixed set of some rules. If we want to achieve a profound and permanent change, we should be able to change our way of thinking – be more perceptive to new values, consider their significance within our own system of values and be ready to re-build this system, and change our opinions and attitudes. Reflect continuously on what we are, listen to others and be able to learn new things.

COMPANY PHILANTHROPY STRATEGY

*Giving is not just about giving gifts
– first and foremost it is giving a helping hand...*



We perceive company philanthropy (responsible donorship) as **unselfish help** – providing financial / material support and offering our time and skills – **without expecting any personal profit**.

We are well aware of the fact that we play a certain role in the society in which we do our business and that both as a company and individuals we are a part of the civil society.

The ANECT Strategy of Company Philanthropy is based on principles of „venture philanthropy“, i.e. investment philanthropy, which is both effective and strategic. This is a type of engaged donorship with clearly defined rules. **We definitely prefer long-term cooperation on particular projects**. We want to know about each part of the implementation, how much of it has been done so far, and – if possible – **we want to participate in this implementation** and help to form a healthy civil society.

That is why we have chosen **close and long-term cooperation** with selected organizations / on selected projects, which would give our staff an opportunity of voluntary participation. Instead of merely following the criteria when deciding which projects will receive the donation, **we also always consider the long-term effects and sustainability of the projects we will support**.

The ANECT Strategy of Company Philanthropy involves:

- Strategy of ANECT's philanthropic activities (e.g. supported areas, design of projects, plan of activities, assessment procedures).
- Good administration of individual projects.
- Internal and external communication about the philanthropic activities of the company.

ANECT's CODEX Of Company Philanthropy

This codex is not a mandatory legal act. However, it is a list of the most important principles that responsible donors should follow.

- ANECT's support of socially beneficial activities is systematic, transparent, proactive and long-term, **no compensation is expected**. The amount of monetary and non-monetary support is always defined in a Deed of Gift, written in adherence with the paragraph 628 of the Civil Code and its later amendments. ANECT a.s. supports various kinds of company philanthropy, including voluntary activities of its employees.
- ANECT a.s. clearly, truthfully and ahead of time **informs its employees and the public about its beneficial activities**. These activities are always advertised in an ethical way. Every important donation is listed in the Annual Report.
- ANECT a.s. publishes the **criteria and areas relevant to the process of deciding** which of the socially beneficial activities will be supported. The information on these criteria and areas is easily accessible for the public and external applicants.
- **To make sure that the decision-making process is unbiased and transparent** ANECT a.s. has appointed some of its employees to the Board of the ANECT Fund. The whole project of company philanthropy is managed by the Board.
- In its support ANECT a.s. tries to respond to the needs of the society. It is active in looking for new, innovative and marginalized projects. Non-profit NGOs and their representatives are always treated as partners. ANECT a.s. focuses on the support of **innovative methods and projects that bring various groups together** and use the opportunities and skills of each of them for a common goal: *What connects us is our will to help – we help together*. **We focus on projects that actively support sustainable development and help to improve the quality of life**.
- ANECT a.s. protects author's intellectual input into the project and makes sure that **no ideas of the applicant are used for the benefit of another subject without prior consent of their author**.

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SUPPORTED AREAS

Long-term Projects

(Active Strategic Donorship = Venture Philanthropy)

Social

Non-supported groups / Innovative projects

Education... Science... Research

Cooperation with universities and high schools / Support of innovative projects

Environmental

Long-term partnerships / Patronage over projects for sustainable development and environment protection as well as over voluntary activities of children and youth

One-off Activities

(Reacting Donorship = Charity)

Selected Projects

Selection made by the Board of the ANECT Fund

Unpredictable Events

Natural disasters

CRITERIA OF SELECTION

The project should meet AT LEAST one of the following criteria:

- The project should be in accordance with the ANECT Strategy of Company Philanthropy and it should be in one of the supported areas (see above).
- It is a non-supported project or the support of it is rather insufficient. (ANECT a.s. would like to focus on neglected groups and projects.)
- It is not a commercial project (somebody's private business).
- The project is not generally considered to be health-damaging or harmful to the environment.
- The donation always has a specific purpose / is used for a particular activity, and the person receiving it is able and willing to show how it was used.
- The person receiving the donation agrees that a written Deed of Gift will be made.
- The person receiving the donation agrees that the Deed of Gift will include a clause about returning the donation in case it has been proved that the donation was used for a different purpose than the one defined in the Deed.
- The person receiving the donation spends the money in a transparent way and he / she is able to prove it at any time (by doing accounting, keeping a cash book etc.).
- ANECT a.s. always prefers donations to subjects which treat the society, their clients and the environment in a fair and friendly way.

PROJECTS ASSESSMENT AND SELECTION Procedure

The assessment of applications, submitted to the ANECT Fund by the employees of ANECT as well as other subjects, has two steps:

- Screening of organizations,
- Assessment by all members of the Board and a final decision about financial resources allocation.

1. Screening of organizations

Screening (collecting relevant documents and information) is done by the Board Coordinator, who can ask any member of the Board for cooperation. The screening procedure helps to identify and exclude projects that **do not meet** crucial criteria listed in the ANECT Strategy of Company Philanthropy.

All submitted applications are assessed by:

- **Formal aspects** (key information about the organization / person / project; the accordance with the ANECT Strategy of Company Philanthropy),
- **Organization credibility** (annual financial reports, references, and information about company's history and its reputation – if available).
- **Quality of the project** (project mission, budget, time schedule and people involved).

2. Assessment by Board of ANECT Fund

The committee (members of the Board) should be always given ample time to go through all the submitted applications, relevant details about them and recommendations – at least **21 days before the voting**.

Assessment Criteria:

Each of the criteria that all the submitted projects are assessed by is given 0-5 points – 5 is maximum, 0 minimum):

2-1 Project Contribution:

- How much does the target group benefit from the project?
- Is it an innovative project?
- Were the project goals defined in a clear way and with good judgement?

2-2 Project Implementation:

- Is there a time schedule of the key activities that must be implemented in order to reach the project objectives?
- Are there enough people competent to implement the project?

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2-3 Financial Plan:

Does the project have a transparent budget?
Is it obvious how the money donated by the ANECT Fund will be spent?
Does the project have other financial resources it can rely on?

2-4 Role of ANECT:

Are there any ANECT employees involved in the project?
Is it possible to extend the project to some kind of long-term cooperation (future donations, voluntary activities and the like)?
The assessment by individual members of the Board will provide background for a follow-up discussion and voting.

3. Board of ANECT Fund's Decision

Grants will be awarded after a discussion of the members of the Board and their representatives. The projects will be discussed during a meeting of the Board or on-line (discussion on the company's internal website).
The decision whether the grant will be awarded or not is final.

4. Communication with Person Applying for / Receiving Donation

ANECT a.s. always makes sure that the applicant / person receiving the donation is informed about the Board's decision. If the project has not been chosen, the applicant is always given the reason(s).

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