At EPAM, our approach to corporate responsibility is guided by three principles:

1. **Operate Ethically**
2. **Protect the Environment**
3. **Support Our Global & Local Communities**

We embody these principles by sharing our creative talents and innovations with the world around us. Our employees are empowered to create a global network of impact, powered by local connections.

Learn more about our corporate responsibility at [www.epam.com/corporate-responsibility](http://www.epam.com/corporate-responsibility)
Environment

INNOVATION

Chosen as a Top 10 App in Google’s Android Development Challenge, EPAM’s artificial intelligence (AI)-powered, recommendation-generating digital assistant, Trashly, demonstrates both social value and machine learning (ML).

CARBON NEUTRALITY

With EPAM’s Carbon Footprint Calculator, we make it easy for people to understand what their current personal carbon contributions are—and how to make simple lifestyle changes to reduce them.

GREEN FACILITIES

We champion environmental responsibility in our operations, committing to build all new offices according to the conservation standards of the most widely used green building rating system in the world, Leadership in Energy and Environmental Design (LEED).

SUSTAINABLE RESOURCE & WASTE MANAGEMENT

We reuse, recycle and upcycle our end-of-life electronics and computers responsibly in partnership with Sims Recycling Solutions.
Embracing a Dynamic & Inclusive Culture

At EPAM, we are driven to empower our employees to lead socially responsible educational, environmental and community initiatives for the greater good. We act as one team, value collaboration and celebrate our differences as a strength.

DIVERSITY & INCLUSION

We are committed to cultivating an inclusive and diverse workplace so we can deliver the most creative and cutting-edge solutions and ideas.
Embracing a Dynamic & Inclusive Culture

**LEARNING & DEVELOPMENT**

We invest in helping our employees build the skills needed to Engineer The Future. By creating a continuous learning culture, we support, encourage and offer EPAMers around the world opportunities to stay on the cutting edge of tech upskilling and soft skill development.

Each year, EPAMers around the world enroll in our L&D programs. They learn new technologies, career skills, and programming languages and have access to a formalized mentoring and development program.

We continuously invest in new programs and upskilling certifications to augment our internal training curriculum. With our L&D courses, LinkedIn Learning library and regional EPAM Emerging Engineering Academies & Labs, we empower our employees with accessible, scalable resources for personal and professional development.

IN 2020, ON AVERAGE EACH EPAMER SPENT MORE THAN 32 HOURS DEVELOPING NEW SKILLS

**WOMEN IN STEM**

Our goal is to establish a more diverse workforce, share industry expertise with impactful community initiatives and commit our voice publicly to empower women all over the world and help expand the community of women technology professionals.

We partnered with WOMEN IN TECH to advance Women in the Future of Work—focused on empowering, advancing and retaining women leadership in tech.

We sponsored the Technovation Girls Summit in Mexico to help foster innovation, creativity, and a love of learning for girls in tech and give them the opportunity to learn the skills they need to become the next leaders in tech, especially in projects that help solve local community needs and positively impact the world around them.

We are proud to join Google’s IamRemarkable initiative, an empowerment movement that brings together women and men to discuss how to best advocate for themselves in the workplace by recognizing what makes them unique and how they can share their success.
Acting for Good in Our Communities

SOCIAL RESPONSIBILITY

Driven by our values, our corporate social responsibility goals align with the United Nation’s Sustainable Development Goals (SDGs) and are guided by ISO 26000, a set of standards that direct businesses on how to operate responsibly.

INNOVATION

Working with EPAM’s Immunization Pass, our open source COVID-19 Resistance App was created to support a customized, privacy-compliant digital health identity mobile app that anonymously tracks exposure to COVID-19.

EPAM’s Immunization Pass enables reliable, safe, anonymized and trusted sharing of critical health, vaccination and immunity information.

EUVSVIRUS HACKATHON, CHALLENGE WINNER FOR SOCIAL & POLITICAL COHESION

We developed the design for EPAM’s GENTL Mask, an open source solution for manufacturers to address the supply shortage of protective masks that medical professionals needed amid the coronavirus outbreak.

Our team of innovative engineers and software developers collaborated and won the Estee Lauder Hackathon 2020 Tech-for-Pink Grand Prize and “Human Centric Innovation” Award for their proof of concept.
Acting for Good in Our Communities

**EDUCATION**

EPAMers have dedicated 500,000+ hours to global mentorship, training and teaching programs.

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<tr>
<th>EPAM UNIVERSITY</th>
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<tr>
<td>8 COUNTRIES</td>
<td>64 PARTNER UNIVERSITIES</td>
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<tr>
<td>18 COUNTRIES</td>
<td>7,800+ EKIDS</td>
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Acting for Good in Our Communities

PARTNERS & JOINT PROGRAMS

We pledge to empower an additional 5,000 students with high-tech skills and global opportunities by 2025. To do so, we have the honor of working with and sponsoring partner organizations on joint education and development programs.

IN ADDITION, WE ALSO SUPPORT A VARIETY OF THE WORLD’S LEADING ORGANIZATIONS AIMED AT MAKING THE WORLD A MORE EQUITABLE PLACE FOR ALL.

RASPBERRY PI

We’re proud to have helped the Raspberry Pi Foundation continue providing over 60,000 young people with access to free learning resources to learn how to code and get creative with technology through their Pi Day 2021 matching campaign and activities.

COOLEST PROJECTS

Partnering together, EPAM and our clients Liberty Global and Virgin Media supported the 2021 Raspberry Pi Foundation’s Coolest Projects online showcase with more than 1,000 young technologists and creators from 39 countries—and look forward to continuing our work together in 2022!

BIMA DIGITAL DAY

Together with Liberty Global and ITV, we sponsored the 2021 #BIMADigitalDay where students from the UK competed in a nationwide digital challenge to create solutions that help fight food poverty.
At EPAM, we are committed to having a positive impact on our customers, our employees and our communities.