Corporate Social Responsibility

For over 12 years, we at Orangesoft have been maintaining an unwavering commitment to our greater purpose — to unlock the potential of those who change the world for the better.
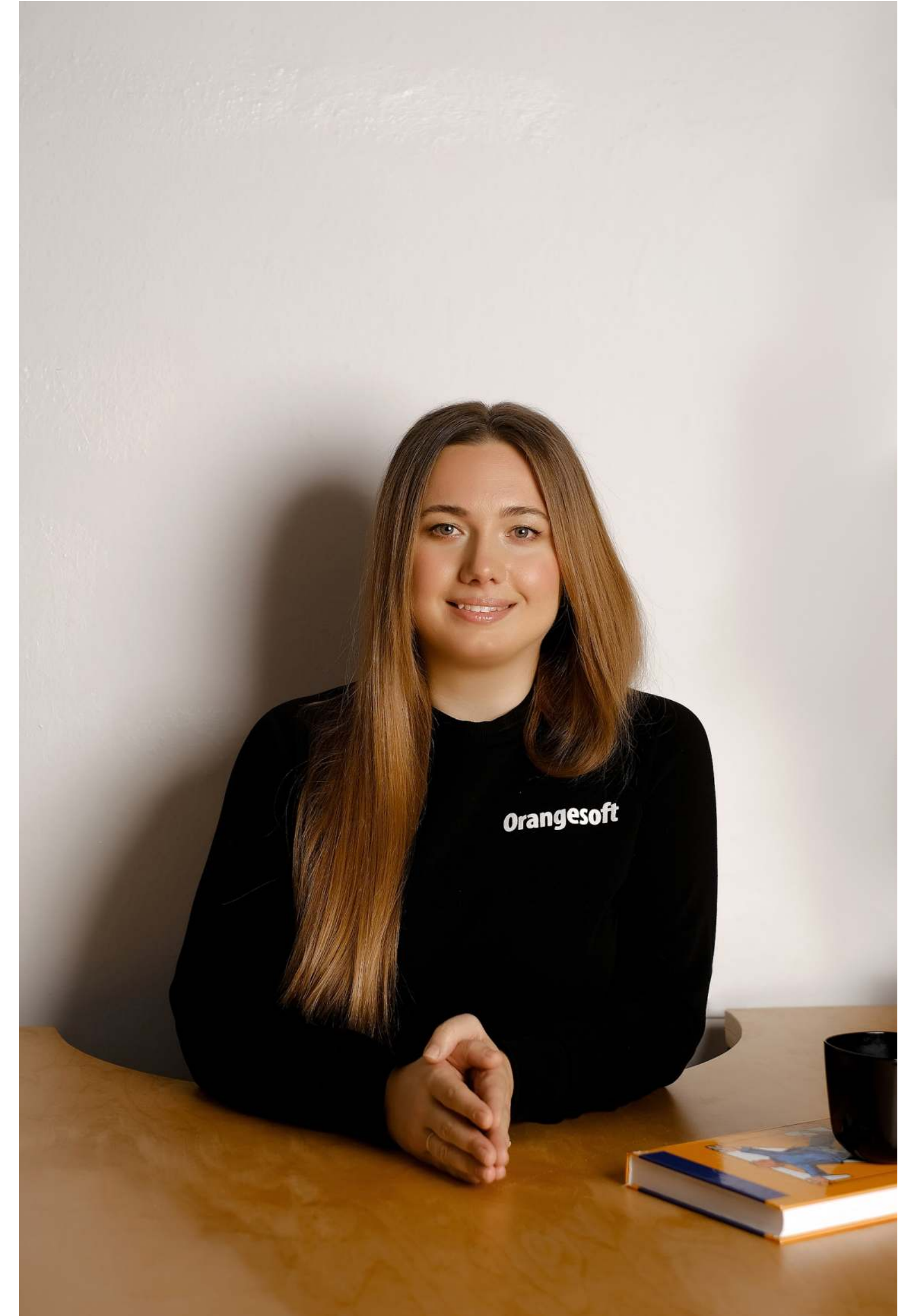
On the way to this destination, we've been partnering with nonprofits, upskilling and reskilling our employees, encouraging volunteerism, and integrating sustainability into everything we do.

A statement from our CEO

" At Orangesoft, we understand that a strong culture of corporate responsibility is a journey, not a destination. We are not there yet, but we are proud of the strides we've taken to expand our impact through our clients' growth and our internal operations' transformation.

Our commitment to CSR is not a one-day activity; we are continually raising our sights and seeking opportunities to deliver even more visible, enduring change. We believe in building a dynamic ecosystem where businesses, governments, and non-profits come together to create a positive impact on other's lives.
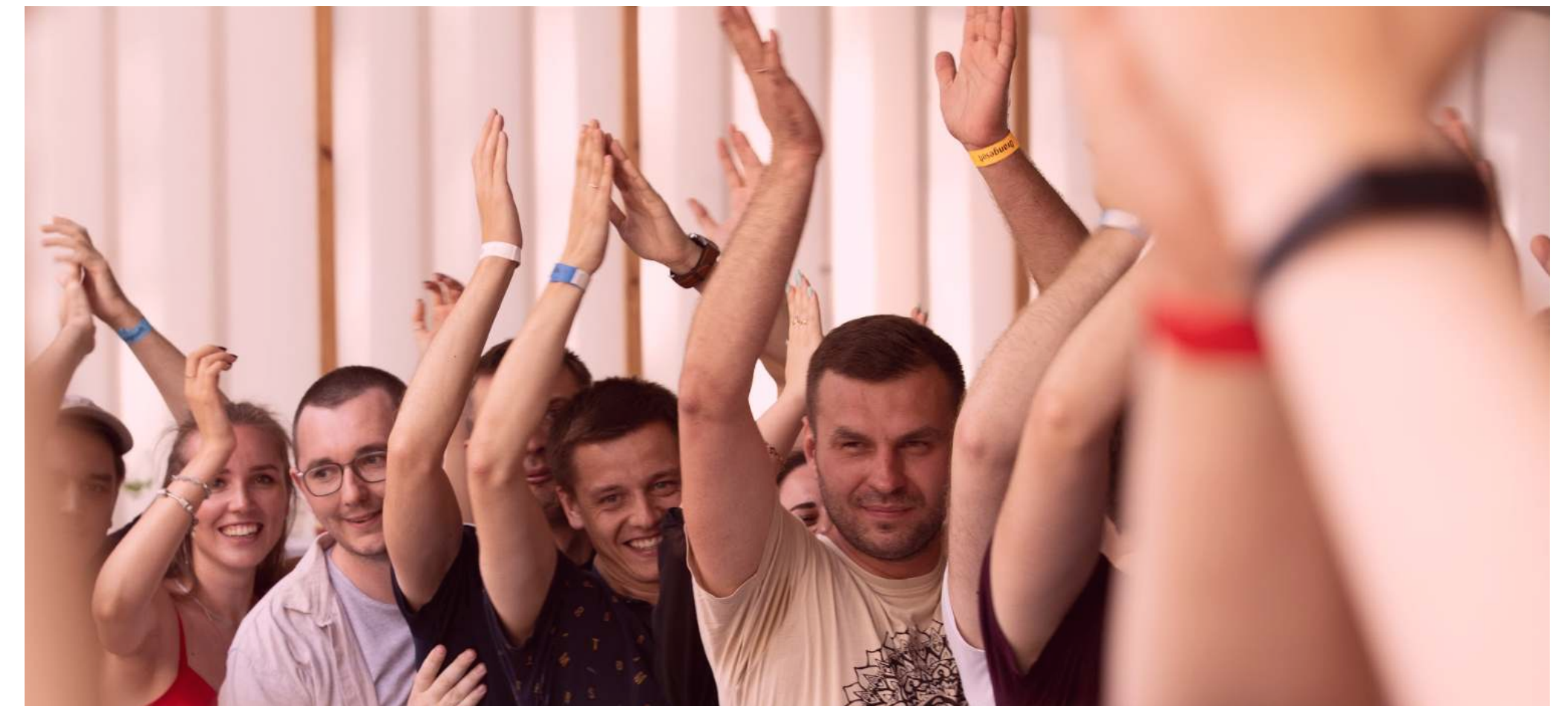
Our aim is simple: To uplift and support, making our collective path towards sustainability stronger. We approach this aspiration with a professional yet human touch, inviting you to join us in creating products that improve lives and catalyze change.

Orangesoft

We care about people

At Orangesoft, we bring together talents from all backgrounds to incorporate and encourage diverse approaches and perspectives. This diversity allows us to transform individual differences into a collective strength and embrace new challenges.
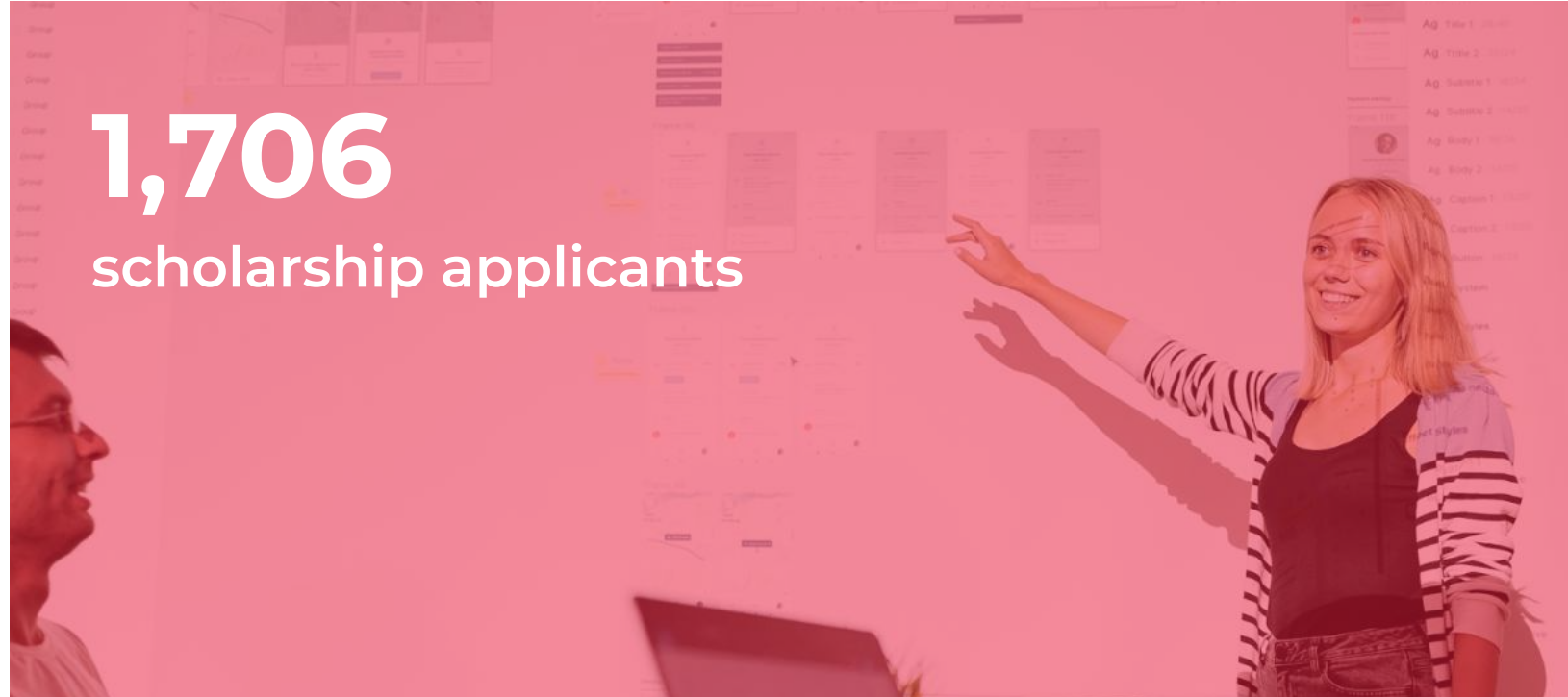
Orangesoft

Orangesoft in numbers

85%
remote employees

12
years of experience

80+
team members

23%
long-time employees

300+
projects

1,706
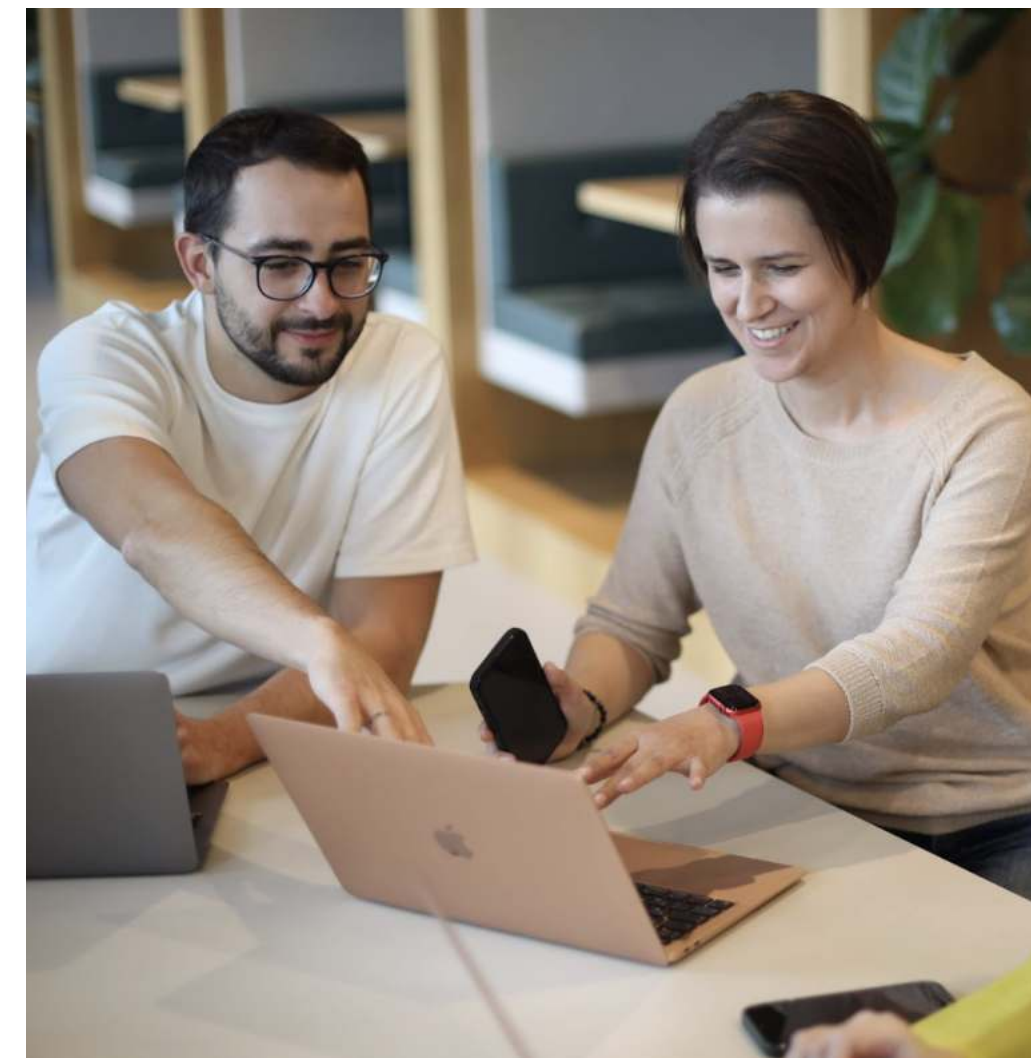scholarship applicants

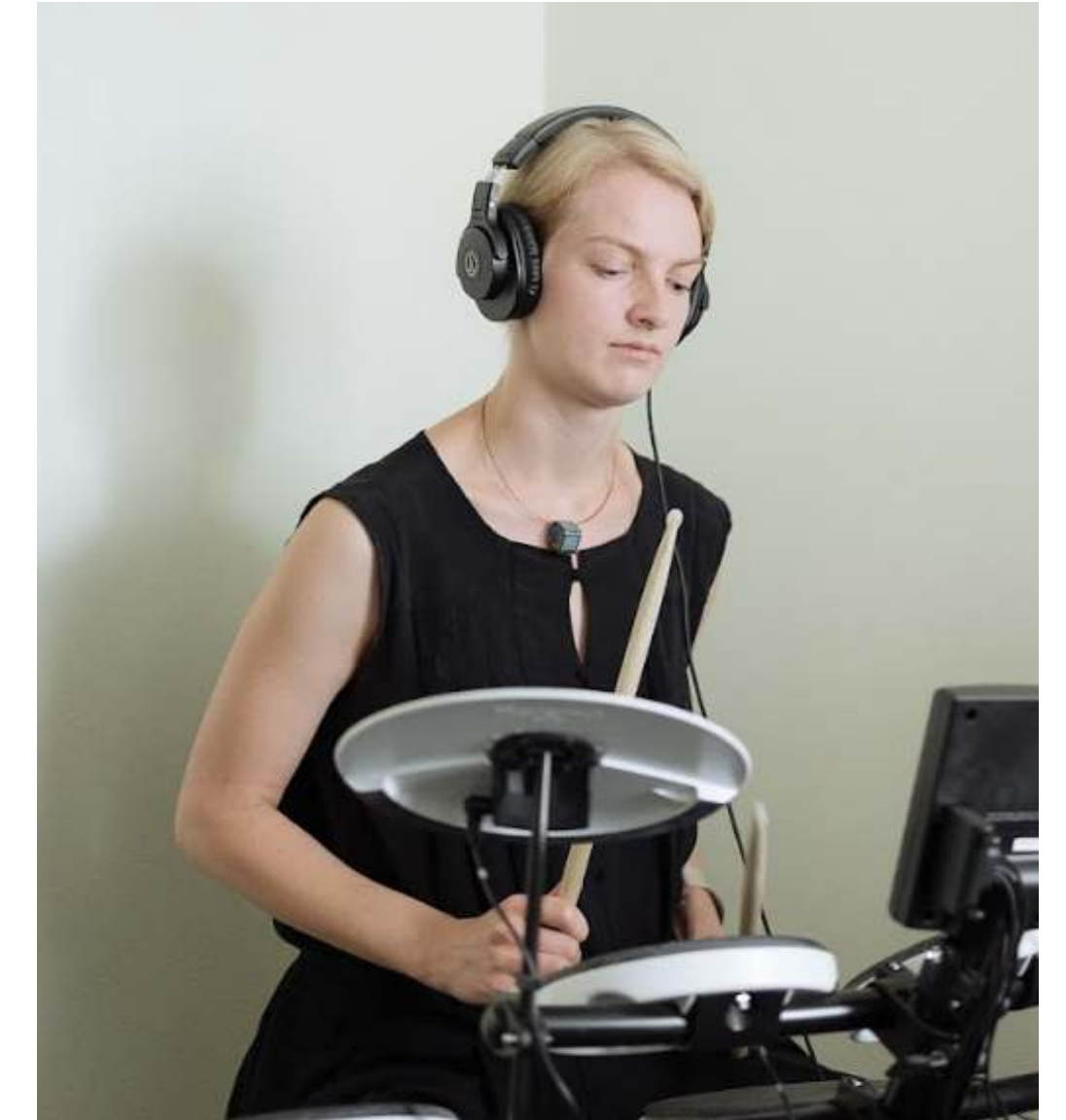**237**
interns

100+
mentees

36
awards

980
trees planted

Orangesoft

Fostering an inclusive culture

We are committed to creating an inclusive space where everyone feels welcome. Further, we believe diversity is how we arrive at unconventional solutions, approach a problem from multiple angles, and think through different possibilities.

Orangesoft

Driving social change with women in tech

Our company uplifts and empowers the women inside and outside our organization every day. We do this in many ways, and our Orangesoft Women in Technology Scholarship Program is how we address the gender gap, provide financial support to women, and promote gender diversity in the tech industry.

Our CEO and other team members have already supported over 100 women who wanted to break into the industry by providing pro bono mentorships. Our team shares their expertise and professional wisdom with mentees, giving them an edge in their career start and development.

Women at Orangesoft

50%	**80%**	**20%**
in the team	in the core leadership	in tech positions

Cultivating a culture of mental health

At Orangesoft, we understand that well-being is more than physical health. Our longstanding aspiration is that our people and their families thrive physically, mentally, and financially.

We aim to create a comfortable working environment for a stress-free, productive atmosphere.

Flextime and long leaves

We strive to improve the work-life balance of our employees by providing them with flexible working hours and time off.

"

We make sure everyone in the team regularly takes time off to rest themselves, improve their mental and physical health, and recharge their creative reserves.

Yuliya Bychik
Head of Human Resources

0rangesoft

Workation and working on the go

We trust our team and offer them autonomy in combining work and travel to set their own hours, places of work, and working styles.

"

Working across time zones can also be challenging, but seeing different cultures and beautiful places is what makes this whole workation experience invigorating and boosts your productivity.

Anastasiya Medunitsa

Quality Assurance

Orangesoft

Well-being activities

We have daily sports activities, weekly talks, and picnics to spend some quality time together and set the balance between work and fun.

"

As a chef, it's my duty to ensure that good people savor delectable dishes – that's my mission.

Nikolay Kuts

iOS Developer

Supporting working parents

Having no strict rules about parental leave, we allow working parents to shape their own working conditions and effortlessly integrate the joys of parenting with their professional growth. Over the last few years, Orangesoft employees happily welcomed 18 newborn babies.

"

Being a working mom is not for the faint of heart, but for me, this is one of the most rewarding experiences you'll ever have. Thanks to Orangesoft, I can have a journey filled with challenges and triumphs.

Julia Rasich

Marketing Manager

Orangesoft

We care about planet

We promote environmental awareness in and beyond the workplace. We believe that even small steps can lead to a bigger impact on environmental welfare — do what you can, where you are, and with what you have.

At the same time, we constantly seek opportunities to improve environmental impact through the products we deliver.

Reducing carbon footprint

In our pursuit of net zero, we have switched to energy-efficient appliances and equipment, implemented power-saving practices and energy management policies, and promoted remote work policies. Every year, our team helps offset the company's carbon footprint by planting trees and other carbon-storing agricultural practices.

We have eliminated non-recycle materials, reduced plastic usage, and organized waste sorting in our offices. We take a conscious approach to consumption, prioritize eco-friendly supplies, upcycle materials, and invest in durable equipment.
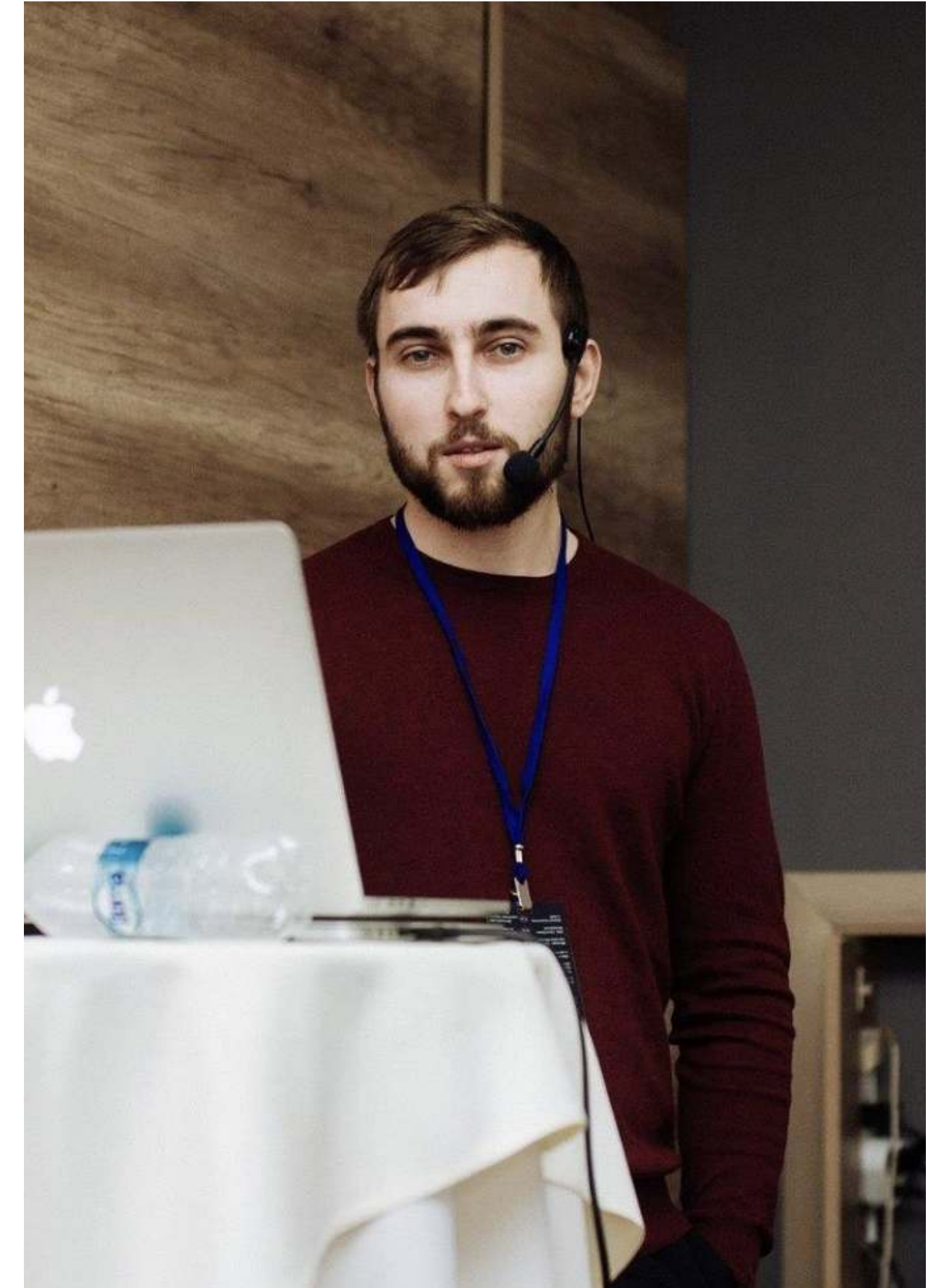
Opting for environmental-friendly technologies

When building mobile products, we follow green development practices, like minimizing CPU and memory usage of digital solutions, to reduce energy consumption. We use energy-efficient hardware, resource-friendly cloud computing infrastructure, and device emulators to avoid redundant hardware procurement. We also try to minimize our footprint by opting for durable testing devices that allow for longer maintenance cycles and less frequent replacements.

Orangesoft

"

For our work, we choose high-quality, energy-efficient equipment with a long operational lifespan to reduce e-waste. We also prefer co-working spaces to individual offices as it allows us to lower energy consumption and resource usage. When possible, we choose remote work over offices to reduce commuting

Veaceslav Gaidarji
Chief Technology Officer
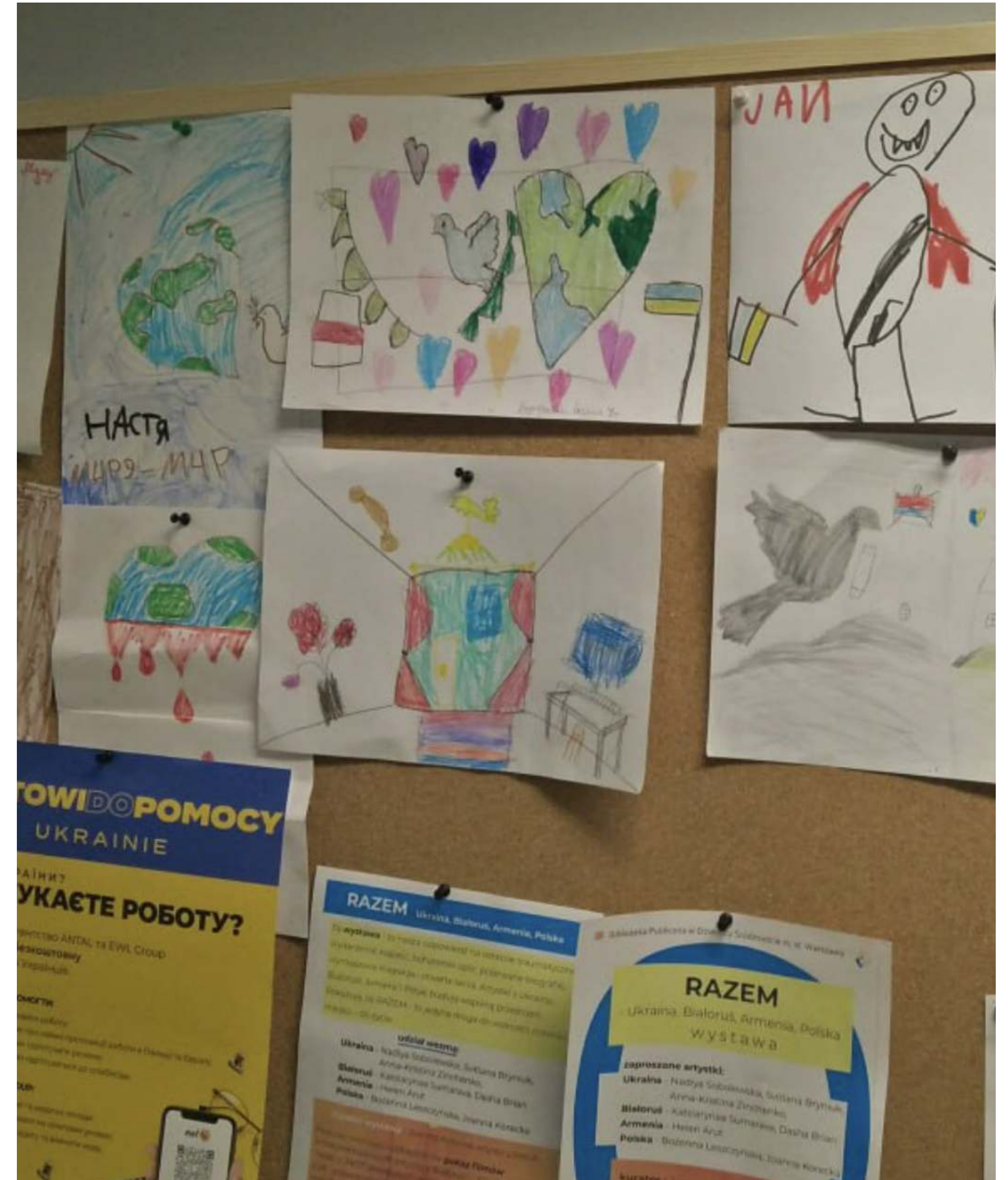
We supercharge 🌱 social impact startups

We believe that technology can enable positive environmental and social change at a pace and scale not previously available in the world.

We look for founders who share that belief and have the ambition to prove it.

View Orangesoft's 'tech for good' offer ↗

We care about those in need

We understand that true success comes not only from financial growth but also from giving back to those in need. That's why our team actively dedicates time and resources to support essential causes, including humanitarian aid initiatives, animal shelters, children's charities, and human milk banks.

Orangesoft

Charitable giving

We strive to make a meaningful difference, ensuring our actions align with our core values and contribute to a better world. We are proud of our colleagues who practice hands-on involvement in local initiatives and community projects.

"

My small contributions and donations are my way of supporting those in need with more than just words.

Vladimir Lobanov

Lead iOS Developer

Orangesoft

Empowering the next generation through robotics project

With our guidance and financial support, schools in rural areas launched robotics classes where kids can use robotics kits to test their interests and get a baseline understanding of digital technologies.

Orangesoft

Supporting recovery efforts in communities worldwide

Orangesoft partners with non-profit organizations and local charities to help communities recover from natural or man-made disasters and support people in need. We support the International Federation of Red Cross, ShareTheMeal, Children's Stories, and other organizations that gather donations to provide emergency relief and long-term support to affected communities.

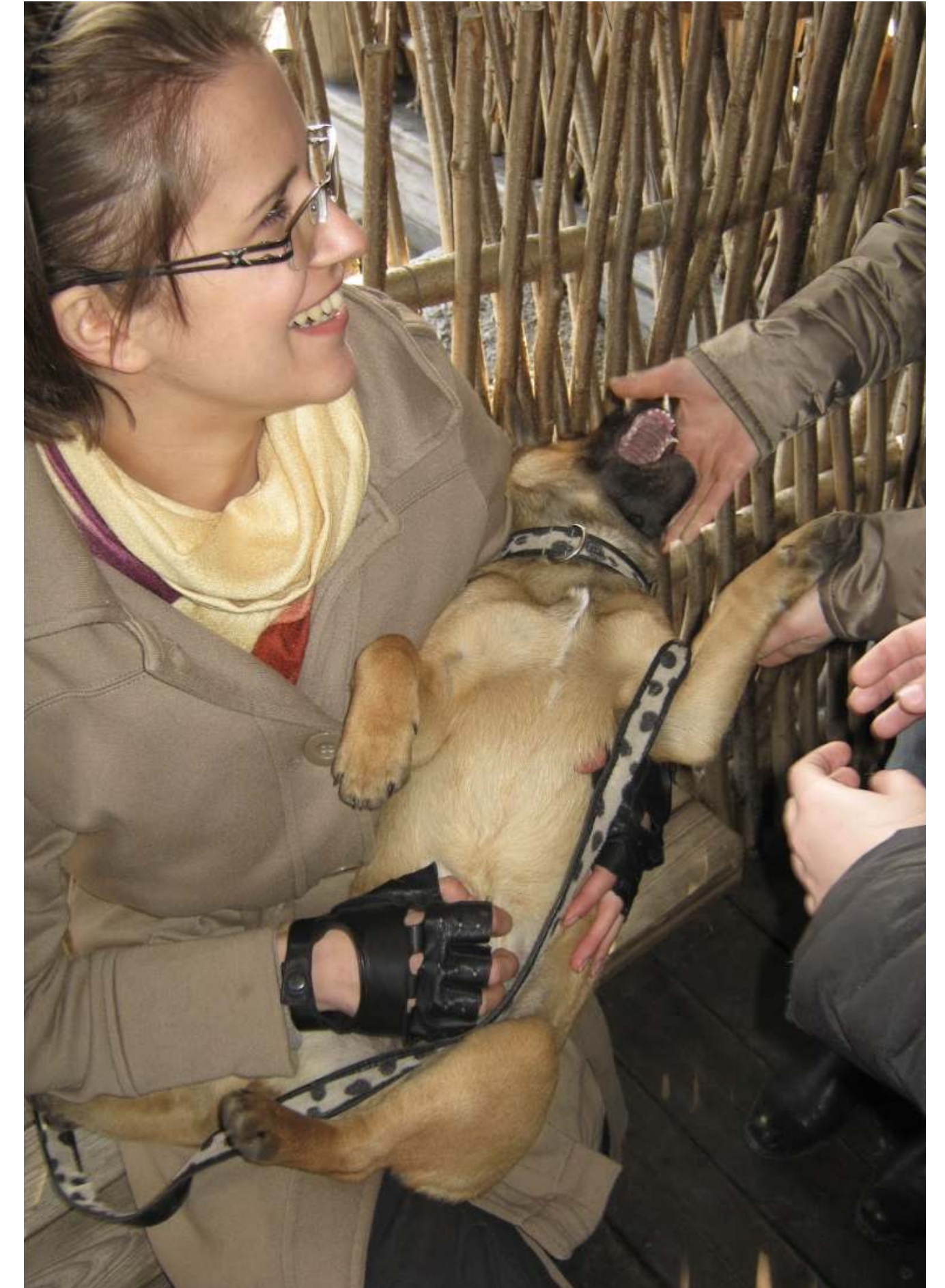# Tackling pet homelessness and supporting animal charities

Our team members are actively involved in supporting animal welfare and shelter organizations, giving their time, skills, and resources to help stray animals find a new home and a better life.

"

I open my heart to homeless animals, provide them care and treatment, rebuild their trust in people, and search for their forever families. Health, sterilization, and good behavior are my top priorities for their future well-being.

Kate Zhabenko
Chief Financial Officer

Orangesoft

Engage with us

Looking to advance your sustainability efforts as a startup? Building a greentech mobile app?

Together, we can create positive economic, environmental, societal, and digital impact in ways that are sustainable and accessible for the long term.

Find us on LinkedIn, Facebook, Instagram, or Clutch. Check out our diligently updated blog, or subscribe to our LinkedIn newsletter.

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