



ESET = socially responsible company

Lucia Daubnerová, ESET CSR specialist



MR. ROBOT



ESET
PIONEER in IT SECURITY



30 YEARS OF
CONTINUOUS
IT SECURITY
INNOVATION

Foundation of the company and IT Security industry





Global protection
110 000 000
protected users all over the world





chrome

ESET technologies protect
around **900 million** people

ESET CONTINUES TO GROW

3 + 1

FOUNDERS +
EMPLOYEE

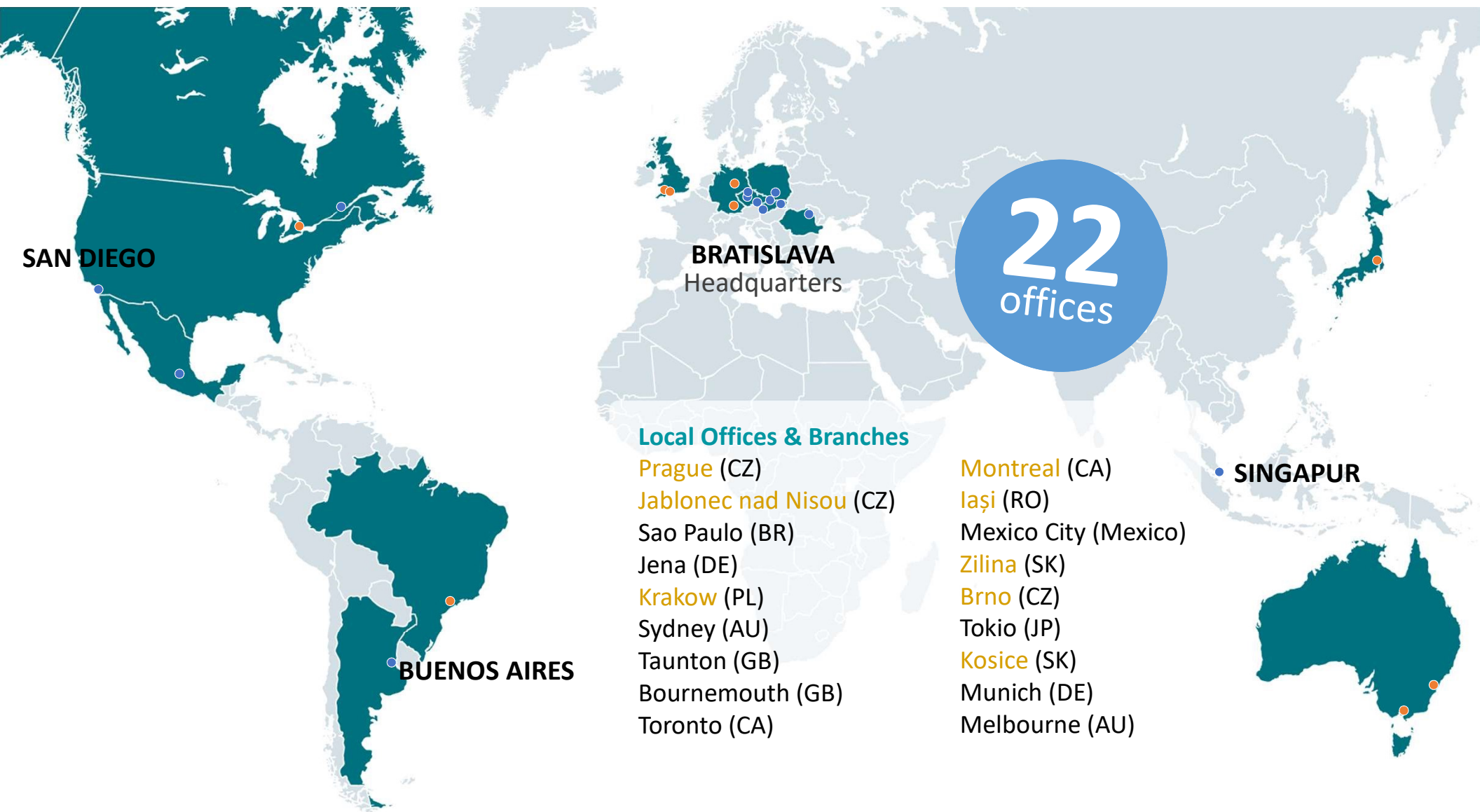
1987 / 1992

135
EMPLOYEE

2006

1600+
EMPLOYEES

2017



22
offices

SAN DIEGO

BRATISLAVA
Headquarters

BUENOS AIRES

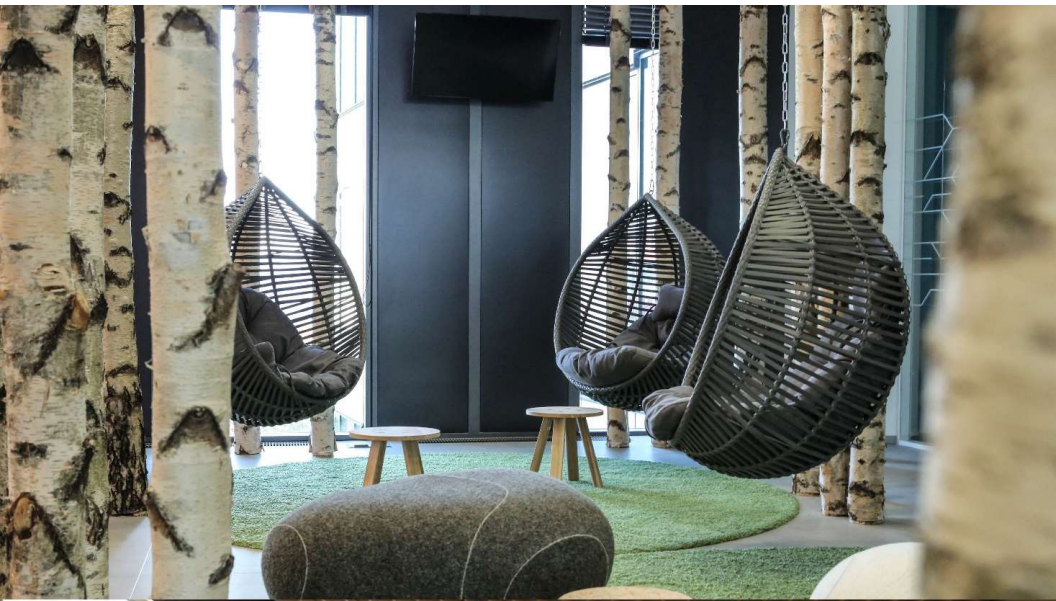
Local Offices & Branches

- Prague (CZ)
- Jablonec nad Nisou (CZ)
- Sao Paulo (BR)
- Jena (DE)
- Krakow (PL)
- Sydney (AU)
- Taunton (GB)
- Bournemouth (GB)
- Toronto (CA)
- Montreal (CA)
- Iași (RO)
- Mexico City (Mexico)
- Zilina (SK)
- Brno (CZ)
- Tokio (JP)
- Kosice (SK)
- Munich (DE)
- Melbourne (AU)

SINGAPUR

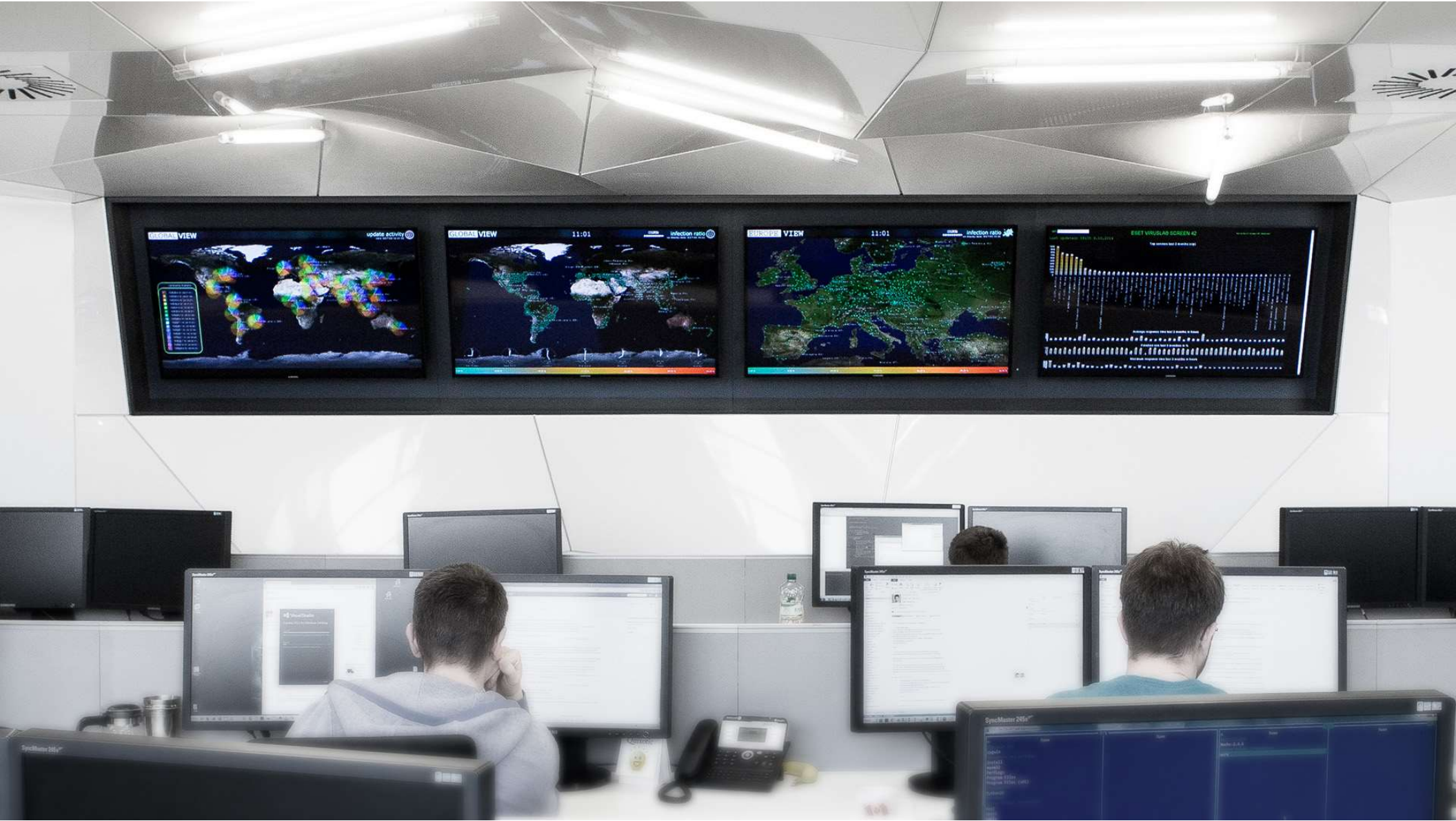














Who Are We?

Since 2004, Business Leaders Forum (BLF) has been an association of companies which undertook the mission of promoting the principles of corporate social responsibility in Slovakia. Our vision is to achieve Slovakia's sustainable development and prosperity through CSR practices.

40 members (ESET)

CSR in ESET

Responsibility:

- community – corporate philanthropy and volunteering
- employees - work-life balance
- customers/suppliers/competition
- environmental protection





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"For 30 years we've been helping people to protect their digital worlds. From a small, dynamic company we've grown into a global brand with over 100 million users in 202 countries and territories. Many things have changed, but our core aspirations, philosophy and values remain the same – to help build a more secure digital world where everyone can truly Enjoy Safer Technology"

Richard Marko, Chief Executives Officer, ESET



GET TO KNOW US

Brand Values

Courage



Integrity



Reliability



Passion



- **Story I: First million**
- **Story II: Care of employee**
- **Story III: New Scientific Center**



Task for students:

- Try to come up with examples of an unethical behavior
- If you find out about unethical / unfair behavior, what would you do?
- Group discussions (5 min)

ESET EMPLOYEE BENEFITS:

- ✓ **Home-office**
- ✓ **Sick day**
- ✓ **Travel allowance**
- ✓ **Marriage allowance**
- ✓ **Childbirth allowance**
- ✓ **ESET parental leave**
- ✓ **Loyalty allowance**
- ✓ **Friend referral**



Foundation ESET

- ✓ Education
- ✓ Building better society
- *since 2011: 451 projects/over 2 mil. €*

Employee's Grant Program by ESET Foundation

THE AIM:

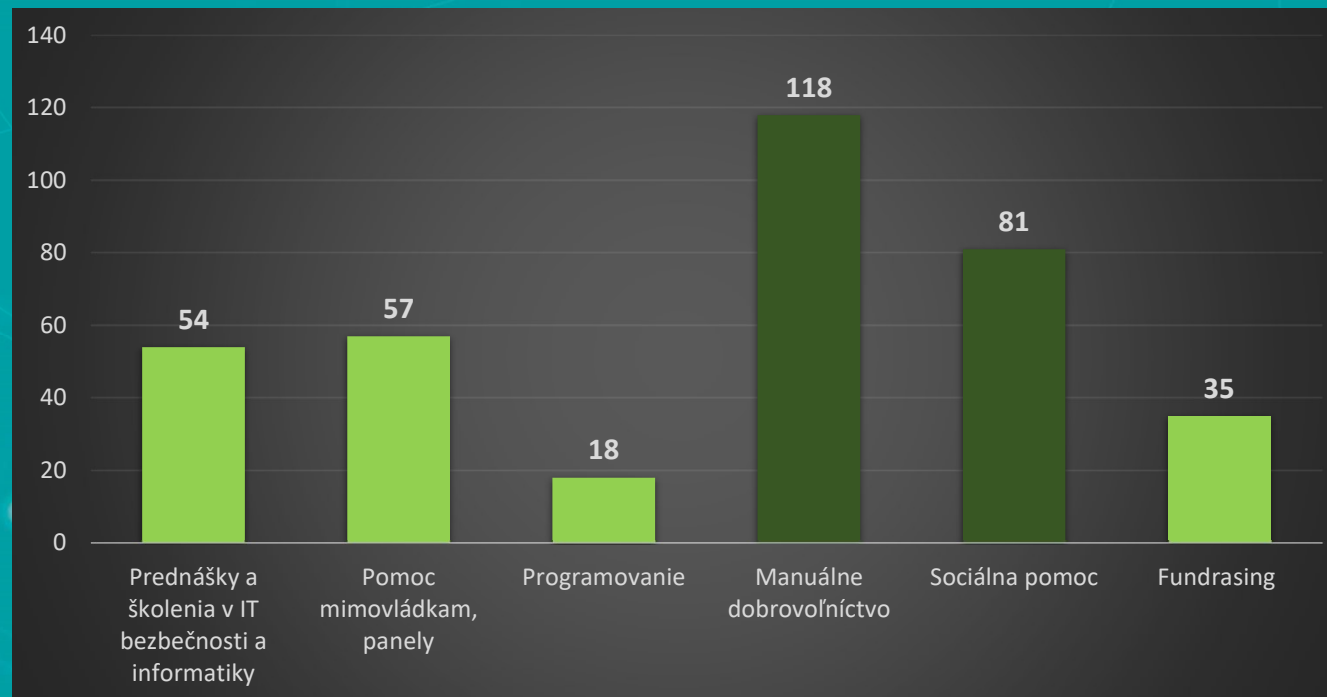
Support employees in initiatives for positive change in society
Community projects

AREAS of support :

- ❖ EDUCATION
- ❖ HEALTH AND SOCIAL PROTECTION
- ❖ OTHER PHILANTHROPIC PROJECTS

ESET Volunteer Program Survey

20%



ESET Volunteer Program: Benefits



**Expert
volunteering**

**Non-expert
volunteering**

Výskumné centrum ESET



STU



600+
hours



7
experts



slovensko digital

InQb STU





spoločnosti ESET

European Researchers' Night



Source: SOVVA

Girl's Day – IT for girls





GLOBSEC
IDEAS SHAPING THE WORLD

First Lego League



Donation of clothes to Goodwill (toys, cosmetics a electronics)



FUNDRAISING



ESET- Environmentally Friendly



"I've started in ESET as student, I see working here makes sense, **ESET gives me lot of freedom to move forward**. ESET is like **FAMILY** to me. The owners support CSR, they earned the money honestly and responsibly, I can see the good story with deeper sense.." **Juraj (10 years in ESET)**

"I like ESET for being **HONEST** and direct.. The work I do is meaningful and the results are seen. From point of view of the users, **ESET is vendor who cares..**" **Michal (8 years in ESET)**

"The positive thing is, we are at the source, we are supported in decisions if reasonable...**We don't want to use FEAR techniques, communication towards customers and business is honest in all respects**. We try to find added value, and ESET is extra careful in communication (what other vendors promise as better solutions...shady ways...that's what ESET tries to avoid. Flat organizational structure , if consultation is needed even from the top management. People in ESET can enjoy....**have fun, corporate band**, which plays on events....TOP management entertain the employees... **Benefits** business mobile phone, home office....without problem, we can **trust** to people, they don't misuse the benefits. They are willing to help. **Juraj (6 years in ESET)**

“Top-level technologies, I like ESET, because it’s **good company** for partners, employees. I worked for ESET great part of my life and I want to spend it in environment, where I feel good, do things I can be **proud about and ESET** enables all of this. **Employees stay in ESET many years, because they are satisfied..**” **Jakub (7 years in ESET)**

“What I liked since beginning is **honesty**, follow not only what is in the contract, but also agree verbally ..I **feel I can trust people in ESET. I see personal challenges, I appreciate** ESET is socially responsible, can support different projects, and have supported projects which I have recommended. **Jakub (9 years in ESET)**

“Fairness in hiring new employees, find the best solution, to be objective, all the candidates pass the standard procedures, **great opportunity for self-fulfillment**, support from TOP management in implementing new projects, challenges. **ESET is good example how to do fair and honest business.**” **Danka (8 years in ESET)**

- ❖ “...doing something good and positive, is great for our internal fulfillment as well as stabilization of ESET on market not only in Slovakia but also all over the world... I think everyone should be responsible for own duties without telling someone what to do..” Peter (30 years in ESET)
- ❖ “I found many good friends, and together we have persisted in started efforts...We do business with TRUST...To make company long-term place, to enable people to feel SAFE..” Miroslav (30 years in ESET)

Thank you

