



**pontis**  
foundation

Annual  
Report  
2017



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# Pontis Foundation





Dear  
friends,



just recently I have listened to an interesting TEDx lecture by Angela Lee Duckworth. She left the corporate sector to teach math in a state school, and after some time, she ended up in an academic setting. She wanted to find out what distinguishes people who succeed in life from others. She found out that it was neither IQ nor wealth. It was tenacity and the ability to focus on a problem. And especially, perseverance in finding the best solution. My enormous gratitude for the determination not to give up on Slovakia, a piece of the world where we have been working for the past 20 years, goes to people from the Pontis Foundation, donors who help us create a good country, and all the non-profit organisations, friends, and partners with whom we cooperate. Looking back at everything we have achieved together, we see a number of persistent, optimistic, value-oriented, and innovative people from different sectors who have joined together for a positive change in responsible entrepreneurship, the fight against corruption, inclusion, and education. We stood together at realisation of programmes such as Via Bona Slovakia, Our City, Pro Bono Marathon, and the Good Country, worked together on beautiful projects of the community of the hearing-impaired, the Good Cafe at the Pohoda festival, we have been addressing issues such as homelessness and the need to bring together watchdog organisations and their supporters through the Transparent Slovakia Fund. We have been helping disadvantaged children and their families through the Heart for Children programme. We have also seen faces of the Kenyan girls from a rural school, who, with their start-up solution and thanks to the cooperation with a Slovak school, defeated elite contestants in Nairobi. Today, we can see great results and numbers that our efforts have brought. With humility and gratitude for everything that has been accomplished, we turn the page in the book. In this new phase of the foundation, we build on these results and set challenging goals worth putting out best foot forward. Our most important priority is changing the future of education in Slovakia. We want education to respond to the challenges of the 21<sup>st</sup> century, which also relates to our children's and our attitudes, skills, and knowledge. For a change, we want to excite at least 15,000 educators, who make 20 % of our target group. We will focus a part of our effort on transparency and inclusion. We will aim our attention on building, linking, and strengthening the innovation ecosystem, and the impact measurement even more. Still, we cannot do that without you. Therefore, we would like to express our sincere gratitude for having been on this journey together...

**Lenka Surotchak**

Executive Director of the Pontis Foundation



## In 2017, We Celebrated Our 20<sup>th</sup> Birthday



In the last 20 years, Slovakia has experienced a story of a gradual improvement. Unfortunately, many times it has been despite the elected representatives, not thanks to them. In these good parts of the story, the civil society, active citizens, non-governmental organisations, responsible companies, and many public officials who consider their jobs a service played an important role. At the Pontis Foundation, we have been interconnecting the actors who care for a good change and providing them with a long-term support, too. We continue searching for others who also want to contribute to making Slovakia a good country.

### Strong Bonds for Positive Changes

For 20 years now, we have been interlinking companies, non-governmental organisations, state institutions, communities, and individuals to bring about positive changes in education, responsible entrepreneurship, the fight against corruption, and poverty.

### Our Strategic Themes

- Responsible entrepreneurship
- Transparency and fight against corruption
- Support for education
- Inclusion

# Pontis Foundation Management Team



## **Lenka Surotchak**

### **Executive Director**

Lenka has been leading our foundation both strategically and executively since 2002.



## **Michal Kišša**

### **Programme Director for Responsible Entrepreneurship**

Michal leads the Department of Responsible Entrepreneurship and also works as an Executive Director of the association Business Leaders Forum.



## **Slavomíra Hvizdošová**

### **Financial Director**

Slavomíra has been leading our foundation financially since May 2017.



## **Tatiana Žilková**

### **Programme Director for Development Cooperation Abroad**

Tatiana leads the team of Democratisation and Development Cooperation Abroad.



## **Anka Podlesná**

### **Programme Director for Individual Philanthropy**

Anka leads the Department of Individual Philanthropy.



## **Pavel Hřica**

### **Programme Director for Corporate Philanthropy**

Pavel leads the Department of Corporate Philanthropy.



## **Monika Smolová**

### **Operational Director**

Monika is in charge of HR, internal education, and Open Book Management. She also leads the PR team. In addition, she is in charge of internal communication, events, internal processes, and rules.



## **Gabika Zúbriková**

### **Financial Director**

Gabika had led our foundation financially until May 2017.

## Governing Board



**Lucie Schweizer**  
Partner at Ružička Csekes s.r.o.



**Šimon Šicko**  
Pixel Federation



**Marcel Imrišek**  
ProRate



**Lukáš Bakoš**  
Maxman Consultants



**Dušan Oravský**  
Consultant



**Silvia Miháliková**  
Slovak Academy of Science

## Board of Supervisors



**Vladimír Vaňo**  
Sberbank



**Ľuboš Vančo**  
KPMG



**Radoslav Derka**  
Consultant

## PR Team



### **Simona Fiabáne**

#### **PR Manager**

Simona coordinates the PR strategy of the foundation and administers its web and social networks. She communicates with the external environment and builds relations with the media.



### **Zuzana Schaleková**

#### **PR Coordinator**

Zuzana covers PR for the departments of Corporate Philanthropy, Individual Philanthropy, and Responsible Entrepreneurship.



### **Radoslav Kmec**

#### **PR Assistant**

Radoslav assists with the preparation of media monitoring, manages the foundation website, elaborates databases, searches, and also performs other tasks.

## Financial Department



**Martina Petrová**

**Accountant**

Martina is in charge of accounting, wages, and taxes of the Pontis Foundation.



**Zuzana Pakanová**

**Financial Assistant**

Zuzana is responsible for record keeping, payments, and issuing invoices.



**Daniela Snyder**

**Office Manager**

Daniela is in charge of the office operations at the foundation.



**Lucia Ružičková**

**Financial Coordinator**

Lucia is in charge of double-entry bookkeeping and assists with work related to the annual balance.



**Alena Val'ková**

**Financial Manager**

Alena is in charge of financial planning and reporting on corporate philanthropy programmes and foreign projects funded by institutional donors.



**Adriana Petrová**

**Financial Manager**

Adriana is in charge of financial reporting on development cooperation projects abroad.

# Team of Responsible Entrepreneurship



**Ivana Vagaská**

**Programme Manager**

Ivana is responsible for communicating the activities of the responsible entrepreneurship team, expert outputs on CSR topics, and the programmatic leadership of the Charter of Diversity.



**Tatiana Čaplová**

**Programme Coordinator**

Tatiana manages the Business Leaders Forum, organises the CEE CSR Summit, advises companies on the preparation of CSR reports and development of CSR strategies.



**Ivana Kompasová**

**Programme Coordinator**

Ivana is in charge of the Via Bona Slovakia evaluation process, administers the Charter of Diversity, communicates with signatories and covers the activities of the Charter.



**Beata Fekiačová**

**Programme Coordinator**

Beata participates in the preparation of several events of the Department of Responsible Entrepreneurship, such as expert seminars, the CEE CSR Summit, and the Via Bona Slovakia gala.



**Radka Jurčáková**

**Programme Coordinator**

Radka manages activities of the BLF and participates in the organisation of events on responsible entrepreneurship. From July 2017, she has been on maternity leave.



**Marek Richter**

**Programme Manager**

Marek is in charge of the biggest corporate volunteer event Our City, and a spring and autumn collection of clothing in companies.



**Barbora Páležová**

**Programme Manager**

Barbora is in charge of Pro Bono activities, including the Pro Bono Marathon and Pro Bono Training. She also coordinates the Attorney Pro Bono programme.



**Martina Kolesárová**

**Fundraising Manager**

Martina is in charge of developing relations with companies and setting up fundraising processes and strategies.

## Team of Corporate Philanthropy



**Norbert Maur**

**Programme Manager**

Norbert is in charge of the Generation 3.0 programme, which helps to spread proven educational approaches across Slovakia.



**Tomáš Janeček**

**Programme Coordinator**

Tomas is in charge of the endowment funds of companies, such as Axa, Dell, Unilever, and Pixel Federation. In addition, he also works on the Generation 3.0 programme.



**Veronika Gilanová**

**Programme Coordinator**

Veronika manages the endowment funds of companies, such as Lenovo, PwC, Honeywel, and Mobis. She also helps with the activities of the Fund for Transparent Slovakia and the Accenture Endowment Fund.



**Olga Shaw**

**Programme Coordinator**

Olga assists with the organisation of the Generation 3.0 event.



**Katarína Teglassyová**

**Programme Coordinator**

Katarina is responsible for endowment funds of companies, such as the Bekaert, Embraco, Strabag, and Adient. She also works on the Generation 3.0 programme.



**Ondrej Gallo**

**Programme Manager**

Ondrej coordinates the Slovenske Elektrarne Endowment Fund, the Fund for Transparent Slovakia, and the Donor programme of Philip Morris.



**Radana Deščiková**

**Programme Coordinator**

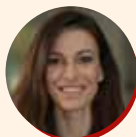
Radana coordinates endowment funds of companies, such as Lidl, Johnson Controls, the Tesco Foundation, and the Fund for Transparent Slovakia.



**Juraj Récky**

**Programme Manager**

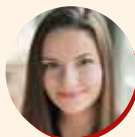
Juraj coordinates the Telekom Endowment Fund, and also funds of companies, such as Lear, Dell, Mobis, and PSA Slovakia.



**Dominika Horňáková**

**Programme Coordinator**

Dominika coordinates the endowment funds of companies, such as Markt, AXA, Strabag, Slovenske elektrarne, and Telekom.



**Natália Petrová**

**Programme Assistant**

Natalia is in charge of the administration of the Telekom Endowment Fund at the Pontis Foundation. She is responsible for controlling final reports and communicates with supported organisations.



**Daniela Kellerová**

**Programme Coordinator**

Daniela covers endowment funds of companies, such as Johnson Controls, Slovenske elektrarne, Mercedes, Philip Morris, and PLSP Kooperativa. She also helps spread the idea of the Fund for Transparent Slovakia to the V4 countries.



**Alžbeta Hamráková**

**Programme Assistant**

Alzbeta communicates with supported organisations and monitors the project implementation.

## Team of Individual Philanthropy



**Judita Majerová**

**Programme Coordinator**

Judita is a part of the Heart for Children team. She is in charge of financial affairs, grant calls, gift reporting, and contract preparation.



**Katarína Turčanová**

**Programme Manager**

Katarína leads the Heart for Children programme.



**Alexandra Kopáčová**

**Programme Coordinator**

Alexandra is a part of the Heart for Children team. She is responsible for the communication with families and contract preparation.



**Veronika Kočíšová**

**Programme Coordinator**

Veronika works as a part of the Heart for Children team. She is in charge of processing applications and documentation from the supported families.



**Marek Chalány**

**Programme Coordinator**

Marek is a part of the Good Country team. He is in charge of online campaigns and technical coordination of the portal.



**Jana Desiatniková**

**Programme Manager**

Jana helps develop the Good Country programme and covers the Giving Tuesday event.



**Monika Brošková**

**Programme Coordinator**

Monika helps with the Good Country activities and the organisation of the Giving Tuesday campaign.



**Katarína Šujanová**

**Programme Coordinator**

Katarína works at the foundation on a part-time basis and helps with the development of individual philanthropy and impact measurement.

## Team of the Development Cooperation Abroad



**Jakub Šimek**

**Programme Manager**

Jakub focuses on social innovations and education. He was in charge of a project in Kenya.



**Ivana Uličná**

**Programme Manager**

Ivana is in charge of the global education programme and a project in Kenya.



**Maryia Hushcha**

**Programme Coordinator**

Maryia is in charge of civil society support projects in Eastern Europe.



In 2017 again, we set out for our team-building, which traditionally includes a little manual volunteering.

## Our Volunteers

Michaela Dutková  
Eva Trnovcová  
Erika Stahoňová  
Miriama Lešková  
Miriám Vinceková  
Frederika Laššáková  
Ivana Sebelédyová  
Lucia Vyhnáliková  
Bibiána Bakačová  
Milada Fojtíková  
Ágnes Berecz  
Veronika Hrošová  
Jana Zemková  
Katarína Peterová  
Jana Bernatáková



We helped at the Calvary in Banská Štiavnica.

Kateřina Ronovská  
 Kristina Szajkóová  
 Lenka Hybšová  
 Dominika Čajková  
 Gabriela Zúbriková  
 Anna Mravcová  
 Johana Palúchová  
 Iveta Lazorová  
 Jozef Beňuška  
 Dušan Plichta  
 Dominik Dubec  
 Adriana Vavreková  
 Kristína Zrnčíková  
 Ján Rusko  
 Katarína Baráthová

Daniela Kellerová  
 Michaela Majorová  
 Karel Doleček  
 Alena Valčková  
 Ondrej Malota  
 Jozefína Rečičárová  
 Oto Nováček  
 Peter Fedor  
 Ivan Mako  
 Martin Vavrinčík  
 František Turták  
 Jarmila Holubová  
 Klára Orgovánová  
 Miroslava Robinson  
 Andrea Hagovská

Darina Tarciová  
 Andrej Giganič  
 Lucia Kováčová  
 Nina Gombarčeková  
 Lucia Vyhňáliková  
 Milada Fojtíková  
 Bibiána Bakačiová  
 Michaela Dutková  
 Jana Zemková  
 Natália Tomeková  
 Veronika Šaradínová  
 Zlatica Maarová  
 Mária Košútová



# Responsible Entrepreneurship





Via Bona Slovakia 2016 Award Winners

## Via Bona Slovakia 2016

We have presented Via Bona Slovakia awards for responsible entrepreneurship and corporate philanthropy for the seventeenth time already.

This year, 71 small, medium and large companies applied for the award. We received 10 nominations in the category of the Responsible Large Company, which is the highest number in the history of this category of Via Bona Slovakia so far. We presented the awards in 6 categories and gave two special prizes: The Public Choice Award as decided by the SME daily readers, and the Social Innovation Award.

The latter award, which has been presented for the first time, was intended for projects with the potential to change the approach to addressing long-term social problems. The most inspirational examples of responsible entrepreneurship were selected by independent committees consisting of representatives of the business sector, the government, media, non-governmental sector, and educational institutions on a basis of the quality of companies' nominations and two-round personal presentations. The results were announced in April during the evening gala in the Old Market Hall in Bratislava, attended also by the President of the Slovak Republic Andrej Kiska. The event emphasised the significance of strong bonds and cooperation.

### Via Bona Slovakia 2016 Winners

**Category: Responsible Large Company**  
Kia Motors Slovakia, Ltd.

The company has long sought to act as a responsible employer and producer. For over ten years, the firm has been realising a unique concept of counseling centers, so-called Harmony rooms, which are situated directly in production halls. Thus, employees get an opportunity to be actively involved in the improvement of their work environment and relations in the workplace. The company focuses on the production of environment-friendly cars. It also provides long-term support for the region where it is based.

*Shortlisted companies: dm drogerie markt, Kia Motors Slovakia, Slovenska sporitelna*

**Category: Responsible Small/Medium Company**  
**Osetrovateľske centrum, Ltd.**

The responsible approach of the company follows from their deep conviction that senior citizens deserve the best care. The centre goes beyond what is required by legislation and focuses on taking care of the long-term ill people. In the company, they also try to initiate a national project to promote and develop quality in long-term care and bring more light to social service facilities through satisfied nurses. For years, the company has been developing the Strategy for Permanent Employee Satisfaction and Pleasant Work Environment.

*Shortlisted companies: LEDeco solution, Osetrovateľske centrum, Visibility*

Osetrovateľske centrum has also succeeded in the vote by SME readers and won the **Public Choice Award**.

**Category: Fair Market Player**

**METRO Cash&Carry SR, Ltd.**

METRO is known for its responsible and fair approach to suppliers and customers as well as its long-term support of small local suppliers. The target group of this grocery wholesaler is retail and gastronomic businesses. As part of the corporate vision titled "We Help Entrepreneurs Grow", the company established a tradition of celebrating all small businesses, not just their customers.

*Shortlisted companies: Metro Cash&Carry SR, VO SK, ZOOT SK*

**Category: Green Company**

**Zbrothers, Ltd.**

The Green Bicycle project has set out to reduce the environmental impact of motorised vehicles. They use a system of shared bikes that has 2 aims – creating healthy habits and reducing traffic in the city. The pilot project was launched in Prievidza, for which the city received the award for "Effective Permanent Measures". One of the objectives of the project is to actively communicate with cities and, together

## Winners of Via Bona Slovakia 2015 by regions

**Bratislava region: (4)**

Jem Ine SK, Ltd.  
 Ikea Bratislava, Ltd.  
 METRO Cash & Carry SR, Ltd.  
 NOSENE, Ltd.

**Zilina region: (1)**

Kia Motors Slovakia, Ltd.

**Presov region: (1)**

Osetrovateľske centrum, Ltd.

**Nitra region: (1)**

Zbrothers, Ltd.



The award for the Nursing Centre (Osetrovateľské centrum) was collected by Zuzana Fabianova, Alena Mochnacova, and Gabriela Hrisenkova.

with them, explore the options of ecological transport on short routes.

*Shortlisted companies: Zbrothers, Adoptuj ul, BRAIN: IT*

**Category: Good Community Partner**  
NOSENE, Ltd.

The company NOSENE responds to several social issues. The first is the current “fast fashion” trend. In addition to the sale of used clothing, less suitable pieces are re-made into completely new products. The customers thus not only obtain nice and unique pieces of clothing but are considerate to the environment and do not burden the environment. In addition, customers also help abused women, as 15 % of the price of each product sold goes to the civic organisation “My Mamy” based in Prešov.

**Certificate of Merit:** In this category, we also awarded a Certificate of Merit to the company **Squire Patton Boggs, Ltd** and **bnt attorneys-at-law, Ltd** for having achieved a systemic change in the field of debt discharge and personal bankruptcy.

*Shortlisted companies: Dovera, NOSENE, Squire Patton Boggs and bnt attorneys-at-law*

**Category: Great Employer**  
IKEA Bratislava, Ltd.

In April 2016, IKEA organised an event aimed at supporting employees' personal development and individual talents. 26 interactive lectures and workshops provided an opportunity for employees to learn more about themselves



Slovak President Andrej Kiska attended the gala in Bratislava's Old Marketplace, too.

## Via Bona Slovakia 2016 Evaluation Committee Members

### Reponsible Large Company:

Alena Kanabová, Lukáš Bakoš, Peter Balík, Lukáš Diko,  
Hana Šimková, Miroslav Kollár, Lucia Marková

### Responsible Small/Medium Company:

Katarína Matulníková, Daniel Mušec, Ján Lunter,  
Milica Danková, Radovan Pala, Eugen Mladosič,  
Andrea Ferancová, Gabriela Dubcová,  
Marcela Šimková

### Fair Market Player:

Miriám Kejzlarová, Petronela Ševčíková,  
Ludovít Tatár, Iveta Pačutová, Zuzana Bartošovičová,  
Janette Maziniová-Motlová, Marián Leško

### Green Company:

Zsolt Bindics, Radoslav Košík, Erika Farenzenová,  
Peter Badík, Martina Kubániová, Ivana Maleš,  
Monika Bandúrová, Šimon Krošlák,

### Good Community Partner:

Erika Turček Pfundtnerová, Petra Lipnická, Ján Pallo,  
Michal Hrčka, Andrea Danihelová, Martin Vavrínčik,  
Lucia Šicková

### Great Employer:

Martin Bajanič, Lívia Matulová Osvaldová,  
Vladimíra Bukerová, Miriam Letovanec,  
Vladimíra Ledecká, Andrej Findor, Ivana Molnárová,  
Tomáš Hasala

### Social Innovations:

Zuzana Polačková, Roman Záhorec, Ivan Debnár,  
Barbora Orlíková, Danica Balážová

and about the growth opportunities IKEA offers them both in Slovakia and the world. The event was followed by the external Talent Week, during which people interested in working for the company could apply.

**Certificate of Merit:** In this category, we also awarded a Certificate of Merit to **Soitron, Ltd.** for the project of an internal conference called SoitronX.

*Shortlisted companies: IKEA Bratislava, Soitron*

### Category: Social Innovations

**Jem ine SK, Ltd.**

The goal of the “Meal Revolution” project is to raise awareness of the importance of proper and regular meals. The most important group with which Jem ine works daily are children. The company owns the “first private school dining room” and the Cooking School, where they not only educate children but also cook for them. The firm strives to achieve the improvement of the food at all Slovak schools, both private and public.

*Shortlisted companies: Jem ine SK, NOSENE, Slovenska sporitelná*



The Social Innovation Award was collected by Jana Lacova from Jem Ine.



The first signatories of the Charter of Diversity Slovakia.

## Business Leaders Forum

### Charter of Diversity Slovakia

Slovakia is the eighteenth country of the European Union in which employers can join the Charter of Diversity. Its Slovak administrator is the Business Leaders Forum. By signing the Charter, companies declare that they will create a diverse work environment and voluntarily commit themselves to promote the idea of equality, respect, and inclusion. In May 2017, when it was launched, it was signed by the first 16 entities operating in Slovakia, including companies and non-profit organisations. The second wave of signatories came in December when another 13 subjects were added to the Charter, one of them being a state body – the Ministry of Justice of the Slovak Republic. We had also organised professional events on topics of diversity and inclusion, for which we subsequently prepared practical recommenda-

tions for companies. We focused on topics such as active aging, promoting employment of the Roma people, women in business, and LGBTI.

### BLF Members

In 2017, BLF members held meetings every three months. At the first meeting in February in Bratislava, the association was expanded by three new members: ESET, Hewlett Packard Enterprise, and Lidl Slovak Republic. After this increase, the BLF now consists of 39 members with almost 90,000 employees. In June, the members travelled to Mochovce to invite Slovenske elektrarne to join, too. The meeting also included a tour around the nuclear power plant and the Energoland Interactive Information Centre. At the September networking meeting, the BLF members visited Kia Motors Slovakia in Zilina. In December, the members ended the year by meeting in Bratislava again, summarising their current activities and discussing plans for 2018. In addition, at the end of February, Peter Skodny, President of BLF, hosted an annual CEO meeting at Accenture in Bratislava. The main topic of the discussion was the future of education in Slovakia.



On behalf of Accenture, the Charter was signed by Alena Kanabova.

## Who Signed the Charter of the Diversity in 2017

AT&T Global Network  
Services Slovakia

DELL

Heineken Slovakia

Henkel Slovakia

IBM Slovakia

ING Bank

Lenovo (Slovakia)

Novartis Slovakia

Philip Morris Slovakia

Pivovary Topvar

Pricewaterhouse-  
Coopers Slovakia

Skanska SK

Swiss Re

T-Systems Slovakia

Matador Holding

AmCham Slovakia  
(Business Service  
Center Forum)

Pontis Foundation

Diversity Pro

Accenture

Adiant

DXC Technology

Hewlett-Packard  
Enterprise

IKEA

L'Oreal

Microsoft

Ministry of Justice of  
the Slovak Republic

Sanofi

SAPIE

Slovak Telekom

VSE Holding

Zentiva

## We Educate University Students

In 2017, altogether with the BLF members, we organised 37 lectures on responsible entrepreneurship for more than 130 undergraduates in Bratislava and Kosice. Representatives of the member companies spoke about their experience in the field, offering students the opportunity to look directly into practice. Hence, in the long run, we bring the issue of responsible entrepreneurship to the academic environment, which educates future company managers.



The BLF members at one of the regular quarterly meetings.

## BLF Events

In 2017, together with our partners, we organised 5 professional events. The first one focused on corporate volunteering. The members of BLF, Skanska SK, and dm Drogerie Markt, shared their experience with the benefits of volunteering with more than 100 human resources managers, and managers of communication and CSR. The second event, which focused on Women in Entrepreneurship, was attended by about 80 participants. In October, we organised a seminar on How to Effectively Manage Age Diversity, where we also presented examples of good practice by the BLF members. In addition, we held two other events titled Employing the Marginalised Roma and Supporting the LGBT Inclusion. Furthermore, we also published 4 practical recommendations, which are available for free at [www.blf.sk](http://www.blf.sk), on topics such as women in entrepreneurship, employment of the marginalised Roma, healthy offices, and how to start with corporate volunteering.

## Magazine “Responsible Entrepreneurship”

In 2017, we released 5 issues of the Responsible Entrepreneurship magazine (former BLF Newsletter) in an amount of about 640 pcs/month (print) and 970 pcs/month

(e-version). Each bi-monthly issue focused on one main inspirational topic, enriched by an interesting interview with an expert in the field.

- January 2017 – Employment of the Marginalised Roma
- April 2017 – CSR Examples from Home and Abroad
- June 2017 – Corporate Volunteering
- September 2017 – Women in Entrepreneurship

## CSR Survey

In October 2017, in cooperation with the FOCUS Agency, we conducted a representative quantitative survey on responsible entrepreneurship. The survey shows that the Slovak citizens know what a responsible entrepreneurship is and they can identify responsible companies. Up to 92 % of respondents said that companies should also have CSR goals in generating their profits.

## Events We Attended

During the year, together with BLF, we attended 14 conferences and other events, where we represented the association and its activities. As part of the Hi4CSR project with partners from 7 countries, we completed 4 educational activities on harmonisation and implementation of EU CSR directives.



The BLF members visited Kia Motors Slovakia in Zilina.

## BLF Member Companies in 2017:

Accenture	Johnson Controls Bratislava	Tesco Stores SR
Adient Slovakia	Kaufland Slovak Republic	Tchibo Praha
Bayer	Kia Motors Slovakia	TNT Express Worldwide
Citibank Europe plc	Lidl Slovak Republic	T-Systems Slovakia
CRH (Slovakia)	Novartis Slovakia	U. S. Steel Kosice
Danone Nutricia – Nutricia	Orange Slovakia	Veolia Energia Slovakia
Deloitte	Pfizer Luxembourg SARL	Volkswagen Slovakia
dm drogerie markt	Philip Morris Slovakia	VUB
DXC Technology Embraco Slovakia	Pivovary Topvar	Vychodoslovenska energetika Holding
ESET	Skanska SK	WHIRPOOL SLOVAKIA
GSK Slovakia	Slovak Telekom	Zapadoslovenska energetika
Heineken Slovensko	Slovenske elektrarne	
Hewlett Packard Enterprise Slovakia	Stredoslovenska energetika	
	Tatra banka	



The Lord Speaker was The main speaker of the summit was  
Lord Dr. Michael Hastings from KPMG International.

## CEE CSR Summit

### The biggest and oldest event on responsible entrepreneurship in Central and Eastern Europe.

In 2017, more than 280 experts on CSR, sustainability, the environment, communication, and human resources from Slovakia and abroad came to the 14<sup>th</sup> CEE CSR Summit. Together they focused on current topics related to 17 Sustainable Development Goals. Conference participants had the opportunity to hear speakers on different topics. They learnt why diversity is the key to success in a company and how a tobacco company plans to stop selling cigarettes. Other themes included Sustainable Development Goals (SDGs), the perception of responsible entrepreneurship by

the Slovak public, and the benefits of donating in companies. The main speaker was Lord Dr. Michael Hastings of Scarisbrick, CBE, a Director of Corporate Citizenship at KPMG International. At the summit, he talked about the SDGs, and business challenges and opportunities they bring. In addition, Karina Govindji (Vodafone), Michal Kissa (Pontis Foundation, BLF), Aaron Sherinian (AKDN, #GivingTuesday) and Miguel Colet (Philip Morris International) gave their presentations, too. Discussions were held in the same atmosphere as the summit. At 14 tables, issues related to SDGs and their projection into business approaches were discussed. Under the supervision of experts, the debaters looked at topics such as education for the future, family-friendly programmes and their benefits for businesses, and how to get closer to customers through innovations. During these discussions, representatives of companies such as Accenture, Vodafone, and Volkswagen Slovakia offered their expertise.

### CEE CSR Summit Main Topics

- 17 Sustainable Development Goals (SDGs)
- Diversity in the Workplace



Discussion tables and marketplaces were a traditional part of the summit this year too.

- Innovations
- New Power of Philanthropy (Giving Tuesday)

## Sustainable SOLUTIONS HUB Marketplace

A “marketplace” of responsible companies, the Sustainable SOLUTIONS HUB, was also a part of the CEE CSR Summit. 27 presenters shared their advice on how to live healthier, fairer and more environmentally friendly lives.

- Accenture – Education for the Future
- Adoptuj ul – Help the Nature, Save the Bee
- AJ Ty v IT – Support of Women in IT
- ArHa Production x Primat – Slow Fashion x activism
- ASANTE (Ecoterra) – Draft Eco-Drugs and Cosmetics
- Business Leaders Forum – On a Journey of Responsibility
- CURADEN SLOVAKIA – CURAPROX Goes Green
- DobraKrajina.sk – Good Shop
- Dobrozruti – Bakery without Waste
- Ecocapsule –Energy-efficient Micro-house
- Flaska – Water-drinking as a Healthy Habit
- Green Bin – Waste-sorting Guide
- Green Plantation – Selection Coffee
- Heineken Slovensko – Responsible Alcohol Consumption
- IKEA Bratislava – Second Life Furniture
- JRK Waste Management – E-shop for Less Waste
- Lab powered by the Orange Foundation – The Place Where Ideas Get a Shape
- NOSENE – Clothing with Good Feeling
- PURE JUNK DESIGN – Design Furniture Made of Waste
- Simply Vegan – For a Better World
- Slovak Business Agency – Business Support in Slovakia
- Slovenske elektrarne – We Help Protect What Is Most Valuable
- Solved – The Cleantech Company – Sustainable Solutions Design
- Svet bedniciek – Saving Curved Vegetables
- Vinarstvo Michal Bazalik – Ecological Wine
- Veolia – Supporting Biodiversity
- WakiVaky – Recycled Fashion with Style



The first seven corporate foundations and endowment funds with the Transparent Corporate Foundation/Endowment Fund Certificates.

## Corporate Philanthropy Forum

The main theme of the 9<sup>th</sup> year of the Corporate Philanthropy Forum was impact measurement of philanthropic activities.

On the 18<sup>th</sup> of May, nearly 100 participants met to think about how to do philanthropy effectively and with the greatest impact. The event was opened by Norbert Maur, Programme Manager of the Pontis Foundation. He presented the results of a great philanthropic investment survey. This is the first comprehensive map of philanthropic activities in Slovakia, prepared by the Pontis Foundation through the method of examining annual reports, CSR

reports and personal queries in 47 companies in Slovakia. The aim was to find out to which fields companies invest their philanthropic money. The explanation and sociological context of the map were given by sociologist Martin Butora.

### We Welcomed Foreign Speakers

Björn Strüwer, a founder and CEO of Roots of Impact spoke about social impact investment. Elena Calistra, the founder of the non-governmental organisation Funky Citizens in Romania, which is involved in the fight against corruption, also presented at the event. In the afternoon, speakers held practical workshops and staff from several companies shared their experience and examples of best practices. Olalla Linares Segade of the Impact Measurement & Corporate Programmes, SEIF, discussed how to measure the impact specifically. At a parallel lecture, Pavel Hrica from the Pontis Foundation advised the representatives of the companies on how to effectively set up a donor strategy in order to achieve the desired impact.

Katarina Hutyrova from Nosene spoke about the philanthropic strategy of this startup. When shopping, customers can see the exact amount of the cost of clothing that is



The forum was attended by almost 100 guests.

donated to support abused women, directly in the label. Martin Baca from Accenture talked about how thousands of pupils were reached throughout Slovakia by providing teachers with a course on how to teach computer science creatively. Silvia Belovicova from Squire law firm Patton Boggs and Martin Provaznik from bnt attorneys-at-law spoke on how a systemic change can be achieved through a pro-bono cooperation.

### Certificates for the “Brave 7”

During the Corporate Philanthropy Forum, the Transparent Corporate Foundation/Endowment Fund Certificates were also awarded. The first seven corporate foundations and endowment funds that earned the Transparent Corporate Foundation/Endowment Fund Certificate joined the leaders in the field of transparency in the third sector. The certificates are awarded by the Association of Corporate Foundations and Endowment Funds (ASFIN) in cooperation with KPMG Slovakia. Certificates were obtained by the Orange Foundation, Slovenska sporitelna Foundation, SPP Foundation, Tesco Foundation, VUB Foundation, Slovenske elektrarne Endowment Fund, and Telekom Endowment Fund.



The main speakers of the forum were Björn Strüwer and Elena Calistru.



During the Pro Bono Marathon, 12 companies helped 10 NGOs.

## Pro Bono Activities

### Expert Volunteering Activities

#### Pro Bono Training

In 2017, we wanted to move the concept of free training for NGOs to a higher level. Compared to the previous year, when we had organised 14 training sessions for over 250 people from over 200 non-governmental organisations in one day, in 2017 we decided to hold regular training once a month. The content of the pro bono training sessions reflected the need of specific organisations that participated. The sessions took place at the end of each month. Hence, we increased the participation of NGOs from the regions and at the same time ensured getting feedback for trainers after each training session. Altogether, 13 training sessions were organised, involving 220 participants from 190 organisations.

#### In 2017, we organised the following pro bono training sessions:

<b>January</b>	Representation of Children with Mental Disabilities What Do You Know about Bouts?
<b>February</b>	Learn How to Successfully Implement a Project from Start to Completion Can You Communicate Effectively through Social Media? How to Do Good PR and Where Lies the Success of Online Marketing?
<b>March</b>	The Reform in the Area of Personal Data Protection – What Are the Obligations Arising from the New Regulation? What Does the Change of the Conditions of Personal Bankruptcy Mean in Practice?
<b>April</b>	Do You Have a Business Spirit? Come and Improve Your Skills
<b>May</b>	Communication is Fundamental! Improve Yours to the Next Level
<b>June</b>	Legal Aspects of Leading a Non-profit Organisation
<b>September</b>	How to Communicate through a Bulk Email
<b>October</b>	How to Use the Media to Your Advantage and Present Your Ideas Convincingly
<b>December</b>	



The Pro Bono Marathon has been held for the fourth time in June.

## Pro Bono Marathon

The fourth year of the Pro Bono Marathon with the subtitle “System Changes” was traditionally held in June. During one day, a total of 12 companies in cooperation with 10 non-governmental organisations were helping to address issues of socio-economic importance. A public institution – the Financial Policy Institute, an architectural studio, and a lobbying agency have joined in for the first time, too. We even created a mixed team in which 3 companies worked together to design an advocacy campaign. At the Pontis Foundation, we managed to join forces and find expert teams to help Generation 3.0 winners – Civic Association OWL – with identified problems. Since we focused on systemic issues, in many cases we were able to extend the cooperation from one day to several months.

### Companies Involved (Expert Teams):

- ESET
- Fipra
- bnt attorneys-at-law,
- Financial Policy Institute
- PRIME time
- This Is Locco
- SCR Interactive
- Diorama
- Visibility
- TRIAD Advertising
- Istropolitana Ogilvy
- Dream Architecture Reality
- Ixworx

### Non-governmental Organisations Involved:

- C. S. Lewis Bilingual High School
- Globsec
- ETP Slovakia
- SCISC
- Veganbird
- Slovak Governance Institute
- Odysseus
- Civic Association OWL
- Eduma
- Pontis Foundation

## Pro Bono Action Forum

Many larger businesses in Slovakia struggle with a labour shortage, while there is about 100,000 Roma unemployed. However, the engagement of the Roma in employment is often challenging, and firms have a great deal of respect for this process. The Pro Bono Action Forum built on the findings of the 2016 meeting where representatives of all sectors had openly discussed the major barriers and needs of companies in employing the marginalised Roma communities.

In 2017, the Pontis Foundation decided to turn theory into practice and provide six Slovak companies with concrete steps to improve or adjust the employment policies for this group of people. The event brought together experts from the non-governmental and public sectors and together they created a set of steps – an action plan – for companies such as dm drogerie markt, Embraco Slovakia, GGP Slovakia, Lear Corporation Seating Slovakia, Tesco Stores Slovak Republic, and Trim Leader. The plans were tailor-made, based on identified needs and issues of the companies. Specific solutions were elaborated into practical recommendations on 18 pages.



In October, the Pro Bono Action Forum took place in Kosice.

## Pro Bono Attorneys

The Pro Bono Attorneys programme uses a variety of ways that connect lawyers with non-governmental organisations that are in need of legal aid. In 2017, attorneys from 11 law firms participated in a total of 25 opportunities to provide expert know-how to non-governmental organisations.

### Law Firms Involved:

- Schonherr
- Dell
- Bnt Attorneys
- Kinstellar
- Squire Patton Boggs
- White & Case
- Marton & Partner
- Accace Legal
- Metlife
- Mgr. Eva Braxatorisova
- Mgr. Gabriela Hornackova

### In 2017, the attorneys solved a total of 25 cases in the following fields:

- Human Rights (LGBTI, Children's Rights, Refugee Issues): 3 cases
- Poverty and Social Inclusion: 5 cases
- Health and People with Disabilities: 3 cases
- Education, Awareness-raising, and Volunteering: 10 cases
- Culture and Art: 1 case
- Public Space, Environment, and Animal Protection: 3 cases

### Legal Clinic for Homeless People

The Kinstellar Law Firm decided to test the law clinic model and began working closely with clients of the civic association Vagus. Overall, they helped 5 clients. 2 lawyers joined the project. To maximise the assistance for NGOs, we created a g-drive with useful document templates for them.

### Legal Clinic for the Non-Governmental Sector

For the sixth year now, this optional module at the Faculty of Law of the Comenius University in Bratislava has brought together the legal needs of non-governmental organisations, education of future lawyers, and lawyers' and trainees' goodwill to pass on their knowledge and skills to the new generation. The goal of the "clinical" education is to enable students to apply their legal knowledge directly in practice. A prerequisite for such a model of education is to



Training on unbundling for non-governmental organisations.

work with a real client, in this case, a non-profit organisation that needs legal aid for a public-service purpose that it would otherwise not be able to afford. Last year, we opened a clinic in both semesters to help 8 non-governmental organisations get free legal aid while supporting practical legal education of 17 law students.

### **Rights of Children with Disabilities**

Childhood is a critical time for children with mental disabilities. During this period, we are able to reduce the impact of the disability on the individual through early expert services and existing healthcare facilities. However, the support to which these children are entitled is often not provided to them for various reasons. This deteriorates their state of health and prevents them from advancing in other areas of life. Although children with disabilities are among the most vulnerable groups, only a little attention is paid to them and the state budget for this group has been significantly decreasing in recent years.

Therefore, together with the Human Rights Forum and the Mental Disability Advocacy Centre, we had invited lawyers, trainees, mediators and students to intensive three-day training on Legal Representation of Children with Mental Disabilities, which took place in January. The aim of the workshop was to find lawyers who, supported by training and long-term professional mentoring, would be able to represent this target group in strategic litigations. By inviting NGOs for the last day of the workshop, we wanted to raise awareness that there is an option of finding

comprehensive assistance for this vulnerable group. The training was attended by 36 participants, which represents approximately twice the participation in other European countries.

### **New Legislation on Insolvency**

On the 17<sup>th</sup> of March 2017, an amendment to the law changing the terms of personal bankruptcy was adopted. The Squire Patton Boggs Law Firm and the bnt attorneys-at-law, in cooperation with the civic association "Proti Prudu" (publisher of the *Nota Bene* magazine), had long participated in the preparation of this amendment to change the bankruptcy process so that it would be available for the so-called NINA (No Income No Assets) debtors. This pro bono initiative brought about a change improving the lives of thousands of people who had not been able to get rid of their debts and hence lived in a vicious circle.

In April, we held a meeting with the Legal Aid Centre to speed up the process of unbundling, as the amendment had caused a strain on the number of requests that the centre cannot manage to handle. The results of the meeting were presented to lawyers and non-governmental organisations at a training session organised by the Pontis Foundation. 26 people participated in the session. 9 of them were lawyers, the rest were social workers from 10 non-governmental organisations. The main objective was to familiarise both groups with the changes brought about by the new legislation, as well as to encourage cooperation between lawyers and non-governmental organisations.



The slogan of Our Town for this year was:  
"Today I'm having a date with my town".

## Our Town

**The 11<sup>th</sup> year of Our Town,  
the largest event of corporate  
volunteering in Central Europe,  
have broken records  
once again.**

On Friday and Saturday the 9th and 10th of June, more than 10,000 volunteers went on a "date with our town". They helped 233 non-profit organisations, low-threshold centers, social services centres, schools, and nurseries to improve the environment in which they operate. Volunteers from 131 companies met in 52 towns and villages all over Slovakia.

### Volunteers in Bratislava

In our capital and its surroundings, volunteers traditionally spent time cleaning the Little Danube river directly from the boats. But helping was not only about physical work. For example, in the Klbko Family Centre, volunteers prepared a programme for children and went on walks with lonely seniors from the Retirement Home at the Pazitkova Street. The town district of Karlova Ves has broken another Slovak record – it hosted the highest number of volunteers. A total of 237 people helped with 16 activities.

### A Live Chain in Kosice

321 volunteers at 49 activities beautified Kosice even more. They helped the Free-Time Centre with fence-trimming. In the offices of the League Against Cancer organisation, they helped to tidy up the exterior and the interior. At the kindergarten in Trebisovska, parents and employees also joined the activities and painted children's climbing frames. Volunteers at the Obisov castle also gave heroic performances. On the Rakoci's path, they created a live chain and moved the stones from the bottom up.

## 52 Towns and Municipalities Got Involved

In Zvolen, volunteers created safer playgrounds for children. They also did some reparations at the church of St. Helena's in Stranske, which belongs the national cultural monuments and which had been damaged in the 19<sup>th</sup> century by a severe earthquake. At Hurbanovo, volunteers destroyed an illegal landfill, and in Zilina, DSS Harmonia clients helped volunteers to plant flowers.

## CEOs Did Not Retreat Either

Last year, several CEOs, directors, and business executives also joined Our Town. Some of them participated in activities with their employees, others took part in a special activity for CEOs. 23 "top bosses" met up and helped with the interior works at the Elementary School and Kindergarten for Children and Pupils with Hearing Impairment on the Drotarska Road in Bratislava.



This year, almost 10,000 volunteers have joined in Our Town.

## What was accomplished:



**7,109**  
meters of  
painted fences  
and railing



**1,398**  
planted plants,  
trees, shrubs  
and flowers



**910**  
washed  
windows



**903**  
painted  
benches,  
tables, baskets,  
and climbing  
frames



**397**  
clients of social  
facilities spent  
a day with  
volunteers



**177**  
cleaned and revitalised  
parks, gardens, educa-  
tional pathways, public  
spaces, sports places,  
and cycling routes



**14**  
cleaned rivers,  
streams, ponds,  
and wells



**31**  
cleaned  
monuments and  
memorials



**10**  
repaired and  
beautified castle  
ruins



More than 12 and a half tons of clothing were collected in autumn.

## Working Group “Corporate Volunteering”

Last year, the group of companies called Engage transformed into a working group Corporate Volunteering at the Business Leaders Forum. In spring and autumn, the group traditionally organised two collections of clothing.

### The Spring Collection of Clothes Brings Record-Breaking Results

20 companies joined the spring collection of clothes and other necessities that we organised in collaboration with the BLF-affiliated companies and the working group Corporate Volunteering. The yields from the collection went to Bratislava, Nitra, Zilina, Jelsava, Kosice, Prievidza, Klastor pod Znievom, Orava, Humenne, Secovce, Samorin, and many other Slovak towns and municipalities. Together, nearly 8 tons of clothing and supplies were collected. All the items gathered were distributed among 19 organisations that then handed them to people in need.

#### Non-profit organisations received:

- **6,913 kg** of clothing for children and adults
- **245 kg** of drugstore goods and kitchenware
- **441 kg** of home textiles and bed linen
- **281 kg** sports, school, and free-time necessities
- **87 kg** of creative material for sheltered workshops and other supplies



Collected clothing went from the Pontis Foundation directly to people in need.

## The Autumn Collection of Clothing Has Surpassed All Expectations

27 companies joined in the autumn collection of clothing and supplies. The collection took place as a part of the #GivingTuesday event and the yields from it went to Bratislava, Nitra, Zilina, Jelsava, Kosice, Presov, Martin, Cadca, Klastor pod Znievom, Orava, Humenne, Secovce, Samorin, and many other Slovak towns and municipalities. Together, they managed to collect more than 12 and a half tons of clothing and supplies. All collected items were distributed among 23 organisations that handed them over to people in need.

### Non-profit organisations received:

- **10,292 kg** of clothing for children and adults
- **586 kg** of drugstore goods and kitchenware
- **836 kg** of home textiles and bed linen
- **740 kg** sports, school and free-time necessities
- **116 kg** of creative material for sheltered workshops and other supplies

## Working Group Members of 2017

Allen&Overy

IBM

Dell

KPMG

Foxconn

PWC

Honeywell

Slovnaft



The biggest attraction at the Good Country tent at the Pohoda Festival was the VR videos.

## Good Country

Since 2009, we have been linking generous donors with trusted organisations that are changing Slovakia for the better.

In 2017, people had an opportunity to support 60 NGOs at DobraKrajina.sk. Throughout the whole year, there was a record number of 2,444 donors who made 8,409 donations altogether. Compared to the last year, the resulting support had increased by 16%. The supported projects focused on issues such as, for example, education, the fight against corruption, poverty, people with health problems, and smaller organisations helping their communities.

DobraKrajina.sk provided its services to organisations free of charge. In 2017, we were able to help in cooperation with the following partners: ESET Foundation, Unstoppable by Birell, NaturMed Pharmaceuticals, Business Leaders Forum, Radio Expres, ZlavDna, O2, Sashe.sk, Pohoda Agency, Tvrdak Run organisers, Srdieckovo, Danela, Martinus, and the Slovak Spectator. We are very grateful to all partners, donors, and members of the Board who kept their eye on a transparent selection of the projects. In 2017, these people were Jarka Hargasova-Lajcakova, Tana Pauhofova, Lenka Surotchak, Michal Kascak, Tomas Janovic, Jaroslav Zidek, Lucia Markova, Jan Orlovsky, Peter Skodny, Vladimir Buzek, and Jan Kuric.

Last year, the donor community consisted of 2,244 people, who joined the public collection through the Good Country website. Of this, over 10 % were regular donors. Thanks to the ESET Foundation, we have been able to reward regular donors in the fields of education and the fight against corruption by doubling each donation up to 50 euros. Organisations have thus obtained additional resources. Similarly, NaturaMed Pharmaceuticals doubled all donations up to 1,000 euros. The yields went to the Memory Centre which helps take care of people with Alzheimer's disease. In cooperation with Sashe.sk, we provided non-profit organisations



In 2017, we opened the Good Country tent in the centre of the Pohoda Festival again.

with space where they can offer their products for sale. The organisations could also test crowdfunding through joint Good Country campaigns.

## Restaurant Day

In May, we took part in the worldwide “food festival” called Restaurant Day. Every organisation could open a pop-up restaurant. Besides offering great meals, they also had an opportunity to promote their activities. A total of 7 non-governmental organisations were involved, among them, for example, the Civic Association Child with Hearing Impairment, People in Peril and the Civic Association Barlicka.

## Pohoda Festival

In 2017, you could visit the Good Country tent at the Pohoda festival again. Those who came to us could enjoy a nice cup of coffee and cakes, try a virtual reality game or test a bench for “smart” towns. We also offered for sale various things from the Good Store at Sashe.sk. Still, the biggest attraction was “helping through a touch”. Thanks to VISA, you had an opportunity to use a contactless money-box in Slovakia for the first time. Contributing to a good thing has never been easier.

## Tvrđak Run

We joined the uneasy run in a mud, water and through many other obstacles that took place in Kosice and Bratislava. Most runners, who ran for various non-profit organisations, joined in through the Good Country programme. Through the joint effort, we collected the highest amount donated so far – up to 2,000 euros. In addition, two of the runners also received a special prize from NaturaMed Pharmaceuticals. It was 250 euros for the fastest runner and the same amount for the non-profit runner. The money will be used to support projects like Generation 3.0 and Girls in IT.

## 24 Hours Giving Marathon

During these 24 hours, you had an opportunity to support selected projects at the Good Country portal. In the early hours of the day, it was already clear, that the fundraised amount will not be small. Altogether, we received 798 donations worth 8,296.52 euros. This amount was split among 63 projects. Most donations went to projects Forget-me-not, Online Mental Support, I Cannot Hear But I Can Speak, Civic Rights Education, and Urban Settlement – Our Playground. A special reward in the form of 500 euros went to the above-mentioned project Forget-me-not.



The winners of Dobry Tvrdak in Bratislava.

## #GivingTuesday

For the first time, we have celebrated a day of generosity here in Slovakia. In November, we took part in the #GivingTuesday worldwide campaign, emphasising the attitude: "If I can help, I will." The campaign provided an opportunity to support people in need. Up to 174 persons were involved, some of them donated to several projects right away. The highest donated sum was 500 euros, which went to the organisation NepočujúceDieťa.sk. This organisation also fundraised the largest sum altogether.

## The Fifth Boat (Piata lod)

The creators of the film The Fifth Boat (Piata lod) decided to link the film with a charity collection. They wanted to support organisations that help children and young people have happier lives. Therefore, they donated 1 euro of the price of each ticket sold during the first week after its release to support the projects of organisations such as the Sunny Centre, the Conch, and the Street Youth.

## Donating Widgets

For all who wanted to donate even more, we created donation widgets, which enabled the donors to help through any web or intranet. In 2017, the widgets were used by several companies – VUB, ESET, NaturaMed, and Slovenske elektrarne.

## Give Your Birthday

At the beginning of the year, we first invited people to give away their birthday. They could choose one of the Good Country projects and invite their family, friends, and acquaintances to contribute to a specific project instead of buying them a gift. The Sickos, Robo Hromec, and many other personalities joined the campaign.



The People in Peril organisation opened its restaurant in the yard at the Bastova Street during the Restaurant Day.



On Giving Tuesday, the activity of the Civic Association Child with Hearing Impairment was held in the Eurovea shopping centre.

## Giving Tuesday

On the 28<sup>th</sup> of November, 2017, Slovakia joined the worldwide campaign #GivingTuesday for the first time.

While 98 countries celebrated #GivingTuesday last year, in 2017, the number went up to over 150. According to the data collected by the Pontis Foundation, a Slovak ambassador of this event, at least 44 companies, 124 non-profit organisations, and thousands of people joined the event. Both the donors and the organisations registered at the website [MozemPomozem.sk](http://MozemPomozem.sk). Organisations got a direct support, and companies and the public helped in a way most natural to them.

During #GivingTuesday, more than 83,000 euros were collected to support non-profit projects. Money was used for the support for specific projects, for example, those at the

DobraKrajina.sk website. Alternatively, some funds were collected through offline collections. A significant part of the final amount consisted of donations from companies to selected non-profit organisations.

Another significant activity of this day was collections for people in need. Approximately 12 tons of clothing were collected from 26 companies associated with the Business Leaders Forum. Employees went out to the town, for example, volunteers from KFC visited the Dlhačik Family Centre in Dlha Diely, where they disinfected premises and toys. In addition, they donated gifts and prepared catering for moms and children. VSE employees organised Christmas baking at the Dorka Crisis Centre in Presov again.

In addition to funding, NGOs also sought assistance with setting up communication strategies, a remuneration system, and good practices in the human resources management. Thanks to #GivingTuesday, students of the Faculty of Economics of the University of Economics in Bratislava also received a free job interview simulator – a specially designed training session to help them succeed at an interview and get a job.

For some, #GivingTuesday was only a start and cooperations continued until Christmas. On the 28<sup>th</sup> of November, the CENTRAL Shopping Centre launched the “Give Your Joy” activity. Inside, visitors could buy coffee, a cake or something else to please a random unknown person, who found the free “coupon” in a Christmas tree opposite Billa. Throughout the advent, by buying toys, clothing, cosmetics, and electronics, they had an opportunity to make the Christmas of families in the Sun’s Crisis Centre more pleasant.



76 831  
ČUDÍ JE ZA ZRUŠENIE  
MEČIAROVÝCH AMNESTIÍ

S M  
ZA!

76 831  
ČUDÍ JE ZA ZRUŠENIE  
MEČIAROVÝCH AMNESTIÍ

# Transparency and the Fight against Corruption





Non-governmental organisations have joined in the discussion on the new head of the Public Procurement Office.

## Fund for Transparent Slovakia

The Fund for Transparent Slovakia is a joint initiative of companies which seek to develop transparency and a healthy business environment by systematically supporting watchdog and analytical organisations in the country.

Last year, the Fund for Transparent Slovakia consisted of 20 member companies. What joined them together was the interest in helping non-governmental organisations which focus on the fight against corruption, the support of transparency of the state functioning, and the creation

of instruments to prevent the state kidnapping. During the year, we issued two grant calls that supported the implementation of 16 projects, totaling € 170,034. Thanks to the challenge For Transparent Slovakia, 8 organisations focused on watchdog, analytical or advocacy activities in IT, transport, the judiciary, the state administration and efficient management of public resources. In the course of the year, there was a staff exchange at the management position. After Ondrej Gallo's departure, Radana Descikova became the manager of the fund.

### Organisations supported under call For Transparent Slovakia:

- Fair-play Alliance
- Slovak Governance Institute
- Institute for Economic and Social Reforms
- VIA IURIS
- Transparency International Slovakia
- Slovakia.Digital
- Association of Citizens of Towns and Municipalities of Slovakia
- Civic Association Against Corruption

Furthermore, in 2017, six projects supported in 2016 through a grant scheme For Transparent Slovakia were being implemented (from February 2016 to November 2017). In the second part, we redeployed to organisations 20,000 euros.

## Our First Grant Call Focused on the Regions

In 2017, we had issued the call For Transparency Regions for the first time, responding to the need to reduce the level of corruption and support more transparent management of public finances at the local level. We supported 8 organisations that focused on holding debates and a festival, increasing the openness of local governments and eurofunds.

## Organisations supported under the call For Transparent Regions:

- Zoulus
- The Civic Association Jazernica
- A Future for Považská Bystrica
- Business Alliance of Slovakia
- Civic Association Against Corruption
- METRO
- Natura Rusovce
- Youth Council of the Bratislava Region

## We Headed off to the World

At the end of the year, we launched a project which allows to share experience of the Fund for Transparent Slovakia with neighboring V4 countries. With our partners from the Czech Republic, Hungary and Poland, we will share our experience of promoting transparency. In September, we met with several organisations abroad with an aim to find partners to elaborate an initial analysis of the situation in their countries and the options of creating a similar fund model in the future. In October at the Pontis Foundation, we organised an introductory workshop, during which we exchanged experience with partners from the Hungarian Budapest Institute, Czech Endowment Fund against Corruption, and Polish Siec Obywatelska. In the coming year, we plan to prepare reports on the state of the societies in the neighboring countries, as well as a more detailed report on findings of organisations regarding the biggest challenges in cooperation with businesses.

## Survey on the Future of the Fund

In 2017, we conducted a survey among members of the fund. Its implementation was covered by the FOCUS agency. After five years of existence of the fund, we felt the need to assess its past and identify future expectations that could contribute to more effective cooperation, the visibility of the fund, an increase in the impact of the fund,

and improvement of its activities. The survey showed that the fundamental role of the fund should be to find a vision for its functioning and a corresponding strategy to meet it. In the near future, the fund should decide how to address the issue of expanding the membership. Hence, the further growth will depend also on the strategic decision of the current members. Further, the requirement is to raise awareness about the fund, its activities and impact on Slovakia, and to increase engagement of its members.

## Newsletter on Issues Regarding Transparency

In 2017, we prepared a newsletter with an overview of news from the organisations, interesting invitations, as well as information from around the world. We sent 8 newsletters to our members as well as another 280 companies in our mailing list.

## We Adhere to the Transparency Code

The Fund for Transparent Slovakia is based on values of transparency and fairness. Therefore, in 2017, we set up our website in accordance with the disclosure requirements under the Transparency Code, which obliges members of the Association of Corporate Foundations to provide reports beyond the requirements of the law. The Fund has acted to fulfill its obligations even though it is not a member of this association. On the web of the fund – [www.fondpretransparentneslovensko.sk](http://www.fondpretransparentneslovensko.sk) – we published a summary of fund's activities, its mission, management, granting, communication and financial reports.

### Fund for Transparent Slovakia Member Companies

- |                            |                          |
|----------------------------|--------------------------|
| • Accenture                | • Pfizer Luxembourg SARL |
| • dm drogerie markt        | • Profesia               |
| • ESET                     | • Skanska                |
| • GSK                      | • Slovenské elektrarne   |
| • Heineken                 | • Slovenská sporiteľňa   |
| • Hillbridges              | • TaylorWessing          |
| • Honeywell                | • Slovak Telekom         |
| • Kaufland Slovak Republic | • RWE Group              |
| • Orange Slovakia          | • Websupport             |
| • O2 Slovakia              | • ZSE                    |

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# Education





The Generation 3.0 Award Ceremony was held in May at the Aurelium Science Experience Center in Bratislava.

## Generation 3.0

In February, we introduced a new programme, Generation 3.0. Its mission is to help change education in Slovakia. Our vision is that every child and young person has the opportunity to fulfill their potential and gain the skills, knowledge, and attitudes necessary for life in the 21<sup>st</sup> century. At the Pontis Foundation, we believe that we will achieve change in education sooner if the greatest players and progressive personalities join together, communicate, share their best practices and know-how. We know that there already are progressive teachers and modern approaches here in Slovakia, but often they are not aware of each other. For this reason, we launched Generation 3.0 Awards, through which we want to seek out these innovative approaches every year, show them appreciation, support them financially and also non-financially through pro bono professionals, measure their impact, and help spread the innovations further. We present these awards to schools

and non-governmental organisations that help improve education of the children and young people in Slovakia.

### 53 Projects Applied in the First Year

The first call, announced on the 6th of February, attracted 53 quality nominations from all over Slovakia. The greatest number of projects – 34, came from non-governmental organisations. We also received nominations from 11 primary schools, 7 secondary schools, and 2 universities. Most projects focused on the use of innovative teaching methods. A smaller number aimed to change and improve the overall environment of their schools. Thematically, the projects focused mostly on IT and natural sciences. Regarding the development of young people's skills, the focus was on critical thinking and global competencies, i.e. skills that improve, for example, communication and relationships between different cultures. In the first round, an independent evaluation committee, consisting of practitioners and members of the Advisory Board of Generation 3.0, selected 15 projects. The organisations had cooperated with the Pontis Foundation, which, in collaboration with experts in the field, prepared them for the finals in style of a TED conference.



Winners of the Generation 3.0 Awards at the Pro Bono Marathon.

## Generation 3.0 Awards Winners

The final selection of three winning projects took place on the 3<sup>rd</sup> of May in Bratislava. Each winner received a financial grant of € 10,000. After a strong competition, the evaluation committee selected the following winners:

- **C. S. Lewis Bilingual High School in Bratislava** was awarded for value-oriented education, which helps to form strong personalities in students. The aim of the school is to produce highly educated graduates with solid characters.
- **Non-profit organisation EDUMA** became a laureate thanks to its project Online Living Library. The „library“, i.e. videos published on the web, is full of stories of people pushed out by the „mainstream“ society. EDUMA had decided to gather these stories in one place to help people understand others from a different perspective.
- **Civic association SOVA** was presented the award for its game focused on the development of knowledge of chemistry. Two pupils, chemistry fans Ivana Kravarova and Adrian Hegedus, invented the ChemPlay board game for their classmates who did not enjoy chemistry, so that they can learn in a fun way.

## Generation 3.0 Award Winners Participated in the Pro Bono Marathon

The winners of the first year of the Generation 3.0 programme had the opportunity to participate in a number of pro bono expert training to assist them in setting up their projects. For example, the C.S. Lewis Bilingual High School and the civic association SOVA were assisted by expert volunteers from companies during the Pro Bono Marathon. The expert volunteers spent one working day to help the organisations solve out the problems they face. This was the first of a series of pro bono consultations that the winners had won.

C.S. Lewis Bilingual High School, together with the Prime Time agency, developed a proposal of a comprehensive communication campaign to develop better communication between students, media, and teachers. The campaign should also include the dissemination of information on social scholarships through various influences.

The transition of the ChemPlay offline game to an electronic form was the goal of a cooperation between civic association SOVA and companies ixworx and Skill Drill. During the Pro Bono Marathon, they discussed mainly the logic of the game mechanics and outlined the graphic design of the game. The result of this connection is a long-term,



Finalists of the first year of the Generation 3.0 Awards.

still ongoing cooperation. Thanks to this collaboration, the ChemPlay mobile application should be created soon.

## Preparation for the Impact Measurement

During the summer holidays, the winning projects did not rest. They were preparing for the impact measurement of their approaches. Recognised researchers from the National Institute of Certified Measurements of Education (NUCEM), the University of Trnava and the Comenius University assisted the organisations to set up the measurement parameters. The main researchers were the following: Ivan Luksik, Romana Kanovska, and Martin Kuruc. The experts discussed the criteria with the winners, and together we reached the parameters that were being measured during the school year of 2017/2018. Based on these, we will be able to assess whether the approach really improves the declared skills, knowledge and attitudes. The goal is to bring in proven solutions, propose them to the Ministry of Education, Science, Research, and Sport, so that the state can work with them at the national level.

## The First EDUpoint

In November, together with the Comenius Institute, we launched the first EDUpoint in Zvolen. It is a place of inspira-

tional learning where active teachers, leaders in education, as well as the general public interested in better education meet to share their experience. The programme consists of interesting workshops, discussions, showcase classes, solving practical problems and learning innovative methods that develop skills essential for life in the 21<sup>st</sup> century. The EDUpoints also serve for teachers to discuss issues informally "over a cup of coffee". We plan to implement this concept also in other regions in Slovakia, current plans focus on Bratislava and Kosice. Hence, the inspiration will spread across Slovakia, and anyone who cares for improvement of education of children will be able to join in.

## Attractive website

In December, we launched an independent website [www.generacia30.sk](http://www.generacia30.sk). It serves for purposes of sharing news on Generation 3.0, it includes a map of social innovators in education called EDUmap, and contains a separate section of inspirational projects that had become finalists of the Generation 3.0 Awards. The web will be further developed to include information on schools implementing innovative methods, expert references and practical guides to help award-winning projects to be disseminated free of charge.



Accenture is implementing coding courses called S♥CODE and IT Trending.

## Accenture Endowment Fund

The Accenture Endowment Fund focuses on three main fields of support, which correspond with the global strategy of the company. Under the Skills To Succeed programme, the firm helps improve IT skills of students and people of a productive age to increase their employability. The coding courses are called S♥CODE and IT Trending. The latter course trained altogether 46 participants, of whom 30 got employed (14 of them directly at Accenture). To erase stereotypes and promote diversity, the fund implements projects Autism@Work, Girl's Day and the above-mentioned S♥CODE.

The Accenture Endowment Fund also supports programmes Teach for Slovakia and Generation 3.0, both financially and through pro bono services. The fund also focuses on the

environment. It supports activities that ensure the environmentally sustainable growth of the entire company. For this purpose, it holds, for example, seminars on eco solutions for employees, supports cycling to work, secures waste separation in the workplace, and supports working at home. The fund also focuses on corporate volunteering, which is developed through employee grant calls, participation in the Our Town event, and the involvement of the employees in expert volunteer programmes.



Finalists of iNOVEum are receiving their diplomas.

## Embraco Endowment Fund

In 2016, the Embraco Endowment Fund launched the first year of the iNOVEum programme, which continued until May 2017. The programme focused on young people from the Spis region – secondary school students in the district of Spišská Nova Ves. Its aim was to discover hidden talents, erase stereotypes about the demandingness of owning a business and, last but not least, increase the chances of future entrepreneurs to find their place in the local economy. Each year, the region struggles as smart young people departure and only a small percentage of them return. Still, the young people could work in their homeland, they only need to create the opportunities for themselves. In the initial phase of the project, there was a roadshow presenting the programme at secondary schools in the region. Subsequently, enthusiastic students

applied and worked with their mentors throughout the school year.

In the great finale, 8 teams presented their prototypes to an expert evaluation committee:

- All inSale – the best price search engine for regular shopping – Javorova Grammar School
- Flexbox – the most versatile box for food packaging – Javorova Grammar School
- HiPillow – a pillow for comfortable bus travel – Technical Academy
- Chargelamp – design lamp charging your smartphone – Skolska Grammar School
- iCOCHA – foldable sunglasses that change colour – The Church Grammar School
- Neoprene Suit – heated neoprene for comfortable diving in winter – Technical Academy
- PNT. – brand hip-hop clothing for young people – Secondary School of Timber
- TentFest – an inflatable boat tent that does not get flooded – Secondary School of Economics

The initial grant for creating the prototype was won by 7 teams, and in the finale, 5 of them won prizes totaling 15,000 euros: All inSale, Flexbox, Chargelamp, PNT. and TentFest.

CHCEŠ ROZVÍJAŤ  
SVOJ TALENT?  
PODPORÍME ŤA



19 gifted students were supported at developing their careers.

## AXA Endowment Fund

The AXA Endowment Fund at the Pontis Foundation focuses on supporting young talents. In 2017, as a part of a grant challenge, the fund supported 19 gifted students with a great potential. Among the supported projects were, for example, a study of a cell and its processes, programming of an application for rescuing the homeless people, an electromobile construction, sleep research, and more gentle enamel bleaching. In November, AXA issued another grant call with the title AXA Innovator 2018. The challenge was meant for students and pupils from 15 to 26 years of age, who engage in science and research.

### Finalists of the AXA Endowment Fund at the Pontis Foundation 2016-2017

Peter Belcák	Filip Mihál'
Nela Gloriková	Bibiana Miškolciová
Vladimír Horvát	Peter Nociar
Adriána Kačmárová	Martina Orvošová
Ema Kalenská	Eva Piatriková
Ilia Leshchenko	Dejan Prokop
Matúš Lištiak	Ľuboš Teyerl
Terézia Lúčna	Juraj Vasek
Dávid Mačej	Matej Zámečník
Lukáš Marcin	



Rob Wilson's lecture for Slovak university students.

## Global Education

In 2017, we continued to cooperate with the Slovak University of Agriculture in Nitra. As a part of this collaboration, we prepared the documentation for the accreditation file for an establishment of a new course of development studies titled Social Management and Development. Altogether 30 new modules were created, of which majority focuses on global education-related issues.

### Rob Wilson in Slovakia

Within the project, we organised 4 lectures by a foreign guest in Slovakia, Rob Wilson, the founder of READ International and the director of Ashoka UK, who also made one public debate on social entrepreneurship in the countries of the global South. Rob also lectured at the Comenius Univer-

sity and the University of Economics in Bratislava. In addition, we published book *On the Up*, written by Nikki Wilson and Rob. The book focuses on social innovations in Africa. 300 books were distributed to 4 universities and 2 secondary schools all over Slovakia. At the occasion of Rob's visit, we also published an issue of the Pontis Digest magazine.

### Cooperation with Other Universities

In September, we started cooperating with two other universities – the University of P.J. Safarik (UPJS) in Kosice and the University of Presov. At these universities, we worked on raising awareness of global education issues, raising capacities of academics and motivating them to focus on development issues in their research. At both universities, we organised a discussion with a Slovak expert on issues of democracy and active citizenship. Furthermore, we started to work on preparation of publication *Development Education: Themes and Methods IV*, and a syllabus for a new subject at the Department of History of UPJS. As a part of

teacher capacity building, we sent two academics from the Slovak University of Agriculture for a research internship at the Jomo Kenyatta University in Kenya. Over the course of the year, we worked together with nine teachers on the creation of publication Development Education: Themes and Methods III.

### Throughout 2017, we cooperated with the following universities:

- The Slovak University of Agriculture in Nitra
- The Comenius University in Bratislava
- The University of Economics in Bratislava
- The Matej Bel University in Banská Bystrica
- The University of P. Safarik in Kosice
- The University of Presov

In total, we involved 50 academics and around 900 students in our projects.

### We Also Cooperated with Secondary Schools

At secondary schools, we continued to support the cooperation of Slovak and Kenyan training firms. Thanks to this cooperation, approximately 60 students in Slovakia were improving their intercultural communication, English language skills, and increased their awareness of the countries of the global South. We cooperated with the Hotel Academy in Liptovský Mikuláš, and the Business Academies in Levice and Nevädzova 3 in Bratislava.

## Pixel Federation Endowment Fund

In 2017, the Pixel Federation Endowment Fund supported the civic association WellGiving. Thanks to the grant, the organisation had the dakujeme.sk portal repaired so that it can provide more efficient financial assistance to children and people with disabilities or serious illnesses, families in crises, families with a higher number of children, families who had lost a parent, and people with life challenges.

The Unilever Endowment Fund provided a grant to civic association Get Your Town Moving which organised a one-day movement and healthy lifestyle festival at 8 primary schools. Lecturers, experts, trainers, and educators emphasised the importance of movement and health in everyday life. The event was attended by 3,343 children at 8 schools.

## Unilever Endowment Fund



Kajire Secondary School students who won the StartUpAfrica International Competition.

## Sote ICT and Sote Hub in Kenya

In Kenya, we helped young people from all social classes acquire practical digital and entrepreneurial skills, as well as start their own businesses. In the future, thanks to the skills, the graduates of the programme may become qualified and responsible employees and experienced entrepreneurs, who care for the sustainable development of their country. In October 2017, we completed our fourth Kenyan project supported by SlovakAid. The Kenyan partners decided to scale up the project to the Kwale region, starting slowly with a „lean approach“ through providing commercial training for young entrepreneurs. They look for partners and resources to scale up the project to 8 more secondary and polytechnic schools.

### Training Company Trade Fair and Start-up Idea Contest

In 2017, we organised the third training company trade fair for 12 schools from Taita Taveta. Besides awarding students and their companies in categories such as, for example, Best Marketing or Best Product, we also presented awards to winners of a contest of best business ideas. Out of 42 competing projects, we awarded 10 shortlisted teams. One of the award-winning startup teams were four Kajire Secondary School students, who had invented an elephant tracking device. This serves to report to rangers from the Tsavo National Park when the elephants get to the village. With this idea, the girls also applied for the StartUpAfrica competition and Sote Hub helped them through consultations on how to construct a prototype device. The team won the national round of the contest, competing against 90 schools from all over Kenya, including the elite ones. Hence, the girls proceeded into the Diamond Challenge International Competition in Delaware, USA, which they will attend in 2018.

### We Supported 8 Companies

At the Sote Hub, we financially supported the establishment of altogether 8 real companies and provided them



Our colleague Adriana at the third training company trade fair in Kenya.

with development mentoring. Besides, there are other 20 start-up teams and 500 enrolled members in the Sote Hub community. We also supported company ReAfrika, which presented itself at the iHub event in Nairobi, at the occasion of the visit by the President of the Slovak Republic Andrej Kiska. ReAfrika runs an online platform and installs tracking devices to reduce the number of motorbike thefts and accidents.

We also supported the Sote Tech Queens girl group that has been meeting for two years now, and learns how to code and work with digital technologies. The group gives lectures at universities, attends different conferences, participates in study trips, and trains local entrepreneurship women's groups.

## Volunteer Internship in Kenya

From January to April 2017, our colleague Jana Desiatniková, took part in a volunteer internship in Kenya, helping create new documentation for Sote ICT clubs, train students and organise a new student contest, Startup Idea Competition. Thanks to this contest, we were able to identify talents, such as, for example, the group of students from Kajire who competed at the start-up competition in the USA. Back in 2012, the school in Kajire did not even have any

electricity or computers. Thanks to active teachers such as Ezra Abuga and intensive support from the Sote Hub and the school leadership, the students were able to succeed in a nationwide competition of start-up ideas and compete in the US. In July, our team travelled to Kenya, where Ivana Ulicna helped prepare the third training company trade fair and Adriana Petrova trained our start-ups in financial management. She also helped the Kenyan team and the supported companies with the preparation of their financial reports. Jakub Simek trained the startups in measuring their social impact and thinking in scientific models.



Sote ICT team with President Andrej Kiska.



# Inclusion





After more than 2 years of effort, we published the book  
'We Have a Child with Hearing Impairment'.

## Telekom Endowment Fund

The Telekom Endowment Fund at the Pontis Foundation has been supporting the hearing-impaired community for more than 10 years now. In addition to activities such as the Online Interpreter and English language courses for adults, it had also organised a grant programme called 'In Search of a Sense: For the Hearing-Impaired', for the second time. The goal of the grant call is to support organisations and associations that work directly with the community of the hearing-impaired and assist them.

### In Search of a Sense: For the Hearing-Impaired 2017

Grants could be applied for by non-governmental organisations, contributory or budget organisations, cities, villages,

and associations of towns and municipalities. We received 18 applications in total, of which we selected and supported 5 projects.

### Supported Projects

- Civic association NepocujuceDieta.sk with the project 'Parental Online Counselling',
- The USKO Fund, at the Primary School with Kindergarten for Children and Pupils with Hearing Impairment, Boarding School, with the project 'Drotarik Children's Center',
- Viliam Gana Primary School for the Hearing-Impaired Int. with 'the Game Therapy Project', filial therapy,
- The Association of Teachers with Hearing Impairment with a project called 'Activities Beneficial Particularly for the Hearing-Impaired',
- Deaflympics Committee of Slovakia with the project 'Security and Rescue in the Mountains'.

### English Language Courses for the Hearing-Impaired Continued

Due to their success in the first year, we continued with the English language courses for the hearing-impaired in 2017. In April, we offered two courses – for beginners as well



31 participants graduated from the second year of the English language course for the hearing-impaired.

as for intermediate graduates of the previous course. The language was taught in most natural form to the hearing-impaired community – in the Slovak sign language. Both courses took 3 months and were taught at the Primary Boarding School with Kindergarten for Children and Pupils with Hearing Impairment in Bratislava. The courses were led by experienced lecturer Terezia Gresnerova. This free English language course was attended by 31 participants with hearing impairment.

### **The Premiere of the Movie 'Putovne Nacuvatka'**

We supported the filming of the documentary movie 'Putovne Nacuvatka'. The documentary shows stories of 5 families that have children with hearing impairment. They talk about how they learned about the disability, how they proceeded, how they coped in this difficult time, and what they had to do and continue doing even now. In the movie, advice and the guidelines are provided also by experts, phoniatricians, speech therapists, pedagogues, special pedagogues, as well as people from the third sector. The filmmakers were mapping families and their children from April to December 2016. The film is a touching story about what parents of the impaired children have to do and

handle, but at the same time, it also shows that if one finds inner strength, support of the environment, and a positive example, they can do much more than they think. The film was produced by organisation Roma Media. In Bratislava, the premiere took place on the 15<sup>th</sup> of May at CineMax at the Bory Mall. The film is freely available to anyone who needs advice in a difficult situation.

### **We Organised Sign Language Courses**

Last year, we organised 7 sign language courses. The first took place at the Retirement and Adult Social Services Home in Holic. Together with interpreter Lubka Sarinova, we organised a three-day training course for employees who work with new clients with hearing impairment most often. They learned how to communicate with the clients and how to establish closer relationships with them. The second sign language course was held in Poprad. It was attended by 14 people working in various fields – mediators, staff from the Office of Labour, Social Affairs and Family, staff from a sheltered workshop, social services home, maternity centre and even a member of the police corps. The whole course was led by lecturer Robert Sarina. On request of the non-profit organisation People in Peril, we organised the third course in Plavecky Stvrtok. Again, it was led by Lubica Sarinova.



The book was ceremoniously launched by the well-known radio host Peter 'Pindo' Lengyel.

The training, which took place in the community centre, was attended by hearing parents with hearing-impaired children, hearing friends who have a hearing-impaired classmate, and a hearing grandmother with a hearing-impaired grandson. Furthermore, the course was attended by two hearing girls from abroad, who were volunteering in Plavecký Štvrtok at the time. Other training took place, for example, in Bratislava and Kosuty.

## Launch of the Book 'We Have a Child with Hearing Impairment'

In September, we launched a unique book – 'We have a Child with a Hearing Impairment', which is the only one of its kind in Slovakia in the past 10 years. It connects the professional view of educators and doctors, and the real experience of families with children with hearing impairment. The authors – Silvia Hovorkova, Martina Rzymanova and Darina Tarcsova, using years of their experience from professional and theoretical practice and the Mobile Teacher programme, had been working on the book for more than 2 years. The book was ceremoniously launched by the well-known radio host Peter 'Pindo' Lengyel. He himself raises a son with multiple disabilities, including the hearing disorder. The book was 'baptised' by the vibrations of a musical instrument called Calimba. Anyone can order the hard copy of the book via the DobraKrajina.

sk webpage under the project 'We Have a Child with Hearing Impairment' for a recommended contribution of 15 euros. The benefit goes to the civic association Nepocujucedieta.sk, which focuses on families with children with hearing impairment.

## The Second Birthday of the Online Interpreter

In 2017, the Online Interpreter service celebrated its second birthday. Over this period, it had even saved lives twice. An online interpreter can be used by hearing-impaired people who communicate in a sign language and also by hearing people who want to communicate with the unhearing. The service is mostly used to communicate with the state administration, when searching for employment, communicating with the employer, and in different unexpected situations. Over the period of two years, the service had been used nearly 3,000 times and helped more than 260 clients. In the first year of its existence, the Online Interpreter service recorded more than a thousand calls. In between the years, the number of calls have doubled. Since September 2017, due to the increased number of calls, the Online Interpreter has been available five times a week. The service is available between 8 am – 6 pm on Mondays, Wednesdays, and Fridays and between 8 am – 12 pm on Tuesdays and Thursdays.



The Online Interpreter is mostly used in unexpected situations.

## **We Launched a New Website and a Fan Page**

In autumn, we launched a new, modern website of the fund – [www.nftelekom.sk](http://www.nftelekom.sk), and also a fan page on the social network Facebook. The goal was to get the readers to get all the necessary information faster and easier.

## **The Last Meeting under the Mobile Pedagogue Programme**

In November, we concluded the fifth and the last year of the Mobile Pedagogue programme. A total of 26 families met in the Tatras to exchange experiences and encourage each other. Even though the programme ended, we have a strong vision. We want to make the state to play its role as it is in other decent countries, and we are determined to knock on their door, persuade, push and lobby.

## **We were a Part of the First #GivingTuesday in Slovakia**

For the first time in Slovakia, we organised #GivingTuesday, which competes with the idea of a Black Friday and promotes selfless help. The Telekom Endowment Fund was a proud part of the event. Giving Tuesday gave us an opportunity to help the civic association NepocujuceDieta.sk

## **Other Projects**

## **We Also Supported the Restoration and Rescue of Monuments in Slovakia**

Under the 'We help monuments 2017' programme, we supported 22 projects. This grant programme had been issued for the thirteenth time. Its goal was to motivate employees of Slovak Telekom to engage in their communities and surroundings and focus on rescuing cultural monuments. The grant was made available for projects that would lead to the preservation of registered national cultural monuments, unregistered monuments, and memorials. The support was offered to non-governmental and non-profit organisations, contributory and budgetary organisations, cities and municipalities and associations of towns and municipalities.

We received a total of 47 project applications, of which we selected and supported 22. For the first time in the history of the programme, we also presented two projects with extra awards.



Lentalk allows users to effectively interact with their surroundings through image vocabulary and helps them orientate in time and day-to-day activities.

## Lenovo Endowment Fund

Lenovo Endowment Fund focuses on supporting children and youth with autism spectrum disorders. In 2017, we launched the Slovak application Lentalk, which significantly helps children with autism communicate.

### Lentalk Application

Lentalk allows children with autism to communicate effectively through picture cards. This application was developed after having gained experience from Slovak families, involving in the process both experts and parents of autistic children. The application is available for free. In addition, with the presentation of the application, we issued a call for organisations working with autistic children. They had an opportunity to gain tablets for which the application was developed.

### We Distributed Tablets with Lentalk

In February, we launched the second year of the programme 'I Can Tell You' which is intended to support communication of children and young people with autistic spectrum disorders, as well as disorders of speech and reading abilities. For children and young people with autism who can not speak, and in terms of their diagnosis and prognosis have only limited options of other forms of communication, we provided a replacement communication aid – tablets with the Lentalk application. Through this aid device, we wanted the children and young people to be able to communicate more effectively with their families, friends, personal assistants at autism support centres, at school. The application allows them to communicate their needs, emotions and basic information in everyday life. The call was intended for non-governmental organisations focused on supporting clients diagnosed with autism spectrum disorders on a daily basis, and contributory and budget organisations. Overall, we supported 46 organisations to which we distributed 153 tablets with the Lentalk application installed.



Employees of Billa were trained to help the visually-impaired customers with their purchases.

## Billa – Sales Assistant for the Visually- Impaired

The project 'Sales Assistant for the Visually-Impaired' is being prepared by the civic association BILLA for People, in cooperation with the Union of the Visually Impaired of Slovakia (UVIS), and the Pontis Foundation. UVIS is the expert guarantor of the project developed by BILLA Slovakia. BILLA had decided to be a step closer to its disadvantaged customers. With this service, the company targets the visually-impaired people directly. We worked together to develop a methodology and a plan to engage and excite the shop staff, too. The service was first launched in Levoca, where both the employees and customers had an opportunity to experience what it means to live with a visual impairment themselves. In 2017, we launched this service in Ruzomberok, too. To date, a total of 111 BILLA employees and 33 customers with visual impairment have been involved.





In 2017, we supported the Depaul organisation.

## Slovenske Elektrarne Endowment Fund

The Slovenske Elektrarne Endowment Fund at the Pontis Foundation realises philanthropic activities aimed at the support of employees and their communities, the establishment of relations with important partners, and the support of meaningful projects that change the whole of Slovakia in a positive way. Public-service grants went to programmes:

- Special Employee Programme – Present Yourself Positively
- Energy for Health and Education
- Energy for the Landscape – Ekovillage
- Employee's 'Energy for Life' Programme

A part of the long-term strategy of the Slovenske Elektrarne Endowment Fund at the Pontis Foundation is to support projects of professional assistance to homeless people. Thanks to the financial support of organisations that had been addressing the issue of homelessness systematically for a long time now, it helped nearly 4,000 people. Specifically, we supported the publication of the street magazine *Nota Bene* with a Christmas appendix issued by the organisation 'Proti Prudu'. The Depaul organisation was able to continue operating a low-threshold dormitory, provide health services to people in the streets, and develop street work in the town municipality of Karlova Ves. The Homeless Theater performed outside of Bratislava and published an extraordinary book on working with the homeless people directly in the streets. We also supported the organisation *Vagus*, which provides professional social services to more than 2,000 clients.

### Present Yourself Positively 2017

We realised the 4<sup>th</sup> year of the employee grant scheme programme 'Present Yourself Positively 2017'. In the first phase, 33 organisations took part in the activities of the

corporate volunteering event 'Our Town'. Based on the public vote, we supported 23 projects out of a total of 32 organisations. The Slovenske Elektrarne employees were actively involved in these projects, they had recommended and helped implement them. Thanks to this programme, the historical promenade in Levice was revitalised, there was a barbecue place built at Zarecie, and a new garden created for seniors in Nova Bana.

## Energy for Health and Education

We also kept in mind families of the employees of Slovenske Elektrarne, especially those in difficult life situations, such as, for instance, serious health problems of their children and close relatives. By purchasing health aids, hippo-therapy, and rehabilitation, we supported oncology patients, employees' close relatives who had suffered severe injuries, and children with autistic spectrum disorders. In 2017, we supported a total of 20 families.



## Philip Morris Donation Programme

The Philip Morris Donation Programme supports non-governmental organisations that have long been addressing the issue of helping homeless people. The company decided to establish a long-term partnership with organisations such as Depaul Slovakia, Vagus, the Homeless Theater and the programme 'Advocates Pro Bono' at the Pontis Foundation. All initiatives implement projects aimed at assisting the homeless with their return to an ordinary life.

## Other Themes/Issues

### Energy for the Country

Under the grant programme 'Ekovillage 2017 - Smart Village, Smart Town', we supported projects that focus on modernising the public spaces of villages and towns. It was under the condition that the projects were realised in a form of solutions stimulating energy efficiency, environmental protection or implementation of solutions contributing to effective and transparent communication and functioning of a village or town for the needs of the 21<sup>st</sup> century. In total, we received 27 applications for financial support, from which the evaluation committee selected 9 projects to support.

### Energy for the Tatras

Slovenske Elektrarne have been realising different activities in the Tatras for a long time now. The year 2017 was not an exception. We supported a project focused on biodiversity in the Tatras. We also installed feeder racks for different types of birds to make it easier for them to build nests. Thanks to special hibernation boxes, bats will be able to spend the winter safely. At the same time, we installed telemetry transmitters, which provide important data for the protection of endangered animal species.

# dm Drogerie Markt Endowment Fund

Dm Drogerie Markt motivates its employees to pay attention to people in serious social situations and in the medical need. The aim of the fund is to support beneficial activities by implementing grant programmes and supporting projects in fields such as increasing the quality of life of the community, sports, formal and informal education, culture, the environment, health, social assistance, and volunteering.

## We Want to Help Each Other

Through the programme 'We Want to Help Each Other', employees with a seriously ill or a health or socially disadvantaged relative, recommended 21 applications for support. In 2017, the dm Drogerie Markt Endowment Fund helped all 21 families. The highest number of requests for help had come from parents who needed rehabilitation for their seriously ill children. We helped to cover at least some of the costs of health aids and rehabilitation.



## Other Themes/ Issues

The dm Drogerie Markt Endowment Fund at the Pontis Foundation has long been strategically supporting the Center of Environmental and Ethics Education Zivica, which succeeded in bringing a successful model of a sustainable way of life in the urban environment to Bratislava and Zvolen, thanks to projects 'the City Bee' and 'the Green School'.

The intent of 'the City Bees' project is to enable the public and schools to actively engage in the rescue of bees and other pollinators. Other topics are related to the programme; it is, for example, land care, eco-farming and product certification directly at the place of residence.

In different Slovak towns, urban bee hives popularise beekeeping and make it available for the public and schools. By taking exemplary measures in the public space, the Zivica organisation provides inspiration for the wide public and other municipalities.

The Green School is an educational and training programme designed for kindergartens and primary and secondary schools that want to change themselves and their surroundings. The aim of the programme is to support school communities in which their members have an opportunity to test the advantages and disadvantages of the cooperation. Assisted by teachers and parents, the pupils address the real needs of their school and their surroundings, helping to make a positive change.



Our colleagues Saska and Katka visiting the families we help through the Heart for Children programme.

## The Heart for Children

The charity project of the 'Nový Cas' daily, the Heart for Children, which we have been managing for the past seven years, helps children who suffer from health disorders, disabilities and those who are in a social need.

The Heart for Children does not provide finance directly to the families but rather in a form of non-financial assistance. Most often, it is a reimbursement of rehabilitation or long-term therapy or a direct purchase of compensatory and medical

aids. We helped also, for example, with wood for heating, dog canine therapy training, with meals in the school dining room, a purchase of school aids, or covering the rest of a price of a car serving for regular transport to a doctor.

In 2017, the Heart for Children received 184 applications from all over Slovakia. The majority, 26% of them, were from the Presov region. 151 applications were approved in total amounting to 136,968.15 euros. In addition, by awarding a grant, the Heart for Children also helped the Children's Faculty Hospital and the Polyclinic Bratislava with the reconstruction of their waiting room at the Radiology Department.





DAČNÝ FOND  
EMBRACO

ORÍME  
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E ĎALŠIE  
ERÁCIE

# Our Funds



# The List of All Our Funds

## Accenture Endowment Fund

- Education support
- More about the activities on page 57.

## Arriva Endowment Fund

- Community projects
- In 2017, the fund did not operate.

## Adient Endowment Fund

- Community projects
- In 2017, the Adient Endowment Fund supported a project named the Playful Day for Mother Earth organised by civic association Stimul. It was an environmental day for families and children from village Kostany nad Turcom and its surroundings. The aim was also to integrate children coming from professional families and orphanages in the neighbourhood.

## Axa Endowment Fund

- Community projects
- More about the activities on page 59.

## Bekaert Helps Endowment Fund

- Community projects
- In 2017, we implemented 3 projects – the recipients were civic association Friendship Hlohovec – De Panne and in two projects the town of Sladkovicovo. The projects focused on the support of cultural activities. In addition, the fund also supported community-based activities around locations of the Bekaert company – Hlohovec and Sladkovicovo.

## DELL Endowment Fund

- Community projects
- In 2017, we supported 5 projects through this endowment fund: Manageria, Social Services House – MOST, the Alliance of Animal Protection Associations, civic association VAGUS

and the Pink Ribbon. The fund also supported activities of the Pontis Foundation – for instance, Attorneys Pro Bono, Our Town, and so on.

## dm drogerie markt Endowment Fund

- Inclusion and community projects
- More about the activities on page 74.

## Embraco Endowment Fund

- Education support
- More about the activities on page 58.

## Honeywell Endowment Fund

- Education support
- In Slovakia, the Honeywell Endowment Fund helps develop volunteering and provides students with a practical education. In 2017, the fund supported two projects. The first grant was awarded to the Slovak Technical University in Bratislava for the project Optimisation of Heat Supply Management in Heating. The second grant was awarded to the Civic Association Milan Stefanik for organising charity event Osmidiv.

## Johnson Controls Endowment Fund

- Inclusion, environmental education
- In 2017, we supported 8 applications aimed at helping communities, the socially and physically disadvantaged people, and supporting education and training.

## Lear Endowment Fund

- Support for the local community

## Lenovo Endowment Fund

- Inclusion
- More on page 70.

## Lidl Endowment Fund

- Support for children
  - Responsible approach to the environment
  - Health improvement
- In 2017, we supported 6 projects. Thanks to the funding, publications on transport and health education were prepared (Kamilko and Emilko on the Road, Kamil and Dog the Health Care Professional). In addition, competition “Kamil & Emil” was held for the 2<sup>nd</sup> and 3<sup>rd</sup> year elementary school pupils and their class teachers. After the evaluation, the winners were rewarded by bicycles. The fund also supported the Organisation of Muscular Dystrophy by purchasing 10 nasal vacuums for children suffering from muscular dystrophy to improve their and their parents’ lives. Further, the fund also donated a set of life-saving devices to 53 newborn hospital departments across the country. The

equipment helps around 5 500 newborns who are in need of medical aid immediately after birth.

### Mercedes Endowment Fund

- Inclusion and transparency
- In 2017, the fund did not operate.

### Mobis Endowment Fund

- Community projects

The Mobis Endowment Fund at the Pontis Foundation provides financial support for different community development projects through an employee grant programme. In 2017, 31 projects were supported in the Zilina Region. Through these projects, there were many sporting events organised, and conditions for cultural life and relaxation were improved. In addition to the employee grant programme, the fund also supported a purchase of healthcare devices for the faculty hospital in Ruzomberok. It also provided support for the activities of the voluntary fire brigade of the Nededza village.

### Pixel Federation Endowment Fund

- Education support

→ More about the activities on page 61.

### PSA Slovakia Endowment Fund

- Community projects

In 2017, the fund supported 7 projects which focused on community support, for example by organising sporting, cultural or networking events, as well as competitions, and many more.

### PwC Endowment Fund

- Community projects

In 2017, the fund supported 4 projects of the following organisations: Depaul Slovensko, OZ Vagus, Imobilio a Manageria, o. z.

### Slovenske elektrarne Endowment Fund

- Corporate volunteering
- Inclusion and Community projects
- Energy efficiency in cities and towns

→ More about the activities on pages 72 – 73.

### STRABAG Endowment Fund

- Community projects

In 2017, we received 24 project applications, of which 22 were supported.

### Telekom Endowment Fund

- Inclusion
- Community projects

→ More about the activities on pages 66 – 69.

### Unilever Endowment Fund

- Education support

→ More about the activities on page 61.

### Philip Morris Giving Programme

- Inclusion

→ More about the activities on page 73.

### Poistovne SLSP Giving Programme

- Corporate volunteering
- Inclusion and Community projects

For the fifth year, we held a volunteer programme the Better Life – Social Active Day, which included a total of 9 volunteering activities for the Civic Association of the Gate to Life in Petržalka in 2017. We also provided them with direct financial support to organise cultural and sporting activities, as well as to promote healthy life-style and personal development.

### Tesco Foundation

- Community projects

In 2017, we organised programme “You Decide, We Help 2017”. The aim of the programme was to support activities and development of local communities, and to encourage people to improve their surroundings. The program is supposed to influence the development of citizenship through the involvement of different stakeholders for one common goal, which is the support of customers’ communities. 372 applicants were interested in the programme, of which we supported a total of 70 applications.

### Billa – Purchasing Assistant for the Visually Impaired

- Inclusion

→ More about the activities on page 71.

### Vrba – Wetzler Endowment Fund at the Pontis Foundation

- Education support

In 2017, the fund did not implement any activities.

### The Fund for Transparent Slovakia

- Promotion of transparency and reduction of corruption in Slovakia

→ More about the activities on pages 50 – 51.

### Generácia 3.0 Endowment Fund

- Education support

→ More about the activities on pages 54 – 56.



BONA  
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AKIA



# Financial Report





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## Independent Auditor's Report

To the Board of trustees of Nadácia Pontis:

### Report on the Audit of the Financial Statements

#### Opinion

We have audited the financial statements of Nadácia Pontis ("the Foundation"), which comprise the balance sheet as at 31 December 2017, the income statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements of the Foundation give a true and fair view of the financial position of the Foundation as at 31 December 2017, and of its financial performance for the year then ended in accordance with the Act on Accounting No 431/2002 Coll., as amended by later legislation ("the Act on Accounting").

#### Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing ("ISAs"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Foundation in accordance with the Act on Statutory Audit No 423/2015 Coll. and on amendments to the Act on Accounting No 431/2002 Coll., as amended by later legislation ("the Act on Statutory Audit") related to ethics, including Auditor's Code of Ethics, that are relevant to our audit of the financial statements, and we have fulfilled other requirements of these provisions related to ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Responsibilities of Management for the Financial Statements

Management is responsible for the preparation of the financial statements that give true and fair view in accordance with the Act on Accounting, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Foundation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Foundation or to cease operations, or has no realistic alternative but to do so.

#### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

THIS IS A TRANSLATION OF THE ORIGINAL SLOVAK REPORT

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As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Foundation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Foundation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Foundation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements including the presented information as well as whether the financial statements captures the underlying transactions and events in a manner that leads to their fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

#### **Report on Other Legal and Regulatory Requirements**

##### *Report on Information Disclosed in the Annual Report*

Management is responsible for the information disclosed in the annual report, prepared based on requirements of the Act on Accounting. Our opinion on the financial statements expressed above does not apply to other information contained in the annual report.

In connection with audit of the financial statements it is our responsibility to understand the information disclosed in the annual report and to consider whether such information is not materially inconsistent with audited financial statements or our knowledge obtained in the audit of the financial statements, or otherwise appears to be materially misstated.

We considered whether the Foundation's annual report contains information, disclosure of which is required by the Act on Accounting.

Based on procedures performed during the audit of financial statements, in our opinion:

- Information disclosed in the annual report prepared for 2017 is consistent with the financial statements for the relevant year,
- The annual report contains information based on the Act on Accounting.

THIS IS A TRANSLATION OF THE ORIGINAL SLOVAK REPORT



Additionally, based on our understanding of the Foundation and its situation, obtained in the audit of the financial statements, we are required to disclose whether material misstatements were identified in the annual report, which we received prior to the date of issue of this auditor's report. In this regard, there are no findings which we should disclose.

17 May 2018  
Bratislava, Slovak Republic

Ernst & Young Slovakia, spol. s r.o.  
SKAU Licence No. 257

Ing. Danica Matáková, statutory auditor  
SKAU Licence No. 905

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## Balance Sheet as of 31 Dec 2017 (EUR)

Assets		Accounting period			Preceding accounting period
		Gross	Correction	Net	Net
<b>A. TOTAL NON-CURRENT ASSETS</b>		<b>647 274,85</b>	<b>320 896,77</b>	<b>326 378,08</b>	<b>337 887,30</b>
<b>1. LONG-TERM INTANGIBLE ASSETS</b>		166 555,80	122 750,22	43 805,58	43 881,08
	Software	166 555,80	122 750,22	43 805,58	43 881,08
<b>2. LONG-TERM TANGIBLE ASSETS</b>		<b>480 719,05</b>	<b>198 146,55</b>	<b>282 572,50</b>	<b>294 006,22</b>
	Buildings	410 547,55	131 387,55	279 160,00	289 423,72
	Individual moveable assets and groups of moveable assets	4 680,00	1 267,50	3 412,50	4 582,50
	Small long-term tangible assets	65 491,50	65 491,50	-	-
<b>B. TOTAL CURRENT ASSETS</b>		<b>3 553 592,02</b>	<b>-</b>	<b>3 553 592,02</b>	<b>3 083 051,73</b>
<b>2. LONG-TERM RECEIVABLES</b>		<b>243 697,69</b>	<b>-</b>	<b>243 697,69</b>	<b>-</b>
	Other receivables	243 697,69	-	243 697,69	-
<b>3. SHORT-TERM RECEIVABLES</b>		<b>560 985,61</b>	<b>-</b>	<b>560 985,61</b>	<b>573 589,07</b>
	Trade receivables	26 342,64	-	26 342,64	7 025,00
	Other receivables (donors)	534 291,17	-	534 291,17	566 401,14
	Other receivables	351,80	-	351,80	162,93
<b>4. FINANCIAL ACCOUNTS</b>		<b>2 748 908,72</b>	<b>-</b>	<b>2 748 908,72</b>	<b>2 509 462,66</b>
	Cash on hand	4 292,72	-	4 292,72	6 541,40
	Bank accounts	2 744 616,00	-	2 744 616,00	2 502 921,26
<b>C. TOTAL ACCRUALS AND DEFERRALS</b>		<b>3 998,03</b>	<b>-</b>	<b>3 998,03</b>	<b>103 739,78</b>
<b>1. Deferred expenses</b>		3 998,03	-	3 998,03	103 739,78
<b>TOTAL ASSETS</b>		<b>4 204 864,90</b>	<b>320 896,77</b>	<b>3 883 968,13</b>	<b>3 524 678,81</b>
Equity and liabilities		Accounting period		Preceding accounting period	
<b>A. TOTAL EQUITY</b>		<b>2 681 419,81</b>		<b>2 600 257,50</b>	
<b>1. Equity and funds</b>		<b>2 680 255,16</b>		<b>2 582 571,80</b>	
	Equity capital	155 027,67		155 027,67	
	Funds created under a special regulation	2 525 227,49		2 427 544,13	
<b>3. Profit/loss for past periods</b>		<b>17 685,70</b>		<b>58 360,21</b>	
<b>4. Profit/loss for the current accounting period</b>		<b>-16 521,05</b>		<b>-40 674,51</b>	
<b>B. TOTAL LIABILITIES</b>		<b>206 757,24</b>		<b>100 035,30</b>	
<b>1. RESERVES</b>		<b>4 551,63</b>		<b>5 876,76</b>	
	Short-term reserves	4 551,63		5 876,76	
<b>2. LONG-TERM PAYABLES</b>		<b>1,70</b>		<b>153,53</b>	
	Social fund payables	1,70		153,53	
<b>3. SHORT-TERM PAYABLES</b>		<b>202 196,67</b>		<b>93 984,09</b>	
	Trade payables	182 683,05		90 847,78	
	Employee payables	1 398,72		87,98	
	Settlement with social security institutions	10 692,19		-	
	Tax payables	7 422,71		3 048,33	
<b>4. BANK ASSISTANCE AND LOANS</b>		<b>7,24</b>		<b>20,92</b>	
	Current bank loans	7,24		20,92	
<b>C. TOTAL ACCRUALS AND DEFERRALS</b>		<b>995 791,08</b>		<b>824 386,01</b>	
	Deferred revenues	995 791,08		824 386,01	
<b>TOTAL EQUITY AND LIABILITIES</b>		<b>3 883 968,13</b>		<b>3 524 678,81</b>	

## Profit and Loss Statement as of 31 Dec 2017 (EUR)

Account number	Expenses	Activity			
		Main non-taxable	Taxable	Total	Preceding accounting period
501	Material consumption	114 202,58	-	114 202,58	76 747,98
502	Energy consumption	1 963,40	-	1 963,40	2 106,94
511	Repairs and maintenance	1 888,98	-	1 888,98	1 111,32
512	Travel expenses	19 042,47	-	19 042,47	12 476,13
513	Representation expenses	60 476,36	-	60 476,36	35 145,99
518	Other services	995 655,27	139 363,68	1 135 018,95	1 190 124,32
521	Salary expenses	260 636,34	268,85	260 905,19	222 028,40
524	Statutory social and health insurance	82 593,31	-	82 593,31	75 521,95
527	Statutory social expenses	4 033,05	-	4 033,05	3 713,10
528	Other social expenses	-	-	-	124,83
538	Other taxes and fees	5 577,10	-	5 577,10	3 113,94
541	Contractual penalties	105,35	-	105,35	-
542	Other penalties and fines	204,70	-	204,70	44,36
544	Interest	0,05	-	0,05	0,20
545	Currency exchange losses	37 601,35	-	37 601,35	19 833,74
546	Donations	33 153,97	-	33 153,97	-
548	Deficits and damages	53,87	-	53,87	-
549	Other expenses	5 672,42	-	5 672,42	6 492,45
551	Depreciation and amortization of long-term assets	48 465,98	-	48 465,98	36 965,09
556	Creation of funds	507 900,56	-	507 900,56	279 028,34
562	Contributions provided to other accounting units	619 401,01	-	619 401,01	792 179,81
563	Contributions provided to natural persons	42 350,00	-	42 350,00	382,76
565	Contributions provided from tax assignment	1 597 588,03	-	1 597 588,03	979 935,76
567	Contributions provided from public collections	271 259,29	-	271 259,29	339 890,75
<b>Accounting class 5 in total, total expenses</b>		<b>4 709 825,44</b>	<b>139 632,53</b>	<b>4 849 457,97</b>	<b>4 076 968,16</b>
Account number	Revenues	Activity			
		Main non-taxable	Taxable	Total	Preceding accounting period
644	Interest	-	1,04	1,04	546,56
645	Currency exchanges gains	2 838,71	-	2 838,71	17 767,30
646	Received donations	26 193,80	-	26 193,80	-
649	Other revenues	318 686,22	147 388,59	466 074,81	355 812,41
651	Revenue from the sale of long-term tangible assets	-	-	-	2 000,00
656	Yields from the fund	551 931,58	-	551 931,58	611 755,31
662	Contributions received from other organizations	1 383 733,68	-	1 383 733,68	1 406 130,25
663	Contributions received from natural persons	40 308,85	-	40 308,85	18 735,09
665	Contributions received from tax assignment	1 855 883,85	-	1 855 883,85	1 322 814,13
667	Contributions received from public collections	507 599,69	-	507 599,69	301 536,42
<b>Accounting class 6 in total, total revenues</b>		<b>4 687 176,38</b>	<b>147 389,63</b>	<b>4 834 566,01</b>	<b>4 037 097,47</b>
<b>Pre-tax profit/loss</b>		<b>-22 649,06</b>	<b>7 757,10</b>	<b>-14 891,96</b>	<b>-39 870,69</b>
591	Income tax	-	1 629,09	1 629,09	721,65
595	Additional income tax levies	-	-	-	82,17
<b>Post-tax profit/loss</b>		<b>-22 649,06</b>	<b>6 128,01</b>	<b>-16 521,05</b>	<b>-40 674,51</b>

## Endowment Funds in 2017 – Overview (EUR)

Name	As of 1 Jan 2017	Income	Expenditure	As of 31 Dec 2017	Note
Pixel Federation Endowment Fund at the Pontis Foundation	4 938,18 €	5 545,31 €	9 258,18 €	1 225,31 €	2% tax assignment
PCA Peugeot Endowment Fund at the Pontis Foundation	23 067,68 €	20 000,00 €	28 931,50 €	14 136,18 €	2% tax assignment
Telekom Endowment Fund at the Pontis Foundation	743 249,60 €	864 879,80 €	758 362,04 €	849 767,36 €	both 2% tax assignment and contributions from companies
Slovenské elektrárne Endowment Fund at the Pontis Foundation	255 935,68 €	160 664,50 €	273 256,24 €	143 343,94 €	both 2% tax assignment and contributions from companies
Lidl Endowment Fund at the Pontis Foundation	625 577,34 €	549 486,33 €	746 835,48 €	428 228,19 €	both 2% tax assignment and contributions from companies
ARRIVA Endowment Fund at the Pontis Foundation	– €	11 098,47 €	– €	11 098,47 €	both 2% tax assignment and contributions
ADIENT Endowment Fund at the Pontis Foundation	– €	46 267,39 €	7 358,00 €	38 909,39 €	both 2% tax assignment and contributions
MERCEDES Endowment Fund at the Pontis Foundation	– €	56 885,11 €	2 000,00 €	54 885,11 €	both 2% tax assignment and contributions
Generation 3.0 Endowment Fund	– €	37 274,34 €	27 000,00 €	10 274,34 €	contributions
Accenture Endowment Fund at the Pontis Foundation	104 476,33 €	245 729,99 €	215 453,86 €	134 752,46 €	both 2% tax assignment and contributions from companies
For Transparent Slovakia Endowment Fund at the Pontis Foundation	88 639,85 €	146 868,99 €	190 968,55 €	44 540,29 €	both 2% tax assignment and contributions
Dell Endowment Fund at the Pontis Foundation	20 313,42 €	14 225,99 €	13 806,42 €	20 732,99 €	2% tax assignment
Embraco Endowment Fund at the Pontis Foundation	42 565,12 €	70 364,18 €	42 565,12 €	70 364,18 €	2% tax assignment
Lenovo Endowment Fund at the Pontis Foundation	14 946,34 €	17 096,82 €	11 893,03 €	20 150,13 €	both 2% tax assignment and contributions from companies
PwC Endowment Fund at the Pontis Foundation	19 606,18 €	26 737,59 €	19 606,18 €	26 737,59 €	2% tax assignment
DM Drogerie Markt Endowment Fund at the Pontis Foundation	8 706,90 €	65 029,00 €	65 537,26 €	8 198,64 €	both 2% tax assignment and contributions from companies
Honeywell Endowment Fund at the Pontis Foundation	1 094,63 €	3 191,23 €	2 194,63 €	2 091,23 €	2% tax assignment
MOBIS Endowment Fund at the Pontis Foundation	76 931,20 €	132 817,32 €	76 931,20 €	132 817,32 €	2% tax assignment
AXA Endowment Fund at the Pontis Foundation	39 106,35 €	25 679,45 €	28 197,84 €	36 587,96 €	both 2% tax assignment and contributions from companies
BEKAERT Endowment Fund at the Pontis Foundation	– €	40 502,35 €	14 837,10 €	25 665,25 €	2% tax assignment
Strabag Endowment Fund at the Pontis Foundation	83 201,18 €	– €	83 201,18 €	– €	2% tax assignment
Johnson Controls Endowment Fund at the Pontis Foundation	88 282,88 €	50 974,94 €	88 282,88 €	50 974,94 €	2% tax assignment
UNILEVER Endowment Fund at the Pontis Foundation	13 705,57 €	6 817,00 €	13 705,57 €	6 817,00 €	2% tax assignment
Public collection fund at the Pontis Foundation – "Heart for Children" 1 Nov 2015 – 15 Oct 2016	20 682,21 €	– €	20 682,21 €	– €	public collection
Public collection fund at the Pontis Foundation – "Heart for Children" 16 Oct 2016 – 30 Sep 2017	80 049,53 €	316 954,77 €	150 438,13 €	246 566,17 €	public collection
Public collection fund at the Pontis Foundation – "Heart for Children" 1 Oct 2017 – 31 Aug 2018	– €	33 026,27 €	–278,76 €	33 305,03 €	public collection
Public collection fund at the Pontis Foundation – "Great Country" Hearing-impaired child, foreign and other	29 975,28 €	– €	10 583,23 €	19 392,05 €	public collection
Public collection fund at the Pontis Foundation – "Great Country" 1 Jan 2016 – 31 Aug 2016	8 828,01 €	– €	8 828,01 €	– €	public collection
Public collection fund at the Pontis Foundation – "Great Country" 1 Nov 2016 – 31 Dec 2016	33 664,67 €	– €	33 664,67 €	– €	public collection
Public collection fund at the Pontis Foundation – "Great Country" 1 Jan 2017 – 30 Nov 2017	– €	111 702,53 €	47 482,10 €	64 220,43 €	public collection
Public collection fund at the Pontis Foundation – "Product Sales" 26 Jun – 30 Nov 17	– €	10 576,81 €	10 576,81 €	– €	public collection
Public collection fund at the Pontis Foundation – "Great Country" 1 Dec 17 – 31 Oct 18	– €	35 640,18 €	6 194,64 €	29 445,54 €	public collection
<b>Total</b>	<b>2 427 544,13 €</b>	<b>3 106 036,66 €</b>	<b>3 008 353,30 €</b>	<b>2 525 227,49 €</b>	

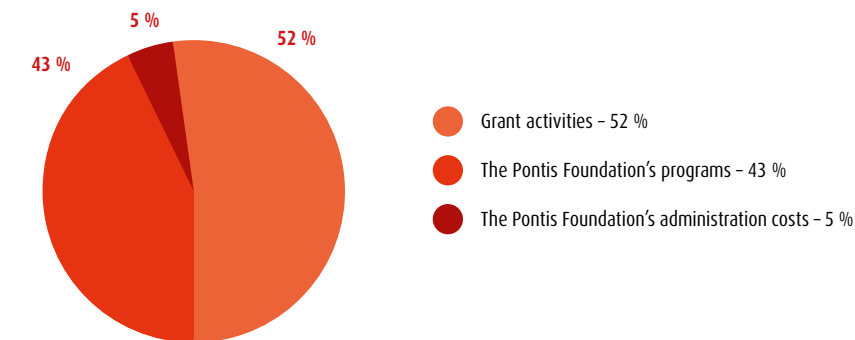
## Overview of Costs Broken Down according to the Activities of the Foundation with Particular Focus on Administration Costs

Grant program	2017	as a %
Grant programs from the funds, other grants	1 956 381,63 €	40,33 %
Grants for children in the "Heart for Children" project	184 626,52 €	3,81 %
Grants for Slovak NGOs / the "Great Country" project	100 700,93 €	2,08 %
Grants for foreign partners in DDA projects / Kenya	72 612,13 €	1,50 %
Grants for winners and our partner in the Czech Republic / Generation 3.0	68 870,70 €	1,42 %
Grants for foreign partners in DDA projects / The Balkans	45 097,35 €	0,93 %
Grants for Slovak NGOs / "Our City" and volunteering events	44 005,91 €	0,91 %
Contributions provided to natural persons	29 000,00 €	0,60 %
Grants for foreign partners in DDA projects / Georgia	15 590,08 €	0,32 %
Grants for foreign partners in DDA projects / Russia	13 713,08 €	0,28 %
<b>Direct program costs</b>		
Grant program – administration, monitoring, development	229 201,91 €	4,72 %
"Heart for Children" public collection – the creation of funds/statutory accounting principles	349 981,04 €	7,21 %
Our City	67 237,86 €	1,39 %
Business Leaders Forum – administration, BLF website, other activities, corporate volunteering	119 029,87 €	2,45 %
"Great country" public collection – the creation of funds/statutory accounting principles	157 919,52 €	3,26 %
Democratization and Development Aid – Developing Civil Society in Russia	75 463,48 €	1,56 %
Projects for the hearing-impaired from the Telekom Endowment Fund: Mobile Educator	154 579,59 €	3,19 %
The Via Bona Slovakia Awards for 2016 in 2017	99 207,50 €	2,05 %
"A traffic education project from the LIDL Endowment Fund (publication and distribution of an educational brochure), a competition with prize bicycles"	175 093,28 €	3,61 %
Pro Bono Attorneys	42 761,09 €	0,88 %
The "Heart for Children" Program	82 152,72 €	1,69 %
14th edition of the CEE CSR Summit	50 958,28 €	1,05 %
The "Great Country" program	70 152,16 €	1,45 %
Democratization and Development Aid – The Western Balkans	49 104,52 €	1,01 %
Democratization and Development Aid – Kenya	25 235,95 €	0,52 %
Democratization and Development Aid – Global Education	16 608,71 €	0,34 %
Democratization and Development Aid – Georgia, UNDP	92 374,55 €	1,90 %
Other social projects organized within our Corporate Philanthropy framework	15 064,00 €	0,31 %
The Leadership Bootcamp project	42 022,17 €	0,87 %
Projects for the hearing-impaired from the Telekom Endowment Fund: Online Interpreter	43 604,62 €	0,90 %
Generation 3.0	120 500,56 €	2,48 %
<b>Administration costs</b>		
Administration and development costs	242 235,35 €	4,99 %
<b>Total</b>	<b>4 851 087,06 €</b>	<b>100,00 %</b>

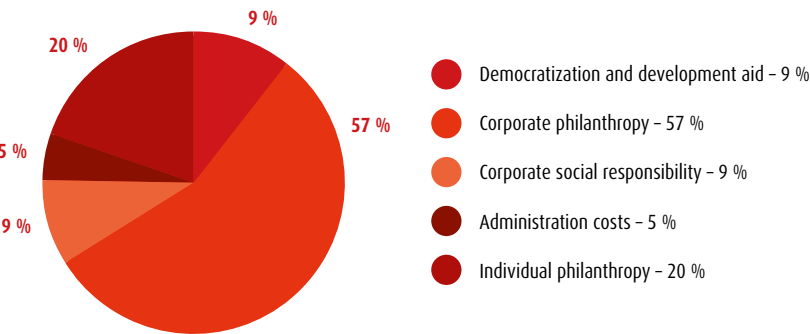
## Overview of Revenues in 2017 Broken Down according to Type

<b>2% tax assignment received – used for projects and grants</b>	<b>2017</b>	<b>as a %</b>
Share of income tax by legal entities and individuals – 2%	1 855 883,85 €	38,4 %
<b>Received contributions – grants, donations from organisations</b>		
Contributions received to endowment funds at the Pontis Foundation from sources outside the 2% tax assignment	470 713,92 €	9,7 %
Grant resources from the US and European Commission foundations for projects of democratization and development cooperation	249 605,32 €	5,2 %
Slovak Aid grants – projects of democratization and development cooperation	188 375,19 €	3,9 %
Contributions and donations to the Fund for Transparent Slovakia	143 971,14 €	3,0 %
Contributions to projects, fund management, and other pillar activities of the Corporate Philanthropy Department	201 379,28 €	4,2 %
Contributions to projects of responsible entrepreneurship, Via Bona Slovakia, Our City, etc.	115 063,85 €	2,4 %
Contributions to the Great Country and Heart for Children projects	40 818,78 €	0,8 %
<b>Revenues from activities:</b>		
Revenues from activities: BLF membership contributions, CR conference, CR education, Corporate Volunteering Working Group, Our City, Attorneys Pro Bono	279 305,25 €	5,8 %
Revenue from activities: Fund management and the Corporate Philanthropy Forum, AsFin	135 887,64 €	2,8 %
Revenue from activities: other activities	50 881,92 €	1,1 %
<b>Revenue from other activities</b>		
Bank interest – current accounts	1,04 €	0,0 %
Exchange rate gains	2 838,71 €	0,1 %
Revenues from sales of tangible assets	– €	0,0 %
<b>Revenue from the use of funds:</b>		
Fee from the funds from the paid tax – 2%	167 328,10 €	3,5 %
Fee from the funds made of donations	71 747,78 €	1,5 %
Projects from the funds from the paid tax – 2%	17 459,00 €	0,4 %
Compulsory accounting of public collection yields, use of funds	295 396,70 €	6,1 %
<b>Contributions – donations from individuals</b>		
Contributions from individuals	40 308,85 €	0,8 %
<b>Contribution – public collection yields</b>		
Contributions to the projects under the Good Country programme	157 619,52 €	3,3 %
Contributions to the donation project the Heart for Children	349 980,17 €	7,2 %
<b>Revenues – TOTAL</b>	<b>4 834 566,01 €</b>	<b>100,0 %</b>

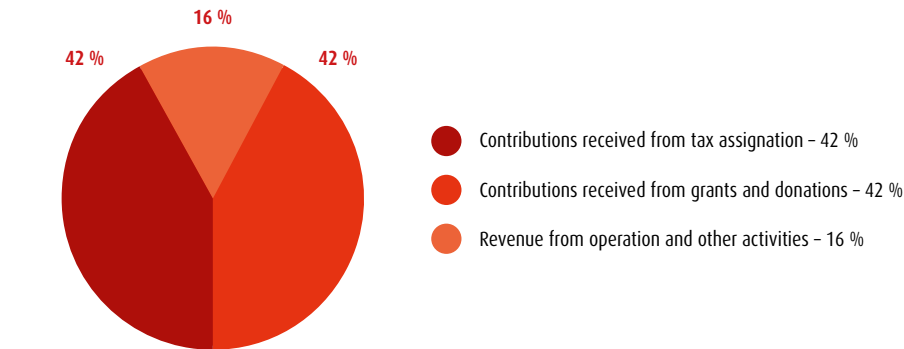
## Breakdown of Costs according to Type



## Breakdown of Costs according to Activity



## Overview of Revenues in 2017 Broken Down according to Type



## Donations Received from Companies, Non-profit Organizations and Public Institutions in 2017

- Accenture, s.r.o. and Accenture Technology Solutions
- Allen Overy Bratislava s.r.o.
- Allianz Slovenská poisťovňa a.s.
- Arisan, s.r.o.
- Arriva Slovakia a.s.
- Asseco Central Europe, a. s.
- AT&T Global Network
- Beech Consulting
- Bekaert Hlohovec, a.s.
- Bratislavský maratón o.z.
- British Embassy in Slovakia
- Budamar Logistics, a.s.
- Centrum pre filantropiu, n.o.
- Československá obchodná banka, a.s.
- CIPE Center for International Private Enterprise
- Civic Association Billa ľuďom
- Competence Call Center Slovakia s.r.o.
- Creative Industry Forum
- CSR Europe
- de Miclén a.s., a registered company of GSK Group
- Dentons Europe CS LLP, organizačná zložka
- DM Drogerie Markt s.r.o.
- Embassy of the State of Israel in Slovakia
- Embraco Slovakia s.r.o.
- Enterprise Services Slovakia s.r.o.
- ERSTE Stiftung
- ESET Foundation
- ESET, spol. s r.o.
- Eventura s.r.o.
- EY, Ernst & Young k.s.
- Foundation Open Society
- Genpact Slovakia s.r.o.
- Giesecke & Devrient Slovakia s.r.o.
- Global Giving
- Globsec
- Grayling Slovakia s.r.o.
- GSK Slovakia s.r.o.
- Henkel Slovensko, a.s.
- Hillbridges, s.r.o.
- Horizont 3000, Austria
- Infinit, s.r.o.
- ING Bank N.V. pobočka zahraničnej banky
- Institut za društveno odgovorno poslovanje (IDOP)
- INTERREG CENTRAL EUROPE
- Jazz Communications
- Johnson-Controls Bratislava, s.r.o.
- Kaufland Slovenská republika v.o.s
- Lenovo (Slovakia) s.r.o.
- LIDL a.s.
- Medzinárodný Vyšehradský fond – International Visegrad Fund
- Mercedes-Benz Financial Services Slovakia sro
- Metamorphosis Foundation, Macedonia
- Mondelez EBSC, s.r.o.
- National Endowment for Democracy (NED)
- O2 Slovakia, s.r.o.
- Orange Foundation
- OTP Banka Slovensko a.s.
- Otto Bock Slovakia s.r.o.
- PCA Slovakia, s.r.o.
- Pfizer Luxembourg SA
- Philip Morris Slovakia s.r.o.
- Piano Media s.r.o.
- Pivovary Topvar, a.s.
- Porticus Stiftung Austria
- PPG Deco Slovakia, s.r.o.
- PR Time s.r.o.
- PriceWaterHouseCoopers, s.r.o.
- Profesia s.r.o.
- RRiF plus društvo, Slovenia
- SANAE, s.r.o.
- SAS Slovakia, s.r.o.
- Skanska SK a.s.
- Slovak Agency for International Development Cooperation (SAIDC), Slovakia
- Slovak American Foundation
- Slovak NGO Platform
- Slovak Telekom, a.s.
- Slovak University of Agriculture in Nitra
- Slovenská Sporiteľňa Foundation
- Slovenské elektrárne, a.s., a member of Enel Group
- Squire Patton Boggs s.r.o.
- TaylorWessing e/n/w/
- The Management System International, USA
- The William Davidson Institute, USA
- U.S. Embassy in Slovakia
- UNDP Regional Centre for Europe and the CIS, Turkey
- Union poisťovňa, a.s.
- Union zdravotná poisťovňa, a.s.
- United Way Worldwide
- US Department of State, USA
- Via Foundation
- Východoslovenská energetika Holding a.s.
- Websupport, s.r.o.
- Západoslovenská energetika, a.s.

## Contributions Received through Tax Assignment by Companies in 2017

- Accenture, s.r.o. and Accenture Technology Solutions
- Adient Slovakia s.r.o.
- AXA a.s.
- Arriva Slovakia a.s.
- DELL s.r.o.
- DM Drogerie Markt s.r.o.
- DXC Technology
- Embraco a.s.
- Foxconn Slovakia, s.r.o.
- Heineken Slovensko a.s.
- Honeywell s.r.o.
- Johnson-Controls Bratislava, s.r.o.
- Lenovo (Slovakia) s.r.o.
- LIDL a.s.
- Mercedes-Benz Financial Services Slovakia s.r.o.
- Mobis s.r.o.
- O2 Slovensko a.s.
- PCA Peugeot Slovensko a.s.
- Pivovary Topvar, a.s.
- Pixel Federation s.r.o.
- Poistovňa Slovenskej Sporitelne a.s.
- PricewaterhouseCoopers Slovensko s.r.o.
- Slovak Telekom, a.s.
- Služby inžinierskych stavieb a.s.
- Slovenské elektrárne, a.s.
- Trim Leader, a.s.
- Unilever Slovensko s.r.o.
- Východoslovenská energetika a.s.

## Gifts from Individuals

- We would like to express our sincere gratitude to all who donated their share of tax to the Pontis Foundation. Besides shares from companies, in 2017, the Pontis Foundation received the share of tax from individuals in a total of 30,437.26 EUR.
- We thank all the donors who contributed to the Good Country and Heart for Children public collections in 2017.
- We thank all the donors who have donated to the Pontis Foundation and our programme Generation 3.0.
- We thank all the volunteers who helped us within our Board of Directors, advisory committees, evaluation committees, or participated in our projects.





# Annual Report 2017

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