
Company Statement:

AdvantiKA GmbH – Responsible Results (<http://www.advantika.ch/>), including the services offered through its program **IDG Swiss Business Fit Hub**, is by nature and by statute a **Social Business**. We are formally committed to a "**Designed to Give**" approach, which is embedded in the core of our operations.

Our Commitments in Practice

We uphold this commitment through the following actions:

- **Environmental Giving:** We contribute at least **1% of our revenues** to environmental causes, aligned with the principles of **1% for the Planet**, of which AdvantiKA GmbH is a proud member.
- **Pro-Bono Work:** We dedicate **at least 5% of our regular working hours** to pro-bono services for businesses, NGOs, or start-ups with a positive social or environmental impact.
 - This translates to a general benchmark of **10 pro-bono hours per month per person**, with flexibility to balance this across longer periods to accommodate monthly variations.
 - Since 2020, our pro-bono work has been formalized through **pro-bono vouchers** (or equivalent zero-value invoices), with the exception of mentoring hours.
 - When combined with our financial donations, we estimate this commitment represents an equivalent of approximately **10% of our revenue value**. While this is not a formal financial target, it serves as an internal reference for the impact of our giving.
 - We base our calculations on **32 working hours per week over 40 weeks per year**, totaling **1,280 hours annually per person**. Thus, our 5% commitment equals **64 pro-bono hours per person per year**.
 - Wherever possible, we aim to deliver **10 hours of pro-bono work per month per person** as a guiding principle.
 - Pro-bono contributions also include the organization of events such as **Regenerative Living Zürich** and **Inner Development Goals Workshops and Retreats**.
 - In addition, we actively support community events hosted by **Climate Fresk**, **B Lab**, and **Impact Hub Zürich**, offering workshops and other services on a pro-bono basis. These hours are tracked internally but are not invoiced.

Tracking and Measurement

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Until 2021, AdvantiKA did not maintain a formal tracking system for its pro-bono and financial giving. However, partial verification of 2020 contributions can be provided through pro-bono vouchers issued at the time.

In March 2021, based on guidance from the **B Lab Switzerland team** during our **B Impact Assessment™** for **B Corp Certification**, we implemented a more formal tracking system. Since then, we have maintained internal reports of pro-bono hours and their equivalent financial value, which are publicly accessible on our website. Retrospective estimations for 2019 and 2020 have also been documented.

In March 2024, this document was updated to reflect our programs through the IDG Swiss Business Fit Hub in substitution of the EmpowrInternational program which is no longer in place.

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25.03.2024

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