

How does Mindgram help you meet ESG requirements?

ESG REQUIREMENT	REGULATIONS	MINDGRAM SOLUTION
 Employee health and wellbeing	Directive 2014/95/EU, ISO 45001, Polish Labour Code (Part X, Articles 207–237)	Mindgram promotes employee health with wellbeing assessment in Wellbeing Vibe, therapy, daily expert support and workshops on mental and physical health.
 Equality and inclusion	Directive 2014/95/EU (Articles 19a and 29a), UN Global Compact, CSRD	Mindgram's programmes and workshops support diversity and inclusion through diversity management training, workshops on managing inclusion and certified courses for managers.
 Skills development and education	Directive 2014/95/EU (Articles 19a and 29a), CSRD	We offer many development workshops, self-help programmes and access to a wide range of learning materials that support employees' personal and professional growth.
 Workplace safety and work-related stress management	ISO 45001, Polish Labour Code (Part X, Articles 207–237)	Mindgram helps identify and manage work-related stress and prevent burnout through wellbeing assessments, expert support and workshops on health at work.
 Transparency and reporting	Directive 2014/95/EU (Articles 19a and 29a), Regulation 2019/2088 (Article 4)	We provide regular reports on platform use, including the number of registered and active users, workshop popularity and user satisfaction ratings, to support transparency and accountability.
 Crisis support	ISO 45001, Polish Labour Code (Part X), Work-Life Balance Directive (2019/1158)	Mindgram provides early crisis intervention, daily expert support on chat and one-to-one therapy consultations to help handle crises at work.
 Employee engagement	Directive 2014/95/EU (Articles 19a and 29a), CSRD	A wide range of workshops and development programmes engages employees through interactive sessions and programmes for personal and professional growth.
 Protecting mental and physical health	ISO 45001, Work-Life Balance Directive (2019/1158)	Mindgram provides tools and support for mental and physical health, including wellbeing assessments, workshops on managing stress and emotions, and daily expert support.

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 Promoting a healthy lifestyle	UN Global Compact, Work-Life Balance Directive (2019/1158)	Mindgram's workshops and programmes on fitness, diet, stress management and healthy daily routines promote healthy habits.
 Diversity management	Directive 2014/95/EU (Articles 19a and 29a), CSRD	Mindgram offers diversity management training and workshops that help companies build a more inclusive workplace, as well as certified courses for managers.
 Support for employees' families	Work-Life Balance Directive (2019/1158)	With Mindgram, employees can invite family members to the platform, where they get access to support programmes, workshops and learning materials.
 Preventing burnout	ISO 45001, Work-Life Balance Directive (2019/1158)	Mindgram offers tools and support to prevent burnout, including wellbeing assessments, stress management workshops and daily expert support.
 Improving work efficiency	Directive 2014/95/EU (Articles 19a and 29a), CSRD	Mindgram's workshops and programmes on time management, work efficiency and soft skills help employees improve their productivity.
 Financial education	UN Global Compact	Mindgram offers programmes and workshops on personal finance that help employees cope with financial challenges and improve their financial literacy.
 Physical health management	Directive 2014/95/EU (Articles 19a and 29a)	Mindgram's physical health programmes, such as yoga, desk exercises and healthy lifestyle workshops, promote employees' physical health.
 Long-term career development	Directive 2014/95/EU (Articles 19a and 29a), CSRD	Mindgram offers many development workshops and self-help programmes that support employees' personal and professional growth.
 Building an organisational culture based on trust	Directive 2014/95/EU (Articles 19a and 29a), CSRD	Mindgram helps build a culture of trust with tools to assess and improve employee wellbeing, and with regular reporting of the results.
 Supporting managers in leading teams	Directive 2014/95/EU (Articles 19a and 29a), Work-Life Balance Directive (2019/1158)	Mindgram's programmes and training for managers help them manage their teams and promote mental health and performance in those teams.