gpa GLOBAL

SUSTAINABILITY.

GPA SUSTAINABILITY REPORT / 2023

Contents

About GPA

We support your brand's growth by thinking big. **Beyond Packaging**.

SUSTAINABLE SOLUTIONS

We create industry-leading, brand-elevating packaging that makes all the difference to our clients and their products.

GPA Global is a leader in sustainable packaging solutions, dedicated to reducing environmental impact through innovative design and eco-friendly materials.

Strategic acquisitions throughout the last 6 years have bolstered our mission to lead in sustainable packaging, by integrating companies with complementary expertise and advanced technologies to continue our journey to a sustainable future. These acquisitions allow GPA to diversify its development and manufacturing capabilities, including nearshoring productions to appropriate sites.

With a commitment to responsible production, GPA Global offers end-to-end packaging services for leading brands across various industries, from consumer goods to electronics. We prioritize renewable resources, recyclable materials and reduced carbon footprints, aligning our operations with high sustainability standards.

4

5

SPIRITS	BEAUTY	CONSUMER ELECTRONICS	ENTERTAINMENT	WATCHES & JEWELLERY

WELLNESS	FOOD & BEVERAGE	PERSONAL CARE	E-COMMERCE	FASHION & APPAREL	HOME & GARDEN

A Glimpse of GPA Global

Across three continents, our 32 GPA-owned sites are strategically positioned to put leading design and material innovation in your hands.

Servicing many industries with luxury packaging solutions, our key partners include the luxury drinks market, beauty, and consumer electronics. With business growth and many different markets, GPA's global reach has surged over the past 5 years. Now with physical sites in over 13 countries, and offering services in much more, we're the go-to packaging company for the world's leading brands. With over 1,000+ brand collaborations under our belt, we produce a staggering 400M packs per year. Whilst our dedicated team comprises 1,300+ employees, working across our 32 sites.
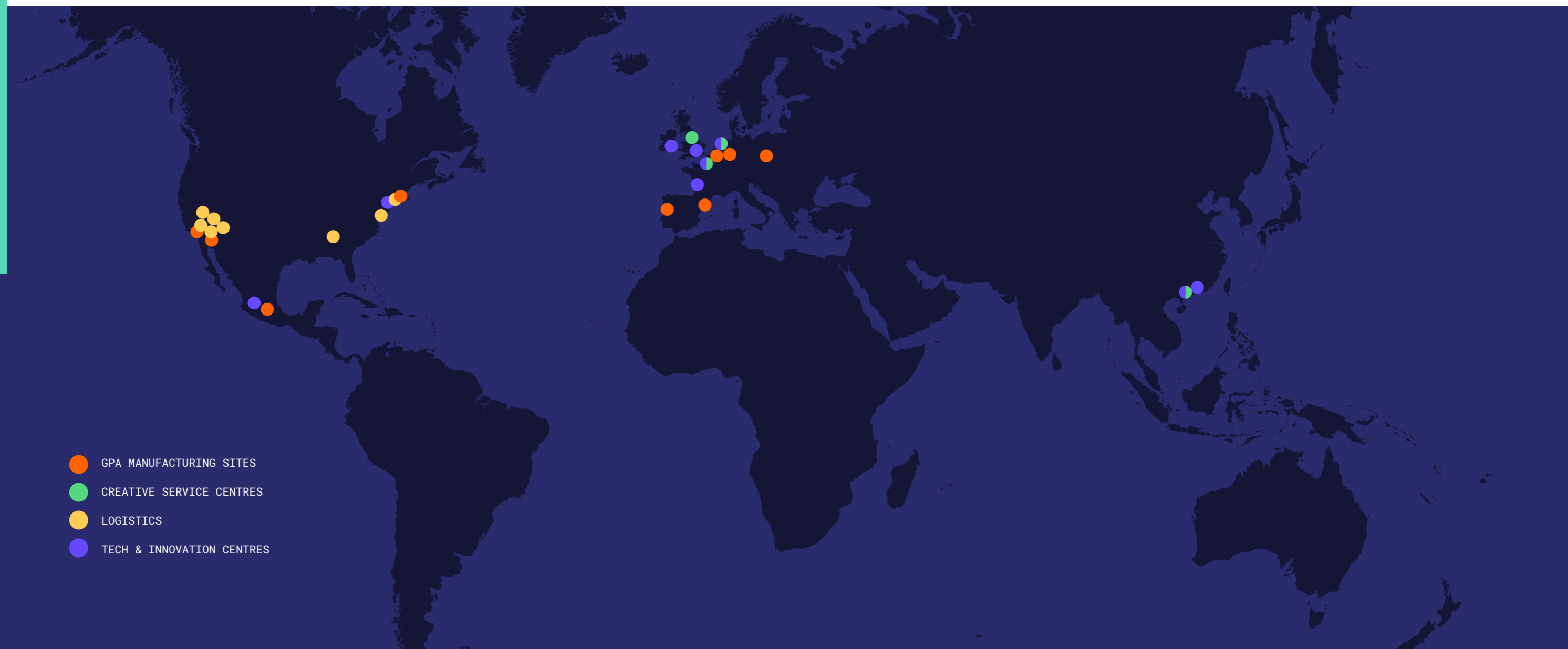
- ● GPA MANUFACTURING SITES
- ● CREATIVE SERVICE CENTRES
- ● LOGISTICS
- ● TECH & INNOVATION CENTRES

" We acknowledge that challenges lie ahead on our sustainability journey, but 2023 is a significant milestone. Through unwavering dedication, we are confident that GPA will continue to lead as a global force in sustainable packaging solutions"

An Introduction from our CEO

Our achievements in sustainability over the past year reflect the dedication of our teams and partners.

Throughout 2023, GPA Global has continued to expand organically and inorganically, further highlighting the crucial role corporations like ours play in tackling environmental and social challenges.

Our achievements in sustainability over the past year reflect the dedication of our teams and partners. Notably, we surpassed our emission reduction goals, achieving a 37% reduction in our Scope 1 and 2 emissions ratio by revenue compared to our 2021 baseline – significantly exceeding our 30% target. Additionally, we achieved a reduction in our absolute scope 1 and 2 emissions by 6% since our 2021 baseline, a great step towards our 2030 target.

The acquisition of the Cosfibel group in 2023 brought great knowledge alongside state-of-the-art facilities, bolstering our regional manufacturing and supply chain capabilities for packaging and gift.

We are acutely aware of the need to consider the entire lifecycle of our packaging, from design to disposal. Our Life Cycle Assessments (LCAs) have been instrumental in guiding our progress, enabling us to offer clients increasingly detailed data comparisons and insights.

GPA is a leader in material science helping to pioneer, validate, and bring to mass market unique materials for every category. Our R&D engineers work to design with less material weight whilst never sacrificing quality and product protection. In many cases we are using more expensive materials, using less weight and creating a solution that is cost neutral.

Finally, we must consider the last mile - logistics. GPA invested in in-region production facilities to help our clients achieve this migration and further reduce carbon emissions.

We acknowledge that challenges lie ahead on our sustainability journey, but 2023 is a significant milestone. Through unwavering dedication, we are confident that GPA will continue to lead as a global force in sustainable packaging solutions, driven by our commitment to a greener future.

Kind regards,

Adam Melton
Chief Executive Officer

Letter from our Sustainability Team

"In today's world, the demand for sustainable packaging and supply chain solutions is skyrocketing. Our dedication to delivering cutting-edge sustainable packaging solutions has placed us squarely at the forefront of the industry. We're not afraid to challenge conventions, ignite innovation, and drive real change."

" To be a truly successful company in the contemporary world you must build a sustainable business that gives back."

We are pleased to present our latest sustainability report, highlighting the progress and achievements we have made over the past year in our commitment to environmental stewardship and social responsibility.

We are proud to announce that we have not only achieved our reduction targets for scope 1 and 2 greenhouse gas emissions ratio by revenue but have surpassed them. This milestone reflects our dedication to implementing innovative practices and technologies that contribute to a more sustainable future.

Our teams have worked diligently to enhance efficiency across our operations, and the results are clear: we are on a path to significantly reduce our carbon footprint.

In addition to our emissions reduction success, we have maintained our commitment to waste management by diverting over 90% of our waste from landfills. This achievement demonstrates our ongoing efforts to promote circular economy practices and reduce our environmental impact. We recognize that effective waste management is crucial, and we will continue to seek new opportunities for improvement in this area.

Moreover, we are thrilled to report that we have met our target of having 40% of women in senior leadership positions. This achievement underscores our commitment to fostering a diverse and inclusive workplace where all voices are heard and valued. We believe that diversity drives innovation and contributes to better decision-making, and we will continue to prioritize gender equity in all aspects of our organization.

As we look ahead, we remain committed to setting ambitious goals and pursuing initiatives that align with our sustainability vision. Thank you for your continued support as we strive to make a positive impact on our communities and the planet.

Company Timeline

Acquisitions

MW Luxury Packaging

From the get-go MW Luxury built a reputation within the beauty and wine & spirits industries as the go-to company for luxury packaging. Specializing in bespoke solutions, MW elevated their clients' brands to new heights by combining intelligent strategy, luxury materials and un-paralleled craftsmanship.

Lucas Promotions

Irish-based packaging and promotions company Lucas Luxury is known by its extensive client list as a team of dedicated project managers, prototypers, and designers. Having firmly established themselves in Europe, Lucas Luxury have spent the best part of 20 years creating exceptional packaging for exceptional brands.

Dot Graphics

Based in the sunny San Fernando Valley, CA, Dot Graphics became known in the region for their quality commercial packaging and printing operations. Specializing in designing, printing and finishing products all under one roof, they're a team who are well versed in bringing creativity, efficiency and durability to every piece of packaging they create.

Hub Folding Box

Founded over a century ago, HUB have a legacy of over 100 years of innovation. Having been responsible for some of the most significant advancements in the world of packaging, from retail to sustainable formats, they're still at the forefront of their game. They continue to push boundaries and set precedents for companies around the globe. efficiency and durability to every piece of packaging they create.

Southern California Graphics

Founded in 1974, SCG has spent the last four decades mastering their craft. With a host of coveted awards under their belt, they are widely recognized across North America as one the finest commercial printers in the industry.

ASG

With over 25 years of experience in the packaging world, ASG built a reputation for their state-of-the art manufacturing capabilities, uniquely embedded IT systems, long-term customer relationships and a sales network spanning Europe.

Jenco Productions

Jenco Productions Inc. began life as a direct mail, fulfilment, and bindery company, providing full-service finishing to the print industry. Under Jennifer Imbriani's leadership, the company went from strength to strength and expanded into rigid packaging manufacturing and into a full-service direct mail agency.

Cosfibel Premium

GPA welcomed French-based company, founded by Alain Chevassus in 2000, into it's family in 2023. Cosfibel Premium is a global provider of packaging and gifts solutions to the beauty, wine & spirits and fine food industries. Pioneers in the pack and gift industry since 2000, its mission to connect and engage with their consumers whilst respecting the environment aligns perfectly with GPA Global's mission and strengthens their position in the market.

2017 — **2018** — **2019** — **2020** — **2021** — **2022** — **2023**

Sustainability milestones

Smart Turn Logistics

Operating at the intersection between fulfilment and distribution, Smart Turn have been specialists in shipping to major retailers and e-commerce customers since their inception – offering creative solutions to move freight by air, sea, road or rail.

CDP

CDP has been our trusted partner since 2019, empowering us and numerous organizations worldwide to accurately measure and manage their environmental impact. Their expertise in global environmental disclosure systems has been invaluable, enabling us to take meaningful actions towards sustainability.

Turbo Carbon

Turbo Carbon's reporting solution for global businesses has provided us with a deeper understanding of our Scope 3 emissions across our supply base.

EcoVadis

GPA Ireland received a Gold medal from EcoVadis, ranking among the top 5% globally.

UL Solutions

Renown as one of the world's leading safety science voices, UL Solutions and their software UL 360 has armed us with expert insights.

Materiality Assessment

Our first materiality assessment helped us ascertain what areas of sustainability our respondents felt we, as company, should prioritize.

Energy

In 2022, we initiated the procurement of renewable electricity. Furthermore, our Poland site has successfully transitioned to operating entirely on renewable electricity.

Waste

We surpassed our target of diverting 90% of industrial waste from landfills by 2030, achieving this milestone in 2022.

EcoVadis

GPA Ireland was awarded a Platinum from EcoVadis, positioning them in the top 1% globally.

CARES

Since Cosfibel launched it's CARES [Cosfibel Actions for Responsible and Ethical Sustainability] program in 2012 the team have continuously made positive steps towards a sustainable future. Becoming founding members of the TRASCE consortium [Traceability Alliance for Sustainable CosmEtics] Cosfibel have pushed from CSR training within it's supplier base, continued local CSR programs.

Sustainable Design

Two new patents were registered in 2023, These patents covered mono-material closure systems for use on rigid board boxes.

Protecting People & the Planet

Focused on the future since day one.

Since GPA's inception, we've been focused on the future. Sustainability is a continuous journey that drives every aspect of our business whether looking for lower carbon alternatives to production methods or implementing social programmes to ensure people in our supply chain are healthy and operate in a safe environment.

In 2023 we amplified our efforts across the board. Building on previous successes we actively listened to our clients, collaborated closely with governance boards, suppliers and stakeholders and continually adapted our strategies to keep progress moving forward.

With significant growth comes the responsibility to act consciously and proactively. Recent acquisitions have infused our team with new expertise and capabilities, which we're using to maximize the sustainability potential of each site. We're setting high standards and striving to meet them every day, always focused on creating a positive impact.

With significant growth comes the responsibility to act consciously and proactively.

Materiality Assessment

Sustainability starts at home

At GPA, we don't just pay lip service to sustainability. We live and breathe it. That's why in 2021 we decided to partner with one of the world's largest testing and certification companies. Leveraging their expertise, we crafted a comprehensive questionnaire that we distributed to our stakeholders, asking them to rank material topics across three critical pillars: Environmental Assessment, Social Responsibility, and Governance.

The results showed that carbon emissions and human rights issues were the top concerns, with diversity and inclusion and ethical business practices following closely behind. Armed with this data, we were able to focus our efforts and make informed decisions that aligned with our values.

For GPA this is not just a checkbox exercise; it's a commitment to drive real, tangible change. We believe that we have a responsibility to future generations, and this materiality assessment offers unprecedented clarity in our decision-making process.

As we move forward, we remain dedicated to our sustainability journey, we plan to undertake a second materiality assessment following several global acquisitions to further refine our strategy and ensure that we're making a positive impact on the world.

Figure 1.0
GPA MATERIALITY MATRIX
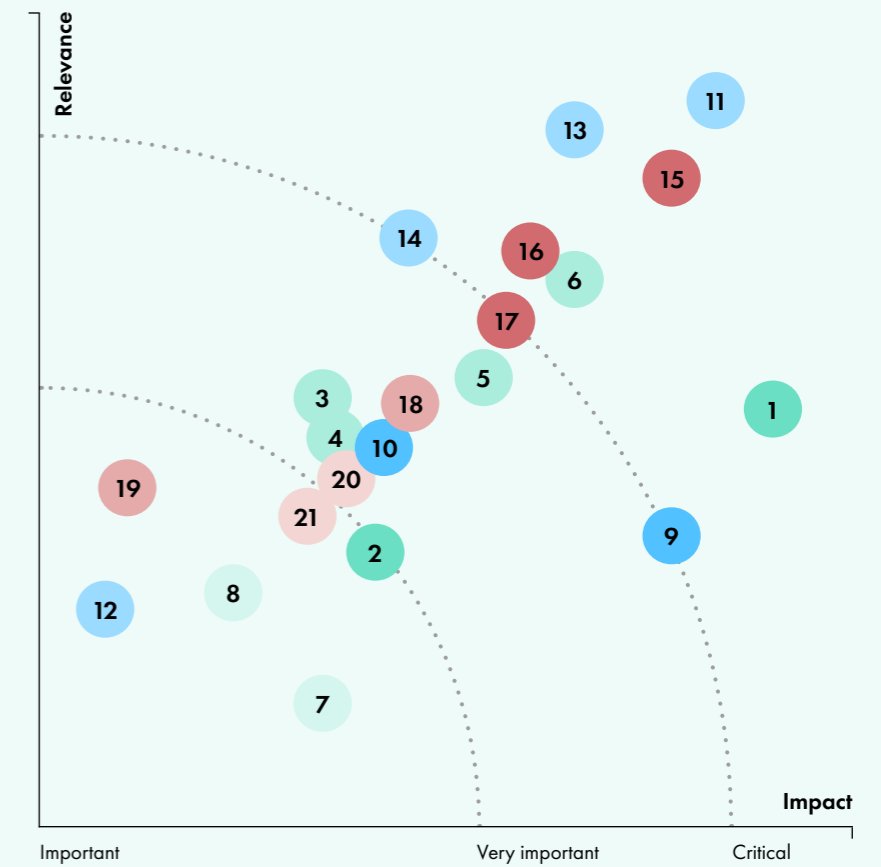
	Category	Topics	legend
Environment	Climate change	Carbon Emissions and ozone depleting substances	1
		Energy management	2
	Materials and product sustainability	Raw materials	3
		Recycled content & Circularity	4
		Innovation	5
		Product design and packaging	6
	Waste & Water	Water & Wastewater Management	7
		Waste & Hazardous Materials management	8
Social	Diversity	Diversity & Inclusion	9
		Gender equality	10
	Human rights and communities	Human Rights	11
		Community Involvement/Investment	12
	Talent retention	Employee Health & Safety (Mental Health)	13
		Employee Engagement and training	14
Governance	Ethics	Ethical behavior	15
		Anti-corruption	16
		Supplier Social Assessment	17
	Stakeholders	Supply Chain Management	18
		Engaging through Partnerships	19
	Corporate governance	Business Performance and disclosure	20
		Cybersecurity and data protection	21

Sustainable Development Goals – SDGs

The 17 Sustainable Development Goals focus on strategies to support initiatives that tackle climate change, improve health and education, and alleviate poverty by reducing inequality and spurring economic growth.

We're proud to be part of the UN Global Compact and align ourselves with the Sustainable Development Goals (SDGs) set by the United Nations. These goals are more than just a vision for a better future, they're a call to action for all of us to work together towards a more sustainable world.

We know that the challenges facing our planet are complex and interconnected, which is why we've focused our efforts on the SDGs that are most relevant to our business. Through a rigorous materiality assessment in 2021, we've identified the areas where we can have the greatest impact, and we're working hard to make a difference.

We're taking concrete steps to tackle climate change, improve health and safety, and reduce inequality. We believe that by spurring economic growth in a responsible and sustainable way, we can create a better future for everyone.

Figure 2.0

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.

These goals are more than just a vision for a better future, they're a call to action for all of us to work together towards a more sustainable world.

1 No poverty

2 No hunger

3 Good health and well-being

4 Quality education

5 Gender equality — GPA Target ✓

6 Clean water and sanitation — GPA Target ✓

7 Affordable and clean energy — GPA Target ✓

8 Decent work and economic growth — GPA Target ✓

9 Industry, Innovation and Infrastructure — GPA Target ✓

10 Reduced inequality

11 Sustainable cities and communities

12 Responsible consumption and production — GPA Target ✓

13 Climate action — GPA Target ✓

14 Life below water

15 Life on land

16 Peace, justice and strong institutions — GPA Target ✓

17 Partnership for the goals — GPA Target ✓

SUSTAINABLE DEVELOPMENT GOALS

The Planet

As we continue to innovate and evolve, one thing remains constant: our unwavering commitment to our planet.

Our Approach

At GPA, we're not content to sit back and wait for the future of the environment to unfold. We're taking a proactive approach, with a focus on dramatically reducing our environmental impact and replenishing the resources we use over the next two decades.

To achieve this ambitious goal, we know that we can't go it alone. That's why we're committed to working with a wide range of stakeholders, from NGOs to governance boards, to ensure that we're getting the guidance and support we need to make a real difference.

We're also taking affirmative action to drive sustainability innovation forward. As we strive to become a market leader in sustainability for our industry, we're honing in on our key areas of impact, including reducing greenhouse gas emissions, sourcing renewable energy, and improving waste and water management.

"At GPA, we're not content to sitback and wait for the future of the environment to unfold."

Planet Sustainable Development Goals

GPA have identified four of the seventeen SDG's that align with it's own goals to reduce the impact on our planet.

SDG 6 Clean Water and Sanitation

SDG 6.3
By 2030, improve water quality by reducing pollution and substantially increasing recycling and safe reuse globally

SDG 6.4
By 2030, substantially increase water-use efficiency and ensure sustainable withdrawals and supply of freshwater

SDG 7 Addordable and Clean Energy

SDG 7.2
By 2030, increase substantially the share of renewable energy in the global energy mix

SDG 12 Responsible Consumption and Protection

SDG 12.1
By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks

SDG 12.5
By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

SDG 12.6
Encourage companies to adopt sustainable practices and to integrate sustainability information into their reporting cycle
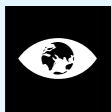
SDG 13 Climate Action

SDG 13.2
Integrate climate change measures into national policies, strategies and planning

GPA Goals & Targets

Internal goals and targets have been created to address the challenges that the SDGs aim to tackle. We will continue to communicate our progress on reaching these goals and targets.
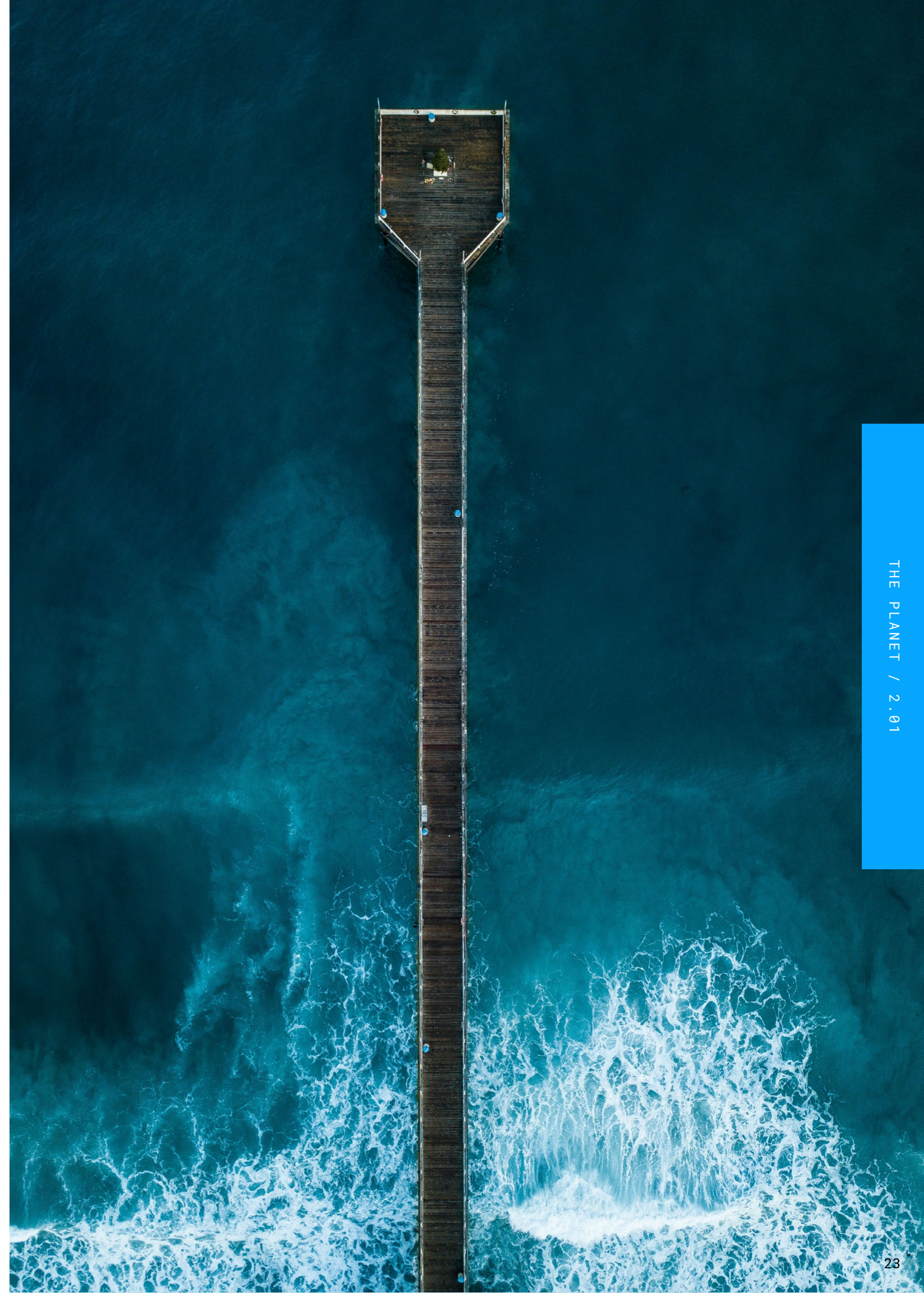
Emissions

By setting targets to reduce and record our emissions, we will be playing our part in trying to stay within a 1.5-degree planet. We will use our targets to set and achieve goals to reduce the impact GPA has on the planet.

Our Target

- Our target set in 2021 was to decrease our CO_2 eq. emissions ratio by revenue by 30%. In 2023 we're humbled to achieve this with a total reduction of 37% CO_2 eq. emissions ratio by revenue across Scope 1 and 2 emissions. We aim to increase this figure and push for a greener future.

- We will reduce our absolute emissions for Scope 1 and 2 by 20% for 2030 and 50% for 2040.

Water

Water is a commodity that is increasingly in demand in our current society. With the global water demands set to increase, we have set ourselves a goal to build our understanding and in time set clear targets to recycle water from the product process to keep in line with the UN water guidance.

Our Goal

- Understand our water usage for our manufacturing sites and introduce greater water mapping in order to increase our water efficiencies and absolute water use going forward.

Energy

We are making strides to increase the percentage of our electricity usage from renewable sources. This will not only decrease our carbon footprint but enable us to contribute to increasing the share of renewable energy in the global energy mix.

Our Goal

- By 2025, understand the renewable energy potential of our different sites and set policies and strategies to utilize renewable energy initiatives.

Waste

We integrate sustainable practices throughout our products, using lifecycle assessments to help make more products that are able to be recycled, reused or composted. Tackling our own waste and reducing non-recyclable waste is another step we have taken to create a more sustainable system.

Our Goal

- We have a responsibility to provide all our clients with a packaging option that is recyclable, reusable, or compostable by 2025.

Our Target

- In 2021, we committed to diverting 90% of industrial waste from landfill by 2030. We proudly reached this 90% target in 2022, with our 2023 result of 93% industrial waste diverted to landfill solidifying our success.

- Educate sites on waste management and create site specific policies for reducing waste by 2025.
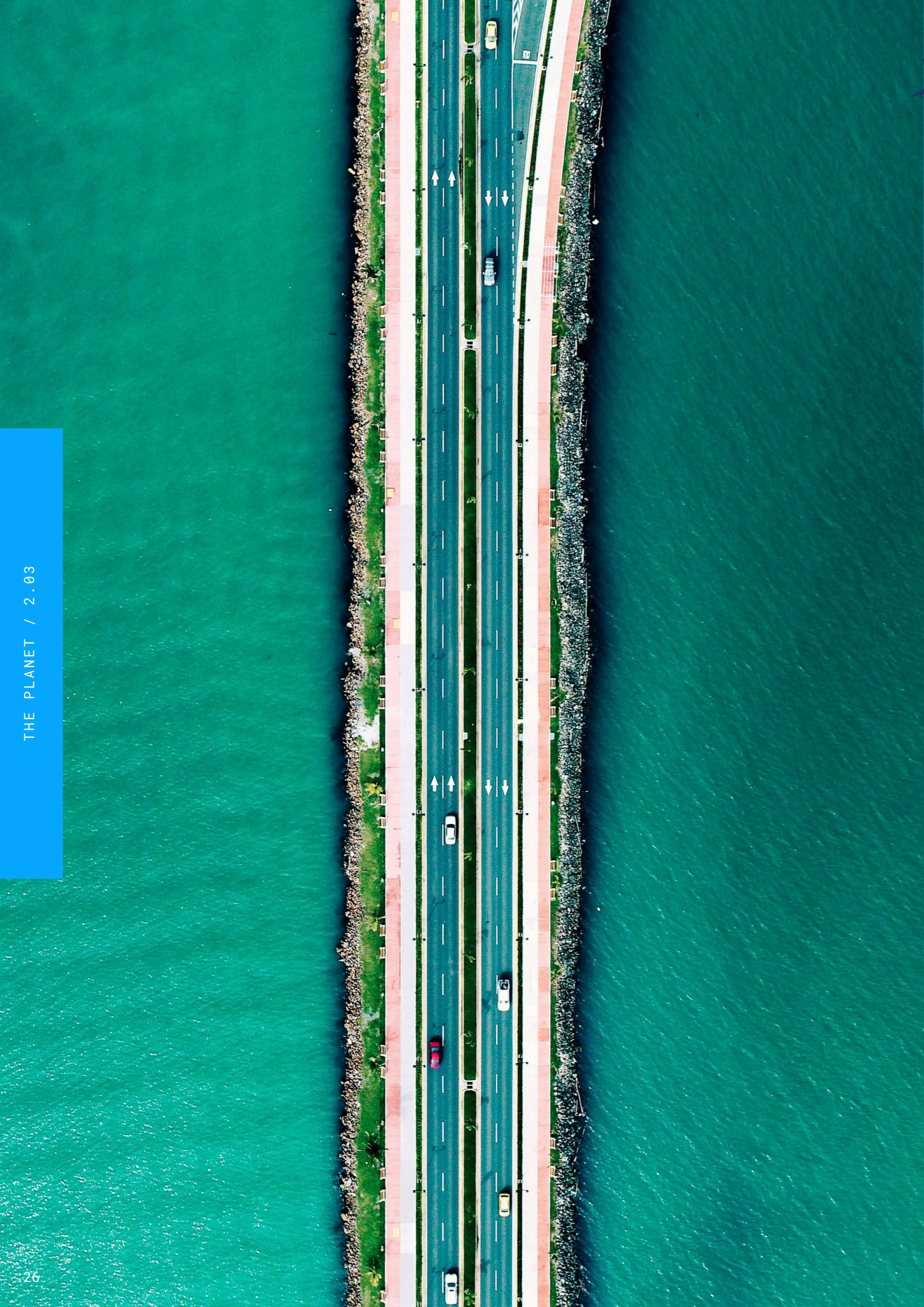
Sustainable Supply Chain

GPA Global thrives on the strength of our supply chain—the backbone of our business. We hold ourselves to unwavering standards of quality, sustainability, and social responsibility in every aspect of our packaging production, from raw materials to finished products.

Our supply chain operates on a streamlined 3-tier model. The first tier encompasses GPA-owned production facilities, where we maintain complete control over the manufacturing process, ensuring meticulous attention to detail.

The second tier consists of approximately 75 carefully chosen GPA Accredited Partners globally. Through enduring relationships, we guarantee that our partners consistently meet our exacting quality expectations. Our dedicated QC inspectors monitor every step of production, ensuring compliance with our stringent standards for sustainability, ethics, and quality control.

The third tier comprises over 1,000 Transactional Vendors. These vendors must meet our rigorous standards for quality, sustainability, and social responsibility as they supply packaging components to our GPA Accredited Partners.

At GPA Global, we recognize that our supply chain is integral to our success. By forging strong partnerships and maintaining unwavering standards throughout the production process, we deliver environmentally sustainable, ethically sourced, and high-quality packaging solutions to our valued customers.

> "Our supply chain operates on a streamlined 3-tier model."

The Circular Economy

In 2023 the Circular Economy has sparked a transformative movement across industries. Consumers are now pressuring companies to consider the entire lifecycle of their products. At GPA, we are wholeheartedly embracing this shift and actively seeking ways to promote restoration and regeneration.

Our goal is to reintroduce our products into the supply chain whenever possible, benefiting both the environment and our bottom line. By redefining our manufacturing practices, optimizing transportation and energy usage, and utilizing product Life Cycle Analysis (LCA's), we are fully committed to circularity. Additionally, we have collaborated with key clients to reimagine their packaging with circularity in mind.

Circularity of Products

Last year a significant amount of the packaging we produced was designed to be either fully recyclable, meaning they can be home recycled, or collected by recycling sites. We advised our customers and collaborated with them to ensure their packaging solutions are reusable or recyclable, leading toward a circular economy.

Figure 3.0

CIRCULAR ECONOMY FOR PACKAGING

Landfill

Recycling

Raw Materials

Usage

Product Footprint

Manufacturing

Distribution
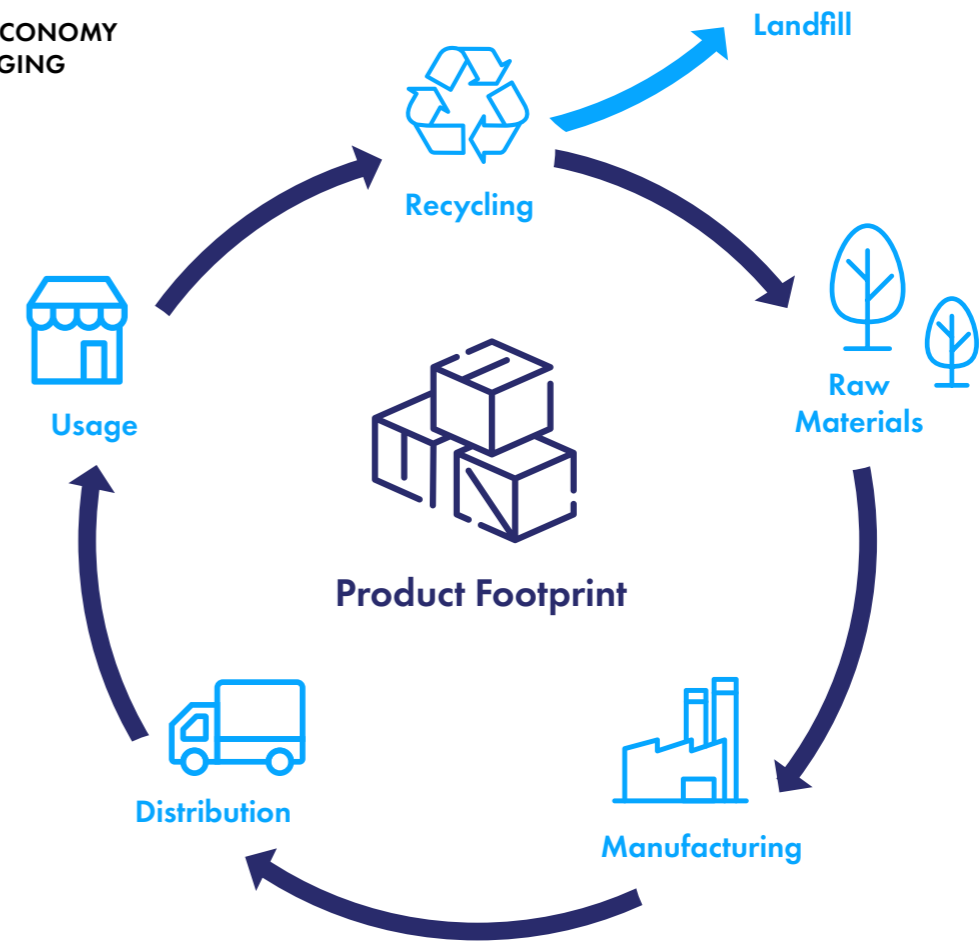
Life Cycle Analysis

A Life Cycle Assessment (LCA) calculates the environmental impact of your packaging, encompassing the entire journey from raw material extraction to manufacturing, transportation, and end-of-life. To ensure comprehensive insights, we collaborate with clients who share our commitment to detailed assessments. Leveraging LCA's and utilizing the industry specific software, we calculate and analyze the data with precision.

The software, specifically designed for the packaging industry, utilizes the widely recognized "industry standard" Ecoinvent dataset proxies. This allows us to deliver accurate emission factors per product or volume. The proxies are regional, enhancing the accuracy of our analysis.

We can analyze and compare packaging concepts at the New Product Development stage, providing valuable insights and suggesting improvements to clients, such as downsizing or reducing weight. Furthermore, the software includes an assessment of the packaging's end-of-life impact.

Through this rigorous process, we gain a comprehensive understanding of the environmental footprint of each product, including recyclability and material comparisons. Armed with this knowledge, we can evolve our strategies, refine design and manufacturing processes, and contribute to a more sustainable future. Moreover, our clients benefit from the data, expanding their knowledge, making informed decisions, and enhancing their sustainability credentials. Our ongoing commitment to LCA work ensures we embrace the big picture and drive positive change in the industry.

Our LCA software means our clients can make development decisions based on tangible data

Designing for Future Sustainability

Midleton Very Rare Case Study

GPA Global partnered with Midleton Very Rare to redesign it's signature packaging, transforming a traditional wooden box into a lighter, more sustainable rigid board box. This strategic shift significantly reduced the packaging weight, leading to a decrease in all measurable environmental impacts, including a substantial reduction in carbon emissions through minimized material use and improved transportation efficiency, all this proven through the use of our LCA software which guided the client to more sustainable choices. An innovative paper hinge was incorporated into the door, eliminating the need for metal hinges and enhancing the box's recyclability. Polybags were eliminated from transit packaging, with sustainable alternatives selected to reduce plastic waste. The redesigned pack preserves the premium look and feel that Midleton Very Rare is known for, whilst aligning with the brand's commitment to sustainability and reducing environmental impact. GPA Global continues to work with Midleton Very Rare on the next stages in their sustainability journey.

A substantial reduction in carbon emissions through minimized material use and improved transportation efficiency, all this proven through the use of our LCA software which guided the client to more sustainable choices.

Greenhouse Gases

Target 1

Our target of reducing 20% of emissions by 2030 compared to the baseline year of 2021 is underway.

Target 2

Equally significant is our second target, which focuses on decreasing our CO2e emissions ratio by revenue by 30% for our Scope 1 and 2 emissions by 2030, starting from our 2021 baseline which we surpassed in 2023.

In 2021 we set out scope 1 and 2 emission reduction targets, not only for our absolute emissions, but also set our targets against 'emissions ratio by revenue'. These targets have been very important to us, as a company we are continuing to expand rapidly and so we need to be able to show our good work offset against the expansion of the business.

In 2023 we surpassed our target to reduce scope 1 and 2 emissions ratio by revenue by 30% vs. our 2021 baseline with a total of 37% emissions saving 7 years ahead of target. An incredible achievement for the group.

We also made strides towards our 2030 target to reduce absolute scope 1 and 2 emissions by 20%, by ending the year with a 6% saving vs. 2021 baseline.

Although we're humbled to have achieved one target after only two years, and well on the way to our second emissions target, we feel there is still a lot of work to do to ensure we hit our absolute reduction targets after such large growth in the business.

To achieve our targets we will continue to:

• Increase product efficiency by embracing circularity. By reducing our dependencies on virgin materials that contribute to emissions during extraction and production.

• Localize the Supply Chain: Through nearshoring and onshore manufacturing, we significantly reduce transportation emissions by minimizing the distance between supply and demand. Additionally, this approach enables faster delivery times for our valued clients.

• Decrease Non-Renewable Energy Consumption. We are committed to reducing non-renewable energy consumption and utilizing carbon mapping techniques through our partnerships. Leveraging the success of our Poland facility, we aim to accelerate progress in this area.

• Implement Emissions-Reducing Initiatives: We aim to educate sites about how they can reduce their emissions, through schemes such as reducing company cars which have already proved successful initiatives.

Scope 1 Emissions

Our scope 1 emissions are on track to hit our 2030 target of a 20% reduction in absolute emissions and we're proud to show our progress. Despite a nearly 50% increase in revenue since our 2021 baseline, we've managed to reduce absolute emissions by 6%, with another 7 years to hit our target.

Scope 2 Emissions

Our scope 2 emissions make up 80% of our scope 1 and 2 emissions, so it's important we work to drive these towards our 2030 target.

During 2023 we made a 4.99% saving on absolute emissions, whilst surpassing our target on ratio by revenue by achieving 37%.

Scope 3 Emissions

Scope 3 emissions are the result of activities from assets not owned or fully controlled by GPA. Most of our emissions come from the value chain of our production.

We recognize the critical importance of delving deep into our Scope 3 emissions and assuming full responsibility for our environmental footprint. That's why we actively engage with our partners and suppliers, forging strong alliances to collectively reduce our environmental impact. Within our supply chain lies immense potential for transformative change. We understand the power we wield and the opportunity it presents. That's why we're dedicated to conducting comprehensive Life Cycle Assessments (LCAs) that uncover the intricate environmental impacts associated with packs we produce. Armed with this knowledge, we can swiftly identify areas for improvement and proactively address any adverse effects. It's a commitment that sets us apart, elevating us as leaders in sustainability.

In 2021, we embarked on an ambitious journey to unravel the components of our Scope 3 emissions. We focused our attention on key areas that demand scrutiny and action:

- Our analysis spanned the entire spectrum of purchased goods and services.
- We delved deep into the intricacies of upstream transportation.
- Business travel emissions came under our microscope.
- Waste generation within our operations was given utmost priority.

Our efforts bore fruit, as we gained valuable insights into approximately 20% of our Scope 3 emissions attributed to our suppliers. Buoyed by this progress, we set our sights higher and established an ambitious target: to understand a substantial 50% of our Scope 3 emissions by 2030. Remarkably, we surpassed our own expectations in 2022 and achieved visibility over an astounding 75% of our Scope 3 emissions. This figure has remained consistent for 2023. We will be working closely with our extended supply base to increase the visibility of our Scope 3 coverage over the next couple of years.

Looking ahead, GPA Global is committed to continually enhancing the granularity of Category 1 emissions. We recognize that accurate and precise data is key to informed decision-making. As such, we will proactively collect primary data whenever available and leverage the latest Emission Factor (EF) sets to ensure our understanding remains cutting-edge and aligned with the most up-to-date methodologies.

We are continuously working to understand more about our Scope 3 emissions

Figure 4.0

2023 SCOPE 1 AND 2 EMMISSION (tCO₂e)

Scope 1 Emissions

626

Scope 2 Emissions (market based)

2,505
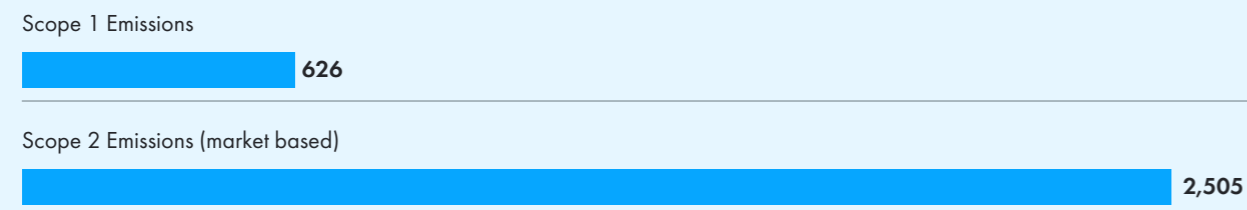
Figure 6.0

2023 TOTAL EMMISSIONS

170,271 tCO²e

- **0.37%** Scope1 Emissions
- **1.47%** Scope 2 Emissions
- **98.16%** Scope 3 Emissions

Figure 6.0

2023 SCOPE 3 EMMISSION BREAKDOWN

167,140 tCO²e
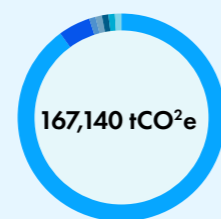
- **92.1%** Purchased Goods and Services
- **5.38%** Upstream Transport and Dist
- **0.83%** Downstream T&D
- **0.74%** Fuel and Energy-Related Activities
- **0.49%** Employee Commuting
- **0.28%** Waste Generated in Opperatons
- **0.14%** Business travel

Carbon Disclosure Project

Known around the world for its global environmental disclosure system, the Carbon Disclosure Project (CDP) is a non-profit organization that enables companies, cities, and regions to measure and manage their environmental impact.

Joining forces with the CDP has been a game-changer for us, as we strive to do our part in preserving the planet. The CDP provides us with a unique opportunity to measure and manage our carbon footprint, allowing us to make informed decisions and take meaningful action.

But here's the best part: the data we provide becomes part of a global pool that decision-makers and policy figureheads around the world access. By disclosing our carbon data through the CDP, we're not just arming ourselves with granular -level data to inform our sustainability strategy, we're also making a difference on a global scale.

Our partnership with the CDP has given us the tools to stay ahead of regulatory and policy changes, identify and tackle growing risks, and align with the expectations of our stakeholders. And while we're proud of what we've achieved so far, we know there's so much more work to be done.

We believe in building a sustainable economy and we know that global datasets are the bedrock of this vision.

CDP
DRIVING SUSTAINABLE ECONOMIES

Energy

In 2023 we achieved a 4% reduction in overall energy usage year on year, despite our business growth of 25% during the same period. This significant milestone reflects the efforts of our new sites, as well as our ongoing commitment to improving energy efficiency across all our existing sites.

Operating across multiple regions and sites means that the availability of renewable energy varies significantly. To tackle this challenge head-on, we have taken a tailored approach, developing customized strategies for each of our sites, focusing initially on our energy-intensive manufacturing facilities.

In 2022 we took a great step in our energy journey by introducing 100% renewable electricity to our manufacturing site in Poland. In 2023 we've added to this success with a further 3 sites that purchase electricity from renewable sources. equating to a total of 27% of the electricity purchased globally.

As we move forward, our goal remains unwavering: to steadily decrease this figure regardless of our expansion.

Figure 5.0
2021 - 2023 REVENUE AND PURCHASED NON-RENEWABLE ELECTRICITY

2021 - 2023 49.24% Increase in Revenue Since 2021 Baseline

49.24%

2021 revenue
$303,675,000

2022 revenue
$362,252,000

2023 revenue
$453,200,000
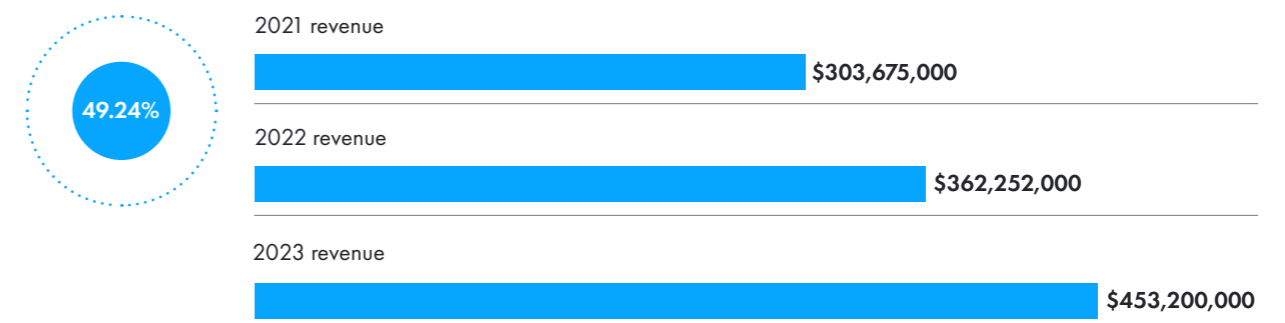
20201 - 2021 3.98% Decrease in Purchased Non-renewable Energy Since 2021 Baseline

3.98%

2021 purchased non-renewable electricity
9,666,392kWh

2022 purchased non-renewable electricity
10,623,437kWh

2023 purchased non-renewable electricity
9,281,591kWh
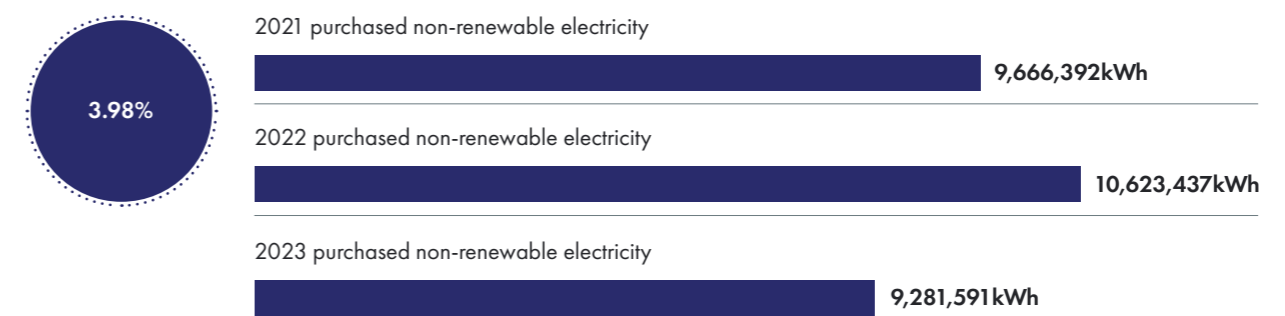
Water

Water, the lifeblood of our planet, is under threat. The UN Water Development Report warns of impending scarcity, with global water demands projected to rise by 20-30% by 2050. Recognizing our responsibility, we're actively pursuing sustainable water usage.

To begin, we identified our sites in water-scarce regions and employed the WRI Aqueduct Risk Atlas software to categorize them. Armed with data-driven insights, we developed policies to minimize water consumption in these areas. But we won't stop there.

Addressing water scarcity necessitates substantial investment in replenishment processes. We're fully committed to investing in water replenishment initiatives, especially in regions facing severe water stress.

In 2023, we saw another increase in water consumption, withdrawal, and discharge, primarily due to large acquisitions and a lack of clarity in the 2021 baseline figures. We aim to reassess our baseline to ensure we're accurately collating data and of course address the urgency of the global water crisis starting with manufacturing sites in medium – highly stressed regions.

Despite an overall increase with many new sites adding their data, we had some success stories from our sites that contributed to our baseline figures, including one manufacturing facility that made a saving of 11% over the year.

To play our part, we've set ourselves a target to map our absolute water use by 2025.

Water Mapping

We acknowledge the presence of a concerning statistic: 50% of our manufacturing sites are located in areas where water resources are under significant stress. This figure does not align with our vision for sustainability and environmental responsibility. As we step into the year 2023, we are embarking on a transformative journey by implementing a diverse range of initiatives aimed at actively reducing this alarming statistic.

The below charts demonstrate our commitment to understanding water usage by mapping GPA sites against the Aqueduct Water Risk Atlas we can ensure our efforts are focused in the right places.
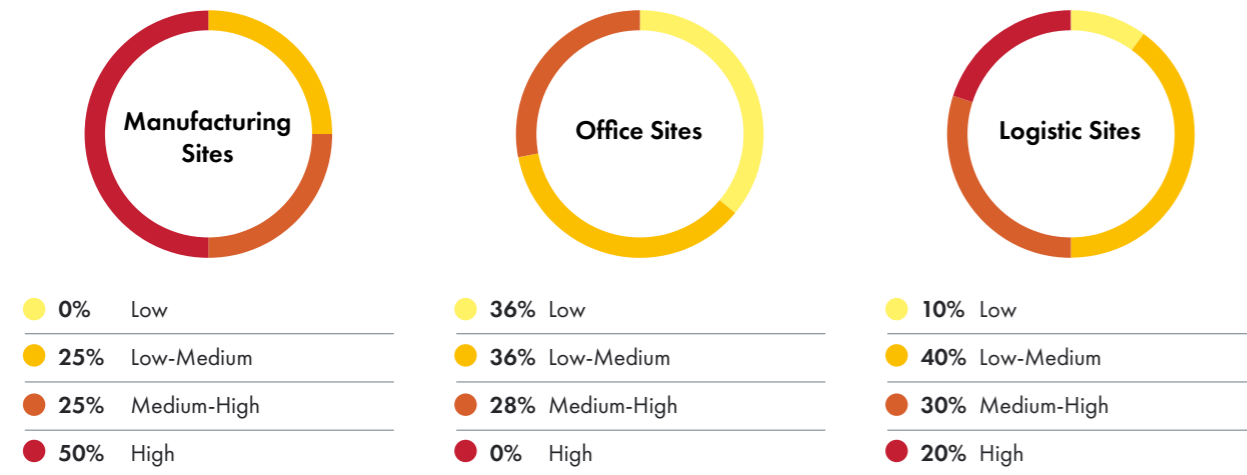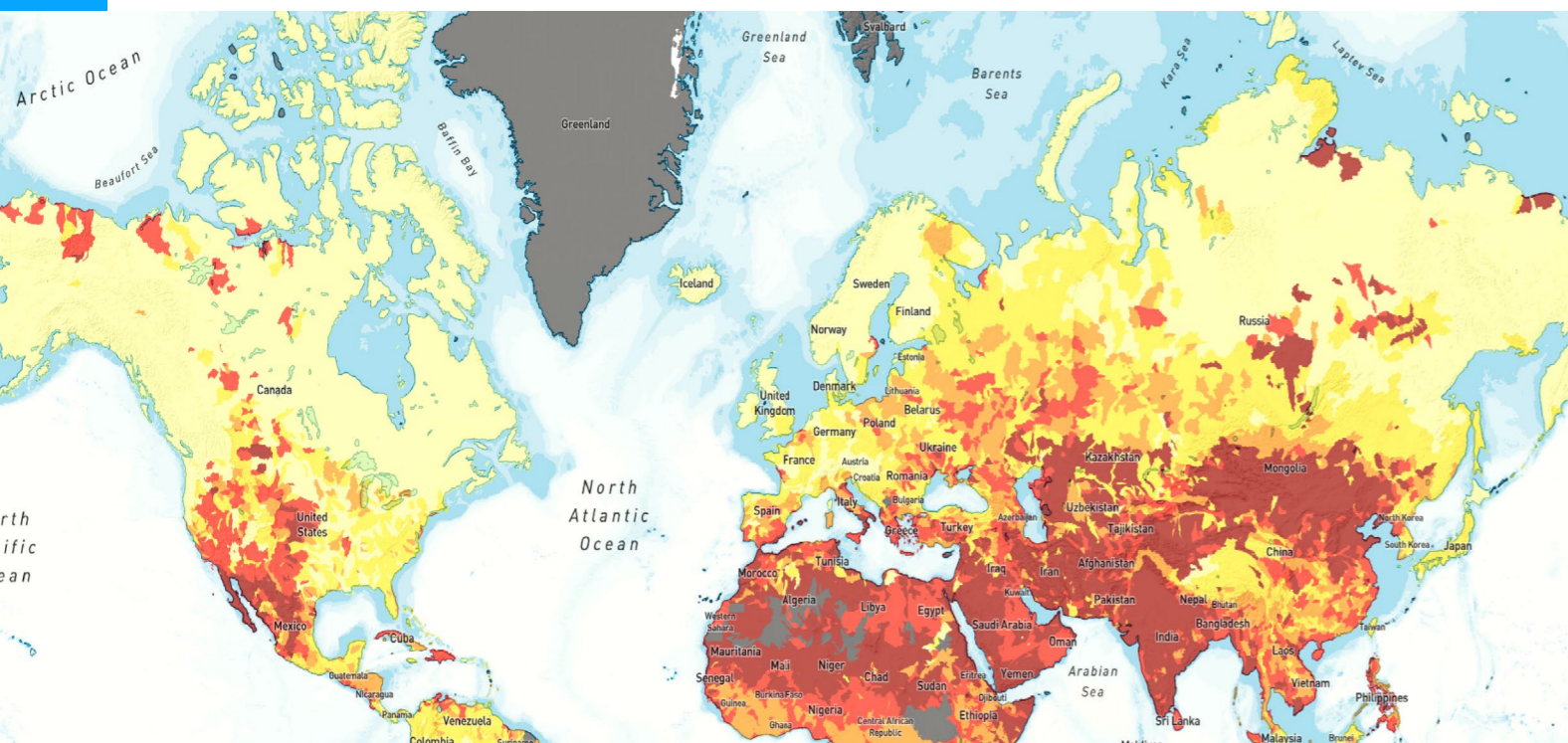
Manufacturing Sites

0%	Low
25%	Low-Medium
25%	Medium-High
50%	High

Office Sites

36%	Low
36%	Low-Medium
28%	Medium-High
0%	High

Logistic Sites

10%	Low
40%	Low-Medium
30%	Medium-High
20%	High

Figure 6.0

WRI Levels for GPA Sites

By 2050 scarcity of fresh water will reach grave new heights

Europe

Barcelona (Spain)	Med High (2-3)	Manufacturing
Bordeaux (France)	Low (0-1)	Office
Cambridge (UK)	Low Med (1-2)	Office
County Wicklow (Ireland)	Low Med (1-2)	Office
Enschede (Netherlands)	Low 0-1	Office
Nottingham (UK)	Low Med (1-2)	Office
Paris (France)	Low Med (1-2)	Office
Porto (Portugal)	Low Med (1-2)	Manufacturing
Sint-Pieters-Leeuw (Belgium)	Med High (2-3)	Manufacturing
Warsaw (Poland)	Low (0-1)	Office
Wevelgem (Belgium)	High (3-4)	Manufacturing

Asia

Kennedy Town (Hong Kong)	Med High (2-3)	Office
Shenzhen (China)	Med High (2-3)	Office

North America

Baltimore (USA)	Low Med (1-2)	Logistics
Chatsworth (USA)	High (3-4)	Manufacturing
Conyers (USA)	Low Med (1-2)	Logistics
Edison (USA)	Low Med (1-2)	Logistics
Fontana (USA)	Med High (2-3)	Logistics
Hub (USA)	Low Med (1-2)	Manufacturing
Jalisco (Mexico)	Med High (2-3)	Office
Las Vegas (USA)	Low (0-1)	Logistics
Mexicali (USA)	High (3-4)	Manufacturing
Montebello (USA)	High (3-4)	Logistics
New Jersey (USA)	Low Med (1-2)	Logistics
New York (USA)	Low (0-1)	Office
Ontario (USA)	Med High (2-3)	Logistics
Perris (USA)	High (3-4)	Logistics
Santa Ana (USA)	Med High (2-3)	Logistics
Toluca (Mexico)	High (3-4)	Manufacturing

Waste

When it comes to addressing waste, we've focused on two critical aspects of waste management: factory waste generated during our daily operations and the end-of-life waste resulting from consumer use and disposal of our packaging.

In 2021 we set out to divert 90% of industrial waste from landfill by 2030. We surpassed the target in 2022, and increased this percentage again in 2023 to 93.22% of our total waste being diverted from landfill. Our journey continues as we strive to improve this achievement.
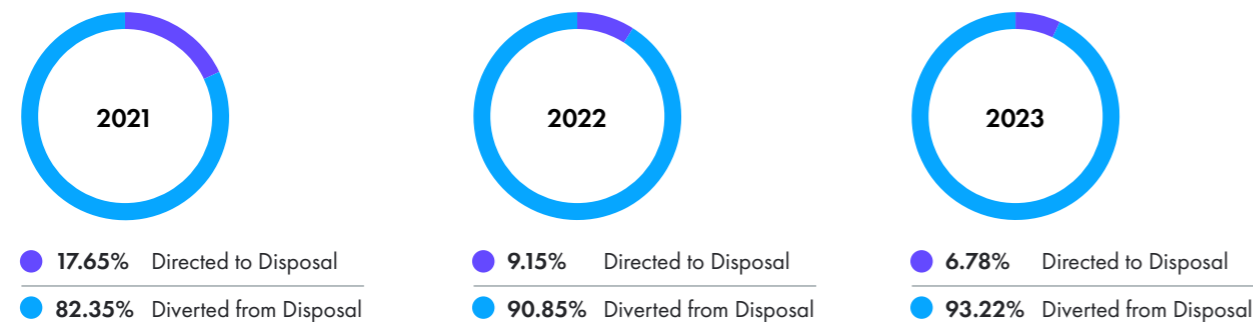
At the core of our design process lies a deep consideration for the entire lifecycle of our products. We aim to replace the concept of "end of life" with "restoration" whenever possible. To make informed decisions, we rely on Life Cycle Assessments (LCAs) that provide invaluable insights. Armed with this knowledge, we have positioned ourselves at the forefront of the circular economy, gradually moving away from the linear economy model.

Ensuring compliance with geographical regulatory standards for energy consumption and waste is a priority for us across all our sites. To guarantee proper handling and disposal of hazardous waste, our waste management system undergoes annual audits conducted by the relevant geographical boards. By adhering to these stringent guidelines, we can offer peace of mind, knowing that hazardous waste is collected and disposed of in an appropriate and responsible manner.

The achievement of diverting 93.22% of industrial waste from landfills is a momentous milestone for us. It underscores the effectiveness of our waste management strategies and the dedication of our team.

Figure 7.0
TOTAL WASTE

2021
- 17.65%   Directed to Disposal
- 82.35%   Diverted from Disposal

2022
- 9.15%   Directed to Disposal
- 90.85%   Diverted from Disposal

2023
- 6.78%   Directed to Disposal
- 93.22%   Diverted from Disposal

Designing for Future Sustainability

Case Study on Mono-Material Design

In a move towards a more sustainable future, GPA Global collaborated with Glenmorangie to develop a fully recyclable paperboard box for the brand's premium Scotch whisky. This innovative packaging solution for their 18yo range aimed to reduce environmental impact holistically whilst maintaining Glenmorangie's high standards for quality and elegance. GPA Global engineered the paperboard box with careful attention to material selection, removing magnets and plastics that interfere with the recycling stream, opting for a patented paper closure system. This closure system ensures the pack is widely recyclable in household recycling streams without compromising on structural integrity or the brand's luxury cues. By opting for renewable and responsibly sourced materials, we created a recyclable product that aligns with both Glenmorangie's commitment to environmental stewardship and consumer demand for eco-friendly products.

This partnership underscores the potential for luxury brands to adopt sustainable practices that reflect both on brand values and environmental responsibility.
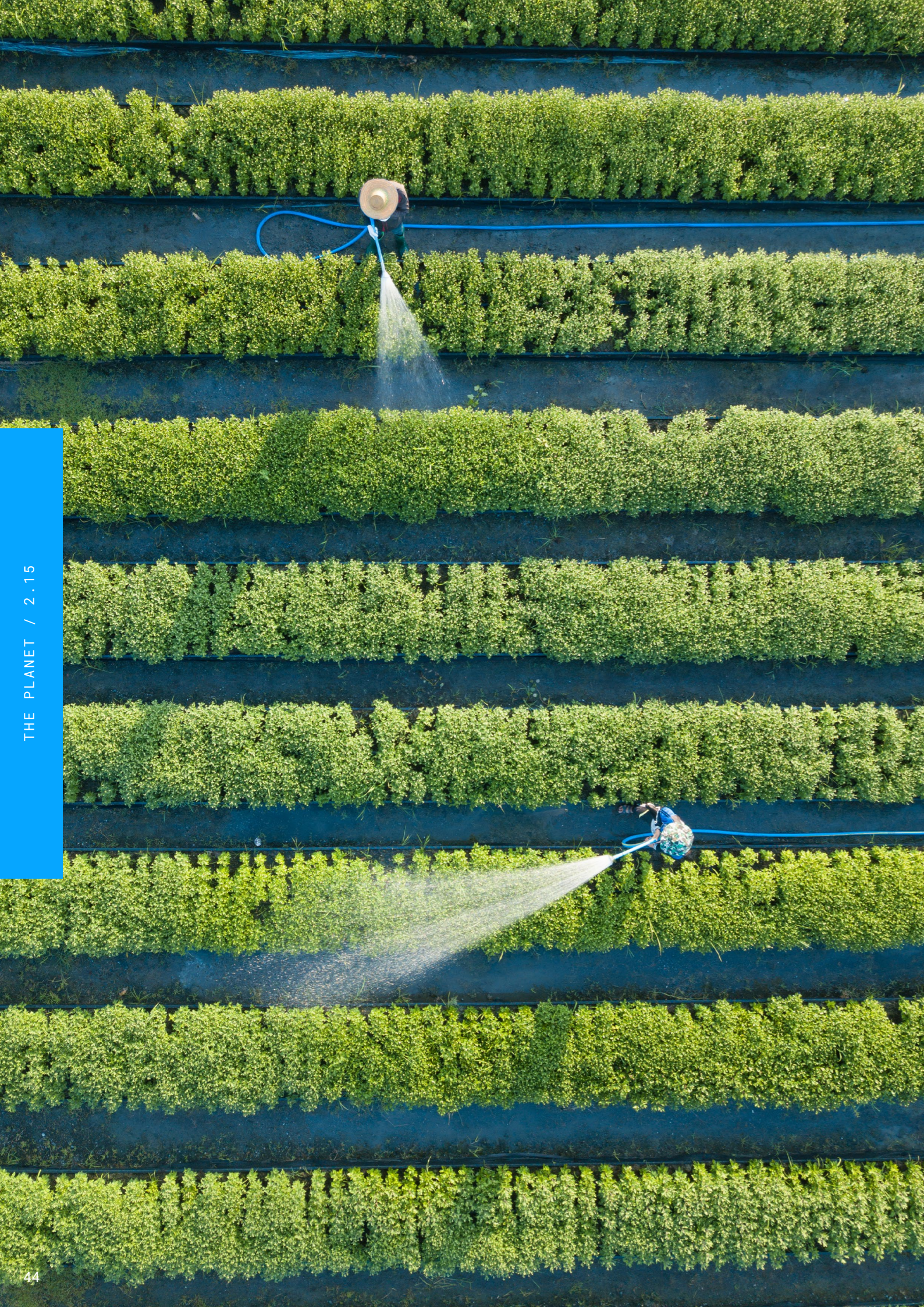
EcoVadis Rating

Since 2007, EcoVadis has been a global leader in providing sustainability ratings to companies.

Part of a distinguished group of over 75,000 industry leaders all committed to addressing the pressing challenges facing our planet and people, EcoVadis certified three of our sites for 2023. We plan to increase this number in 2024.

EcoVadis ratings rigorously assess how well companies integrate four key principles into their operations: environment, labor & human rights, ethics and sustainable procurement.

COSFIBEL PREMIUM INTERNATIONAL (PART OF COSFIBEL GROUP, NOW KNOWN AS GPA GLOBAL FRANCE)

GPA GLOBAL MERCHANDISING LTD.

ASG POLAND SA

Cosfibel Premium (now known as GPA Global France) was considered in the top 1% of companies measured by EcoVadis in 2023

People

At the core of our values lies the belief that investing in our people is paramount for a thriving business. We prioritize the health and safety of our employees, foster personal development within our team, and champion diversity and inclusion as integral components of our agenda.

Our Approach

We know that investing in our people is key to building a thriving business. At the heart of our company culture is a commitment to prioritizing the health and safety of our employees, fostering their personal growth, and promoting diversity and inclusion.

We're dedicated to creating working environments that work for our team members all around the world. We want them to feel empowered to collaborate, innovate, and grow their skillsets within our company.

But we also know that the world has been hit by an unprecedented number of challenges in recent years, from the pandemic to wars and conflicts. As a responsible employer, it's our duty to ensure that our employees feel safe, supported, and motivated, no matter what is going on in the world around us.

That's why we're committed to providing our team members with the resources they need to maintain their mental health and well-being. We know that by prioritizing our employees' needs and happiness, we can create a stronger, more resilient company culture that is better equipped to tackle the sustainability challenges ahead.

People Sustainable Development Goals

GPA have identified SDGs 5 and 8, with the specific indicators that make up these SDGs listed below, as key areas to that GPA can work on to increase their positive impact on our employees.
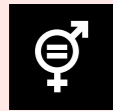
SDG 5 Gender equality

SDG 5.1
End all forms of discrimination against all women and girls everywhere

SDG 5.2
Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making

SDG 8 Decent work and economic growth

SDG 8.7
Eradicate forced labour, end modern slavery and human trafficking and eliminate the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

SDG 8.8
Protect labour rights and promote safe and secure working environments for all workers

GPA Goals and Targets

Goals and targets have been created to address the challenges that the SDGs aim to tackle. We will continue to communicate our progress on reaching these goals and targets.

Diversity & Inclusion

We recognize the importance of having a diverse and multi-cultural workforce for improving GPAs cognitive diversity and problem solving as well as the wider positive societal implications of promoting women's voice, particularly in leadership roles

Our Target
- Having women representing a minimum of 40% of senior managerial positions by 2030.

Health & Safety

We strive to ensure that all our sites meet the required standards for our workforce. We partner with Sedex to ensure that safe and secure working environments are maintained.

Our Target
- All GPA Global sites are compliant with SEDEX certification standard.*
- Stay below the LTIFR Recordable Incident Rate for the Manufacturing Industry of 3.4.**
- Develop and promote mental health campaigns to raise awareness at all of our sites.

*   for sites under GPA ownership for longer than a year.
**   according to the 2018 U.S. Bureau of Labor Statistics for the private industry sector.

Diversity & Inclusion

At GPA, we prioritize diversity and inclusion as integral values embedded in our organization.

We actively engage with our employees by regularly providing training programs and sharing information that exemplifies our commitment to equality. In addition, we emphasize the importance of involving our team members in decision-making, valuing their input and ideas to continuously enhance equality at every stage of our journey.

In 2021 we set an ambitious target to have 40% of women in senior management positions. In 2023 we regained this ratio and are proud to say 42% of our senior management positions are held by women. Whilst we celebrate this milestone, we also acknowledge that we have some work to ensure the ratio is balanced amongst each region.
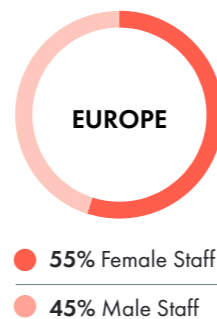
Figure 8.0
SENIOR MANAGEMENT
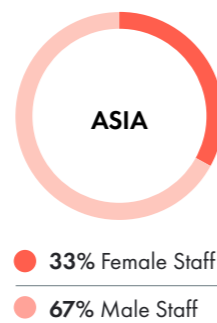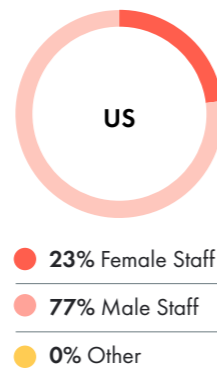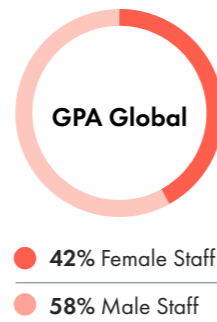
Figure 9.0
TOTAL EMPLOYEES

GPA Global
- 42% Female Staff
- 58% Male Staff

GPA Global
- 49% Female Staff
- 51% Male Staff

US
- 23% Female Staff
- 77% Male Staff
- 0% Other

US
- 33% Female Staff
- 66% Male Staff
- 1% Other

ASIA
- 33% Female Staff
- 67% Male Staff

ASIA
- 56% Female Staff
- 44% Male Staff

EUROPE
- 55% Female Staff
- 45% Male Staff

EUROPE
- 62% Female Staff
- 38% Male Staff
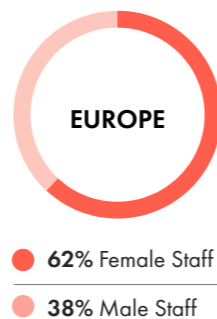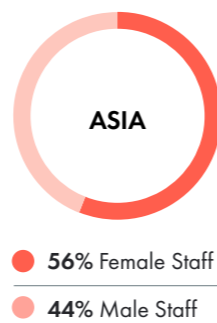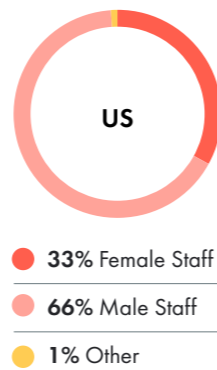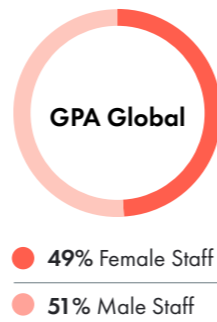
Employee Health & Safety

The health and safety of our global team is paramount to us.

We gauge our success in this area by striving for zero accidents year after year, a clear indicator that we are fulfilling our responsibilities. In 2023, our LTIFR (lost time injury frequency rate) reduced from 2.87 to 0.88, a clear indication that we're taking safety seriously in our operations.

Looking ahead, we are committed to ensuring that all our sites keep adhering to stringent health and safety protocols. We understand the vital importance of consistency and will strive for uniformity across our operations. To further enhance safety measures, we will continue investing in state-of-the-art automation and cutting-edge equipment, effectively addressing any inefficiencies and potential hazards.

Moreover, we recognize the critical role of immediate medical response in safeguarding the well-being of our team members. To strengthen our capabilities, we are actively hiring a team of on-site first aiders who will provide crucial initial medical care when needed. This swift and professional response will ensure that our employees receive immediate attention and care in any unforeseen circumstances.

Figure 10.0
LTIFR INCIDENT RATES

0.93   2.87   0.88

2021   2022   2023
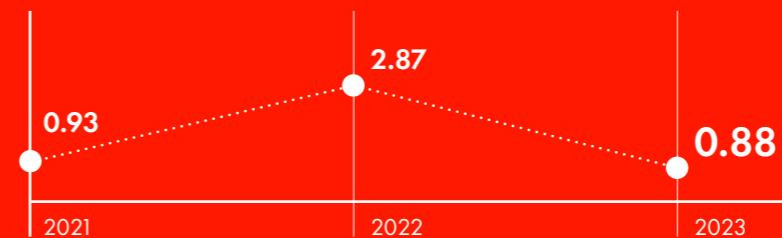
Our target is to stay under a rate of 3.2, the OSHA recordable incident rate for the manufacturing industry in 2018, as published by the U.S. Bureau of Labor Statistics in the private industry sector.

Mental health

At GPA Global, we firmly believe that our employees are the backbone of our organization. To support their continued success, we are dedicated to fostering a workplace environment that prioritizes mental and emotional well-being.

In addition to our Employee Assistance Program which launched in 2022, we prioritise health around the world. Cosfibel (now known as GPA Global France) launched a mental health program for female workers in cooperation with Maple Women's Psychological Counselling Centre in Beijing.

Maple Women's Psychological Counselling Centre is the first women's NGO in China, founded in 1988, they have more than 40 professional teachers and have trained more than 1,000 volunteers. The programme focuses around five key activities; training female workers to educate their children; help female workers reduce stress; educate female workers to build great relationships; educate parents on sexual abuse and protecting their children; encouraging female workers to say NO to family violence. In 2023, 221 female workers benefited from this project through GPA.

GPA actively prioritizes our employees' well-being, directly investing in the future of our organization. When our team members feel supported and empowered, they are better equipped to drive our business forward and contribute to our shared success.

> GPA actively prioritizes our employees' well-being, directly investing in the future of our organization.

Our Communities

Community matters, no matter where you are in the world. At GPA, we're committed to making a difference, whether it's in our own backyard or across the globe.

From supporting local charities to volunteering our time and resources, we're dedicated to making a positive impact wherever we go.

Our Approach

At GPA, we believe in giving back to the world around us. We have a moral duty to support and uplift communities, which is why community outreach has been a cornerstone of our values for years.

Our commitment to creating a better world can be seen in our partnerships with prominent Asia-based charities and NGOs. Together, we've helped combat poverty and create job opportunities for underprivileged women. We've witnessed first-hand the positive impact of our work, and we're just getting started.

In the US, we're proud to support numerous charities through our annual fundraisers. Our efforts have benefited veterans, hospitals, and local communities across the country. We're particularly passionate about our work with a New York based charity that's dedicated to tackling homelessness in the city.

Our community outreach programs have made a real difference in the lives of people around the world. We're committed to continuing this work and creating a better future for everyone. Join us in our mission to make the world a better place, one community at a time.

Community-based Waste Upcycling Program

Since 2020, Cosfibel (now known as GPA Global France) has been partnering with it's supply chain to upcycle clean and safe waste from the production of bags and textiles to make new items which are distributed to China orphanages, schools and schools in less fortunate areas. The goal of this initative is twofold; on an environmental scale, to save material waste from incineration through upcycling, whilst on a social side, to donate newly created products to disadvanted children.

In 2023, 3,700 seating cushions were produced and sent to two charity organizations, avoiding 3.4 tonnes of wastage from landfill.

Governance

At GPA, we take transparency and risk mitigation seriously. That's why we have established robust systems that hold us accountable for addressing sustainability issues head-on. By leveraging the power of strategic partnerships, we're able to strengthen our efforts and gain the confidence we need to keep pushing forward.

Our Approach

We are driven by a strong moral obligation to give back to our planet and its people. That's why we constantly evaluate our operations to ensure that our ethical principles shine through in everything we do.

Our code of conduct is the bedrock of our business. It serves as a guidepost for how we interact with the world around us. We update it annually, and every member of our team is kept in the loop. This comprehensive document covers everything from business ethics to anti-corruption policies, supplier code of conduct, and ESG compliance.

We take our responsibility seriously, and our commitment to sustainability is unwavering. By using our code of conduct as a compass, we hold ourselves accountable for every action we take, and we strive to make a positive impact on the world.
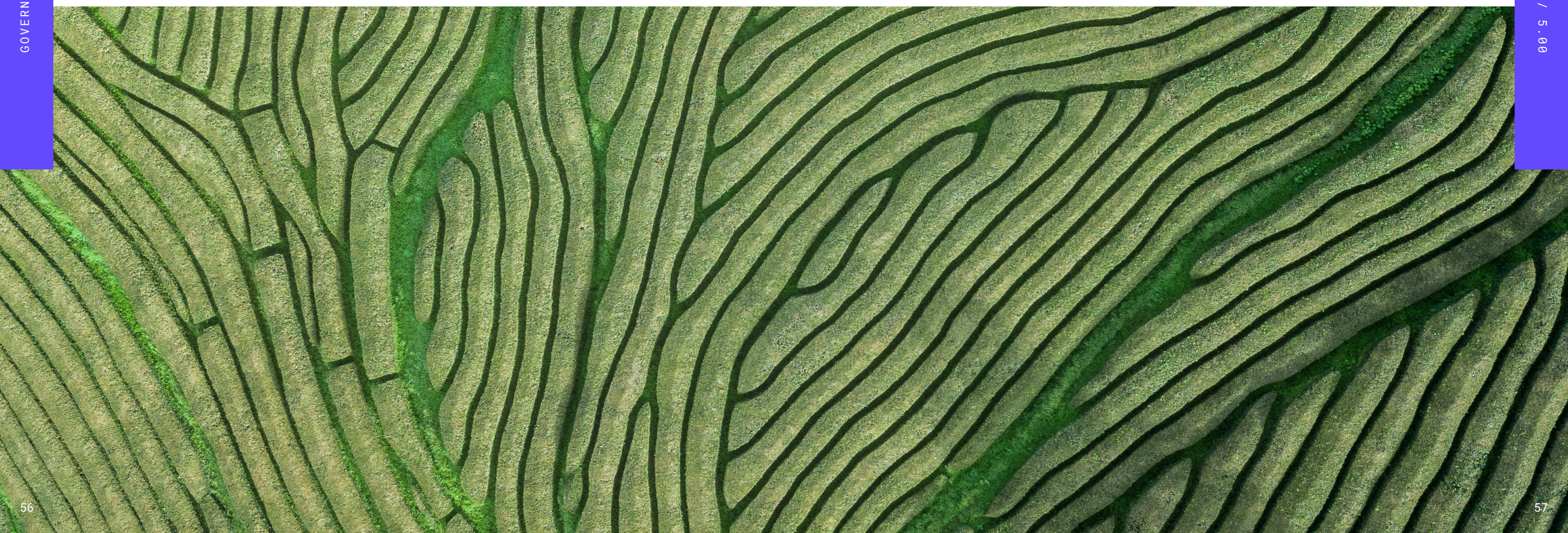
Governance Sustainable Development Goals

GPA has identified SDGs 9, 16 and 17, with the specific indicators that make up these SDGs listed below, as key areas that GPA can work on to increase their positive impact on our actions internally and within our sphere of influence.

SDG 9 Industry, Innovation and Infrastructure
SDG 9.4
By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes

SDG 16 Peace, justice and strong institutions
SDG 16.5
Substantially reduce corruption and bribery in all their forms

SDG 17 Peace, justice and strong institutions
SDG 17.16.
Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals

GPA Goals and Targets

Goals and targets have been created to address the challenges that the SDGs aim to tackle. We will continue to communicate our progress on reaching these goals and targets.

Circularity

Through innovation into new materials and products we aim to continue to increase our resource-use efficiency and use of clean and environmentally sound technologies.

Our Goal

- We have a responsibility to provide all our clients with a packaging option that is recyclable, reusable, or compostable by 2025.

Ethics

Through increasing representation of more diverse groups at board level as well as educating all employees about our anti bribery, ethics and compliance we are creating a resilient and safe working environment.

Our Target

- 100% of active governance bodies and employees will be educated on anti-corruption and ethics by 2025.
- 100% of suppliers signed and follow GPA's supplier code of conduct.
- 100% of suppliers audited internally or externally to ensure human rights compliance.

Sustainability Steering Committee

We've always maintained that a solid strategical approach to sustainability will always yield the best results.

In 2021, we established a sustainability steering committee consisting of six senior members. Their primary goal is to strategize and implement the necessary steps to achieve our sustainability objectives. This committee meets quarterly to explore innovative ways to redefine the boundaries of a multinational corporation under sustainable guidance. They are responsible for overseeing capital allocation, human resources, and projects/initiatives to keep us on track towards our targets. In 2023, we continue to leverage the expertise of this committee to drive our sustainability agenda forward.

Figure 11.0

SUSTAINABILITY DEPARTMENT STRUCTURE & RESPONSIBILITIES

	Responsibilities	Outcomes
Board of Directors	• Agree sustainability strategy • Set Group sustainability goals & targets	Materiality Assessment
Sustainability Steering Committee Quarterly meetings	• Outline Group policies • Approve Sustainability Report narrative & data	CDP Carbon platform
Sustainability Management Committee Bi-weekly meetings	• Implement & monitor sustainability policy & plan • Manage Site data/disclosures to CDP & UL360 platforms	UL360 ESG platform
Sustainability Data Teams 2-3 hours/month	• Provide Site level disclosure data • Report to Sustainability Management Committee	Group Sustainability Report

---

UN Global Compact

Embracing Ethical Business Practices.

When we crafted our sustainability strategy, we recognized the importance of being part of a strong code of conduct community. That's why we took the proactive step of partnering with the UN Global Compact and becoming a proud member in 2022. By joining this influential initiative, we have aligned ourselves with a global network of organizations dedicated to upholding ethical business practices.

The UN Global Compact is built on ten principles that resonate deeply with our own code of conduct. These principles serve as guiding pillars, shaping our sustainable governance framework.

Figure 12.0

UNGC 10 PRINCIPLES

Human Rights	Principle 1	Support and respect the protection of internationally proclaimed.
	Principle 2	Make sure that they are not complicit in human rights abuses.
Labour	Principle 3	Uphold the freedom of association and the effective recognition of the right to collective bargaining.
	Principle 4	Elimination of all forms of forced and compulsory labor.
	Principle 5	Abolition of child labor. Elimination of discrimination in respect of employment and occupation.
	Principle 6	The elimination of discrimination in respect of employment and occupation.
Environment	Principle 7	Support a precautionary approach to environmental challenges.
	Principle 8	Undertake initiatives to promote greater environmental responsibility.
	Principle 9	Encourage the development and diffusion of environmentally friendly technologies.
Anti-corruption	Principle 10	Work against corruption in all its forms, including extortion and bribery.

UN GLOBAL COMPACT

WE SUPPORT

Supply Chain Management

Compliance with regulations is a must for our suppliers. We have a thorough internal vetting system to ensure we work only with reliable partners.

Our partnership with Sedex helps us maintain supplier due diligence through an ESG-focused questionnaire. Our on-site teams oversee health and safety, manufacturing, and material sourcing at accredited sites, ensuring adherence to our standards. Together with Sedex, we build a network of trusted suppliers committed to sustainability.

Sedex

Our Policies

Code of Conduct policy

Our Code of Conduct shows what GPA's commitments are and what behaviours are required of all of us. All workers must become familiar with and follow this Code of Conduct. GPA Global will collaborate with its business partners to promote adherence to the code, which focuses on business ethics and integrity, our social governance, and our environmental responsibility.

Anti-Competitive Behaviour

For recent and future acquisitions and mergers, GPA global adheres to all specific local government and international standards. The legitimacy of a product is something we take very seriously. This is particularly true in the Cannabis packaging industry, which is a key business vertical for the Group and where regulation threats may be prominent. In the last year, we worked with particular governance boards and our partners in the US and Canada to avoid forgery on products.

Human Rights

As part of our corporate culture, GPA Global is committed to fair work standards and protecting the human rights of employees, suppliers, and communities. We strictly prohibit employment done in extreme conditions or by forced labour. We employ a workforce with a minimum age of 16 and demand the same from our contractors, suppliers, and business partners, as stated in our Code of Business Conduct and Ethics. This due diligence is also supported by our partnerships with X who work with us to conduct a supplier social assessment, which invests time into looking into potential human rights abuses.

Health & Safety Policy

GPA Global is dedicated to working in an injury-free environment. GPA's commitment is to make work as safe as possible, watch out for one another, and make sure our employees come home safe to their families.

Anti-Corruption & Anti-Bribery Policy

Bribery is a violation of GPA's strong zero-tolerance policy. Bribery and corruption are expressly prohibited under our Code of Business Conduct and Ethics, which all relevant employees receive upon joining the GPA. Employees receive updates yearly on any changes to the policy.

Since 2020 our senior management, sustainability steering committee, corporate governance committee, compliance officers and board members were all trained on our anti-corruption policy. During the start of 2021, our new anti-corruption policy was distributed to our employees worldwide in addition to them receiving our code of ethics. We're proud to say that since 2020 we've had no corruption incidents for the past two years.

Procurement Policy

Responsible sourcing is a potent instrument for instilling long-term attitudes and practices across GPA Global's whole value chain. We strive to encourage responsible behavior across our supply chain, comply with all applicable laws and follow all internationally recognized standards.

Supplier management at GPA is based on the idea that all our suppliers are transparent and have sustainable values. We manage sustainability issues using a risk-based approach and strive for continuous improvement in supply chain visibility and sustainability performance.

Diversity, Equal Opportunities & Anti-discrimination Policy

We at GPA are 100% committed to encouraging diversity and promoting equal opportunities within the workplace. We follow all laws prohibiting discrimination and will not tolerate discrimination. The varied and dynamic teams that constantly drive our innovation and outcomes are formed by combining such a richness of skills and resources.

Global Reporting Initiative (GRI)

GRI 102 General Disclosures

Disclosure	Description	Reference	Comments
2-1	Organisation Details	Pages 4-7	Legal Name: GPA Global Limited Headquarters: 5th Floor of Bldg 1, YiZhongLi Science Park, Langshan 1st Rd, North District, Shenzhen, 518067, China
2-2	Entities included in the organization's sustainability reporting	Pages 6-7	GPA Global have made several acquisitions since it's 2021 baseline. All acquisitions are reported on pages 12-13 and methodology including data collation are kept consistent.
2-3	Reporting period, frequency and contact point		Reporting is released annually based on the previous calendar year, following our financial year Jan – Dec. The 2023 report will be released in December 2024, and subsequent reports are expected to be released in June each year. For inquiries regarding this report please contact lindsey.b@gpaglobal.net
2-4	Restatements of information	N/A	
2-5	External assurance	N/A	
2-6	Activities, value chain and other business relationships	Pages 6-7 Pages 27	
2-7	Employees	Page 50 Appendix A.1	
2-8	Workers who are not employees	Page 50	Total of 15 non-employees
2-9	Governance structure and composition	Page 50 Pages 56-57	
2-10	Nomination and selection of the highest governance body	Pages 48-51	The members of the board are chosen on their experience and various qualifications.
2-11	Chair of the highest governance body	Page 50 Page 60	
2-12	Role of the highest governance body in overseeing the management of impacts	Page 60	
2-13	Delegation of responsibility for managing impacts	Page 60	
2-14	Role of the highest governance body in sustainability reporting	Page 60	
2-15	Conflicts of interest	Page 63-64	
2-16	Communication of critical concerns	Page 63-64	
2-17	Collective knowledge of the highest governance body	Page 60	
2-18	Evaluation of the performance of the highest governance body	Page 60	
2-19	Renumeration policies	Page 60	
2-20	Process to determine remuneration		The process to determine remuneration within our organization involves a combination of internal and external factors. Initially, we assess the role's responsibilities and requirements, ensuring a competitive salary range based on market benchmarking. Our compensation committee, which includes key members of the leadership team, reviews the proposed salary structures. We also ensure compliance with all legal requirements and consider both internal equity and external competitiveness. Performance reviews and periodic adjustments ensure that our remuneration packages remain fair, motivating, and aligned with the organization's overall goals.

GRI 102 General Disclosures

2-21	Annual total compensation ratio	Appendix M.4	
2-22	Statement on sustainable development strategy	Page 9 Page 11	
2-23	Policy commitments	Pages 14-15 Pages 63-64	
2-24	Embedding policy commitments	Pages 63-64	
2-25	Processes to remediate negative impacts		Our organization follows a structured process to remediate negative impacts on the environment and local communities. We first identify negative impacts through regular monitoring, stakeholder feedback, and environmental assessments. Once an impact is identified, we conduct a root cause analysis to understand the source and scale of the issue. Corrective actions are then developed, including process changes, new technologies, or community engagement initiatives aimed at mitigating the impact. We work closely with affected stakeholders to ensure their concerns are addressed. Our remediation efforts are continuously monitored to assess their effectiveness, and we report the outcomes in our annual sustainability report. We also ensure that lessons learned from each remediation process contribute to refining our practices for continuous improvement
2-26	Mechanisms for seeking advice and raising concerns	Page 60	
2-27	Compliance with laws and regulations	N/A	Zero number of incidents for all three reporting years.
2-28	Membership associations	Pages 12-13	
2-29	Approach to stakeholder engagement	Pages 16-17	
2-30	Collective bargaining agreements	Appendix A.3	
3-1	Process to determine material topics	Pages 16-17	
3-2	List of material topics	Pages 16-17	
3-3	Management of material topics	Pages 16-17	

GRI 201 Economic Performance

Disclosure	Description	Reference	Comments
3-3	Management of Material Topics	Pages 4-5	
201-1	Direct Economic Value Generated and Distributed	Pages 4-8 Appendix C.1	

GRI 205 Anti-Corruption

Disclosure	Description	Reference	Comments
3-3	Management Approach	Page 64	
205-1	Operations Assessed for Risks Related to Corruption	Page 64 Appendix D.1	In 2023, all employees and business partners received communications (170%) and 118% were trained in anti-corruption policies and procedures.
205-2	Communication and Training About Anti-Corruption Policies and Procedures	Page 64 Appendix D.2	GPA conduct an annual anti-corruption training whereby employees are taught the prominence of anti-corruption. Our figures exceed 100% to represent business partners that were trained in 2023.
205-3	Confirmed Incidents of Corruption and Actions Taken	Appendix D.3	

GRI 206 Anti-Competitive Behaviour

Disclosure	Description	Reference	Comments
3-3	Management Approach	Page 63	KPI's are formulated at the start of the reporting period.
206-1	Legal Actions for Anti-competitive Behaviour, Anti-Trust, and Monopoly Practices	Appendix E.1	No legal actions are pending or have been completed.

GRI 301 Materials

Disclosure	Description	Reference	Comments
3-3	Management Approach	Pages 16-17 Pages 24-25 Pages 28-29	The circular economy and material efficiency were seen to be high topics of relevance in our materiality assessment.
301-1	Materials	Appendix F.1	
301-2	Recycled Input Materials Used	Pages 28-29 Pages 42-4 Appendix F.1	

GRI 302 Energy

Disclosure	Description	Reference	Comments
3-3	Management Approach	Page 37	
302-1	Energy consumption Within the Organisation	Page 37	Our purchased renewable energy stayed at a similar level compared to the previous reporting period, whereas non-renewable energy reduced by 12%.
302-2	Energy Consumption Outside the Organisation	Page 35	
302-3	Energy Intensity	Page 37	
302-4	Reduction of Energy Consumption	Page 37 Appendix G.1	In 2022 we acquired transport sites, in 2023 we reported on these sites for the first time since our reporting began, resulting in a high increase in owned vehicle figures.
302-5	Has your site made any Energy / Emissions reduction Initiatives?	Page 37	GPA now has 4 sites using renewable energy.

GRI 303 Water & Effluents

Disclosure	Description	Reference	Comments
3-3	Management Approach	Page 38	
303-2	Water Sources Significantly Affected by Withdrawal of Water	Page 38	
303-5	Water Consumption	Page 38	

GRI 305 Emissions

Disclosure	Description	Reference	Comments
3-3	Management Approach	Page 20-21	
305-1	Direct (Scope 1) GHG Emissions	Page 34 Appendix H.1	Absolute scope 1 emissions increased, whilst the emissions intensity fell by 5%. Overall, the distance we covered in our own vehicles reduced, however, larger emission factors gave us an increase in our own vehicle emissions totals.
305-2	Energy Indirect (Scope 2) GHG Emissions	Page 34 Appendix H.2	Market-based scope 2 emissions used. Scope 2 emissions decreased slightly with a larger emissions intensity saving.
305-3	Other Indirect (Scope 3) GHG Emissions	Page 34 Appendix H.3	
305-4	GHG Emissions Intensity	Appendix H.4	
305-5	Reduction of GHG Emissions	Appendix H.5	
305-6	Refrigerants	Appendix H.6	
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Appendix H.7	

GRI 306 Waste

Disclosure	Description	Reference	Comments
3-3	Management Approach	Pages 42-43	
306-1	Waste Generation and Significant Waste-Related Impacts	Pages 42-43	
306-2	Management of Significant Waste-Related Impacts	Pages 42-43	
306-3	Waste Generated	Pages 42-43	
306-4	Waste Diverted from Disposal	Pages 42-43	
306-5	Waste Directed to Disposal	Pages 42-43	

GRI 401 Employment

Disclosure	Description	Reference	Comments
3-3	Management Approach	Pages 46-47	
401-1	New Employee Hires and Employee Turnover	Appendix J.1	
401-3	Parental Leave (Paternity/ Maternity Leave)	Appendix J.2	

GRI 403 Occupational Health and Safety

Disclosure	Description	Reference	Comments
3-3	Management Approach	Page 49 Page 51	
403-1	Workers Representation in Formal Joint Management–Worker Health and Safety Committees	Page 49 Page 51	
403-1	Number of sites ISO 45001 certified	Appendix K.1	
403-2	Types of Injury and Rates of Injury, Occupational Diseases, Lost Days, and Absenteeism, and Number of Work-Related Fatalities	Page 51	
403-3	Workers With High Incidence or High Risk of Diseases Related to Their Occupation	Page 51	
403-8	Number of employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such an occupational health and safety management system	Appendix K.2	
403-8	Number of employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are NOT covered by such an occupational health and safety management system	Appendix K.2	This situation arises due to the current scope of our occupational health and safety management system, which primarily covers our direct employees. Contractors and third-party workers may not be included under the formal system due to differences in their employment status or contractual agreements
403-8	Percentage of employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an occupational health and safety management system that has been externally certified/audited	Appendix K.2	
403-9	Injury and Illness in the workplace	Appendix K.3	There were 4 injuries pertaining to bruising of arms/ feet. 2 shoulder injuries, 1 slip/ fall, 1 minor cut, 1 neck/ back sprain and 1 covid related incident.
403-9	Members of public safety stats	N/A	No incidents were reported that involved members of the public
403-9	Safety Rates	Appendix K.4	With most of the instances above employees were given refresher training in the relevant areas. In other instances measures were put in place to avoid similar injuries in the future (installing barriers for example)
403-10	Work Related Ill Health	N/A	No illnesses were reported as work-related in the last 2 years.

GRI 404 Training & Education

Disclosure	Description	Reference	Comments
404-1	Average hours of training per employee	Appendix L.1	Increase in training hours due to increases in employees.
404-3	Number of employees who received a regular performance and career development review	Appendix L.2	

GRI 405 Diversity & Equal Opportunities

Disclosure	Description	Reference	Comments
3-3	Management Approach	Page 50	
405-1	Number of individuals within the organization's governance bodies in each of the following diversity categories	Page 50 Appendix M.1	
405-1	Number of employees per employee category in each of the following diversity categories	Appendix M.2	
405-2	Average base salary of employees per employee category in each of the following diversity categories	Appendix M.3	
405-2	Average remuneration of employees per employee category in each of the following diversity categories	Appendix M.4	

GRI 406 Non-Discrimination

Disclosure	Description	Reference	Comments
3-3	Management Approach	Page 50	
406-1	Incidents of Discrimination and Corrective Actions Taken	N/A	GPA have not had any incidents of discrimination.

GRI 412 Human Rights Assessment

Disclosure	Description	Reference	Comments
3-3	Management Approach	Page 63	
412-1	Operations That Have Been Subject to Human Rights Reviews or Impact Assessments	Page 61 Page 63	

GRI 413 Local Communities

Disclosure	Description	Reference	Comments
3-3	Management Approach	Pages 54-55	
413-1	Operations With Local Community Engagement, Impact Assessments, and Development Programs	Pages 54-55	

GRI 414 Supplier Social Assessment

Disclosure	Description	Reference	Comments
3-3	Management Approach	Page 64	
414-1	New Suppliers That Were Screened Using Social Criteria	Page 62	

GRI 418 Customer Privacy

Disclosure	Description	Reference	Comments
418-1	Total number of identified leaks, thefts, or losses of customer data	N/A	In three years of reporting there has been an absence of any data breach leaks, this is due to GPA policies and trainings.

Appendices

Appendix A.1

Total employees by employment contract by gender

	Total	Male	Female	Other
Total number of employees	1,307	635	668	4
Total number of fixed term/temporary employees	205	64	137	4
Total number of permanent employees	1,102	571	531	0

Total employees by employment contract by region

	Total	America	Asia	Europe	UAE
Total number of employees	1,307	413	391	499	4
Total number of fixed term/temporary employees	205	13	41	149	2
Total number of permanent employees	1,102	400	350	350	2

Total employees by employment contract by region

	Total	Male	Female
Full time	1091	567	524
Part time	11	4	7

Total permanent employees by age

	Total	Male	Female
<30	130	64	66
30-50	749	358	391
>50	223	149	74

Appendix A.3

Collective Bargaining Agreements

	2022	2023	Percentage Increase/Decrease year on year
Percentage of employees covered by collective bargaining agreements	149	216	26%

Appendix C.1

Community Activities

	2022	2023	Percentage Increase/ Decrease year on year
Total number of community activities	14	30	114%

Appendix D.1

Anti-Corruption

	2022	2023	Percentage Increase/ Decrease year on year
Operations assessed for risks related to corruption	0	0	n/a

Appendix D.2

Communication and training about anti-corruption policies & anti-corruption procedures

	2022	2023
Percentage of individuals/partners communicated to	100%	100%
Percentage of individuals/partners trained	92%	100%

Appendix D.3

Confirmed Incidents of Corruption and Action Taken

	2022	2023
Confirmed Incidents of Corruption and Action Taken	0	0

Appendix E.1

Non-compliances

	2022	2023
Total number of incidents of non-compliance or legal action (pending/completed)	0	0

Appendix F.1

Collective Bargaining Agreements

	2022 Metric ton	2023 Metric ton	Percentage Increase/ Decrease year on year
Total weight of volume of materials used	5,694,998	4,625,086	-19%
Non-renewable materials used	125	95	-24%
Renewable materials used	5,694,874	4,624,991	-19%
Total weight of packaging	5,670,000	4,602,000	-18%

Appendix G.1

Scope 1 & 2 Energy

	2022 kWh	2023 kWh	Percentage Increase/ Decrease year on year
Total renewable energy generated or purchased directly	3,618,894	3,602,909	0%
Total Energy	16,682,486	15,766,430	-4%
Scope 1 Energy	2,497,198	2,881,930	28%
Total On-site Stationary Combustion	2,408,242	2,481,339	3%
Heating Oil used on company sites	0	237,440	n/a
LPG/Propane used on company sites	39,083	139,339	257%
Natural Gas used on company sites	2,407,756	2,104,560	-13%
Total Owned Transport	88,956	400,591	350%
Diesel used in company owned vehicles	88,563	219,147	147%
Gasoline used in company owned vehicles	393	181,444	46069%
Scope 2 Energy	14,185,288	12,884,500	-9%
Purchased Electricity	14,165,288	12,884,500	-9%
Purchased Non-renewable Electricity	10,566,394	9,281,591	-12%
Purchased Renewable Electricity	3,618,894	3,602,909	0.4%

Appendix H.1

Scope 1 Market-based Emissions

	2022 tCO2e	2023 tCO2e	Percentage Increase/ Decrease year on year
Total carbon (market-based)	6,239	7,276	17%
Scope 1 Emissions	579	626	8%
CO2e - On-site Stationary Combustion	443	479	8%
CO2e - Natural gas used on all company sites	443	385	-13%
CO2e - Heating oil used on all company sites	0	64	n/a
CO2e - LPG used on all company sites	8	30	275%
CO2e - Owned Transport	74	112	52%
CO2e - Company owned Passenger Vehicles	52	20	-62%
CO2e - Diesel used in company owned vehicles	21	52	145%
CO2e - Gasoline/petrol used in company owned vehicles	0	40	44551%
CO2e - Refrigerants	62	35	-43%

Appendix H.2

Scope 2 Emissions

	2022 tCO2e	2023 tCO2e	Percentage Increase/ Decrease year on year
Scope 2 Emissions (market-based)	2,571	2,505	-3%
CO2e - Electricity (market-based)	2,571	2,505	-3%

Appendix H.3

Scope 3 Emissions

	2022 tCO2e
Total scope 3 emissions	167140
Purchased goods and services	154000
Fuel and Energy related activities	1234
Upstream transport and distribution	8990
Waste generated in operations	472
Business travel	234
Employee Commuting	826
Downstream T&D	1384

Appendix H.4

	2022 tCO2e per $100k revenue	2023 tCO2e per $100k revenue	Percentage Increase/ Decrease year on year
Scope 1 & 2 Emissions Intensity	8.602	6.909	-19%

Appendix H.5

GHG Reductions

	2022 tCO2e	2023 tCO2e	Percentage Increase/ Decrease year on year
GHG emissions reduced as a direct result of reduction initiatives/offsetting	8	101	1163%
Quantity of offsets purchased	8	101	1163%

Appendix H.6

	2022 tCO2e	2023 tCO2e	Percentage Increase/ Decrease year on year
Percentage of refrigerants with zero Ozone depleting potential	65%	100%	1163%
Quantity of offsets purchased	8	101	1163%

Appendix H.7

Nitrogen oxides (NOX), sulphur oxides (SOX)

	2022 KG	2023 KG	Percentage Increase/ Decrease year on year
Hazardous air pollutants (HAP)	2,716.29	1,770.57	-35%
NOx	327.07	76.0	-77%
Particulate matter (PM)	25.0	79.9	220%
Persistent organic pollutants (POP)	0.0	0.0	
S0x	2.05	0.0	-100%
Volatile organic compounds (VOC)	25,145.0	7,948.88	-68%

Appendix J.1

New hires by gender and age

	Total	Male	Female
<30	53	24	29
30-50	109	46	63
>50	19	11	8

New hires by region

	Americas	Asia	Europe
New Hires	78	19	84
% by region	43.1%	10.5%	46.4%

Turnover by gender and age

	Total	Male	Female
<30	45	20	25
30-50	120	58	62
>50	32	25	7

Turnover by region

	Americas	Asia	Europe
Turnover	82	35	80
% by region	41.6%	17.8%	40.6%

Appendix J.2

Parental leave

	Total	Male	Female
Employees entitled to parental leave	269	168	101
Employees that took parental leave	40	5	35
Employees that returned to work in the reporting period after parental leave ended	21	5	16
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	14	4	10

Parental leave

	2022 Percentage	2023 Percentage
Retention rate	100%	100%
Total Retention Rate	100%	100%
Female Retention rate	100%	100%
Male Retention rate	0%	100%
Total return to work rate	93%	90%
Female return to work rate	90%	88.5%
Male return to work rate	100%	100%

Appendix K.1

	2022	2023	Percentage Increase/ Decrease year on year
Number of sites that are ISO 45001 certified	1	1	0%

Appendix K.2

Total employees by employment contract by region

	Total
Number of employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such an occupational health and safety management system	9
Number of employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are NOT covered by such an occupational health and safety management system	6
Percentage of employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an occupational health and safety management system that has been externally certified/audited	60%

Appendix K.3

Injury and illness in the workplace: Hours worked

	Worked hours 2022	Worked hours 2023	Percentage Increase/ Decrease year on year
Employee hours worked (total employees + non-employees)	2,426,604	2,258,159	-7%
Employee hours worked (total employees)	2,163,539	2,051,119	-5%
Employee hours worked (total non-employees)	263,085	207,040	-21%

Injury and illness in the workplace: Total work-related injuries

	Incidents/Accidents 2022	Incidents/Accidents 2023	Percentage Increase/ Decrease year on year
Number of work-related injuries by workforce (total employees + non-employees)	15	12	-20%
Number of work-related injuries suffered by workforce (total employees)	15	12	-20%

Injury and illness in the workplace: High Consequence Injuries

	Incidents/Accidents 2022	Incidents/Accidents 2023	Percentage Increase/ Decrease year on year
Number of work-related high consequence injuries suffered by workforce (total employees + non-employees)	2	6	200%
Number of work-related high consequence injuries suffered by work force (total employees)	2	6	200%

Injury and illness in the workplace: Lost time work related injuries

	Incidents/Accidents 2022	Incidents/Accidents 2023	Percentage Increase/ Decrease year on year
Number of lost time work related injuries suffered by workforce (total employees + non-employees)	31	9	-71%
Number of lost time work related injuries by workforce (total employees)	31	9	-71%

Appendix K.4

Safety Rates: Employee rates

	Incidents/Accidents Rate 2022	Incidents/Accidents Rate 2023	Percentage Increase/ Decrease year on year
Fatal injury rate (employee)	0.00	0.00	n/a
High consequence injury rate (employee)	0.18	0.59	235%
Lost time injury frequency rate (LTIFR) (employee)	2.87	0.88	-69%
Severity rate (SR) (employee)	6.01	32.18	436%
Total recordable injury frequency rate (TRIFR) (employee)	1.39	1.17	-16%

Safety Rates: Non-employee rates

	Incidents/Accidents Rate 2022	Incidents/Accidents Rate 2023	Percentage Increase/ Decrease year on year
Fatal injury rate (employee)	0	0	n/a
High consequence injury rate (employee)	0	0	n/a
Lost time injury frequency rate (LTIFR) (employee)	0	0	n/a
Severity rate (SR) (employee)	0	0	n/a
Total recordable injury frequency rate (TRIFR) (employee)	0	0	n/a

Appendix L.1

Average training hours per employee

	Hours	Hours	Percentage Increase/ Decrease year on year
Total average hours of training per employee	31.2	23	-26%
Average male training hours	54.9	22.8	-58%
Average female training hours	12.1	23.3	93%

Appendix L.2

Percentage of employees who received regular performance and career development review

	2022	2023
Total percentage of employees who received regular performance and career	46.1%	40.6%
Percentage of female employees who received a regular performance and career	60.0%	46.0%
Percentage of executive female employees	88.9%	15.0%
Percentage of non-executive female employees	56.4%	46.5%
Percentage of senior management female employees	100.0%	93.8%
Percentage of male employees who received a regular performance and career development review	38.2%	31.9%
Percentage of executive male employees	52.2%	51.9%
Percentage of non-executive male employees	34.9%	31.4%
Percentage of senior management male employees	51.9%	78.3%

Appendix M.1

Percentage of employees within the governance bodies per gender

	Total	Male	Female
Employees within governance bodies	17	35%	65%

Percentage of employees within the governance bodies per age

	Total	<30	30-50	>50
Employees within governance bodies	17	0%	65%	35%

Appendix M.2

Percentage of employees per employee category by gender

	Male	Female
Executive employees	57%	43%
Non-Executive employees	50%	50%
Senior Management employees	59%	41%

Percentage of employees per employee category by age

	<30	30-50	>50
Executive employees	20%	57%	22%
Non-Executive employees	13%	68%	20%
Senior Management employees	4%	65%	30%

Appendix M.3

Ratio of basic salary of female to male by employee category

	2022 Ratio	2023 Ratio
Average base salary of executive employees by female to male ratio	0.70	0.68
Average base salary of non-executive employees by female to male ratio	0.98	1.02
Average base salary of senior management employees by female to male ratio	0.52	0.86

Appendix M.4

Ratio of basic remuneration of women to men by employee category

	2022 Ratio	2023 Ratio
Average remuneration of executive employees by female to male ratio	0.72	0.88
Average remuneration of non-executive employees by female to male ratio	0.91	0.74
Average remuneration of senior management employees by female to male ratio	0.52	0.71

gpa GLOBAL

www.gpaglobal.net