

# ESG REPORT 2021







# Introduction

Environmental, Social, and Governance (ESG) are the three central factors designed to facilitate investors find companies that align to their values. Therefore, it is important that companies provide investors with adequate information to assist them in making their decisions. They may also be viewed and used by other stakeholders such as customers, suppliers, and financial institutions to determine their relationship with the reporting company.

## Environmental

- Demonstrates how a company performs as a steward of the environment.
- Includes, among others:
  - Measures of energy use.
  - Size of a company's carbon footprint.
  - The volume and type of waste.
  - Pollution that it may produce.
  - Consumption and depletion of natural resources.

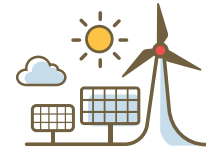
## Social

- Demonstrates how a company treats people, especially its own staff.
- How it interacts with the communities it serves.
- Items of note will include:
  - The way a company treats its suppliers.
  - Contribution to the development of local communities.
  - Company's working conditions with regard for the development and health and safety of its employees.

## Governance

- Demonstrates, among other things, how a company is governed
- Are there any conflicts of interest among its board members.
- How does the company treat its shareholders.
- The legality and nature of its operations.

In December 2016, the Qatar Stock Exchange introduced its Guidance on ESG Reporting which encouraged all listed companies to voluntarily report on a set of environmental, social, and governance performance indicators. This report is based on those guidelines and provides an overview of GWC's commitment to sustainability and alignment to Qatar's National Vision 2030.





# About GWC

GWC (Q.P.S.C.) is the leading provider of logistics and supply chain solutions in the State of Qatar. Established as a Qatari shareholding company in 2004, the company offers the full spectrum of high-quality solutions to a variety of industry verticals. GWC delivers this by understanding their clients' needs and by leveraging their global shipping network. The company is backed by a team of committed and innovative experts in the field and supported by state-of-the-art IT systems and logistical infrastructure, including the largest self-contained logistics hub in the State of Qatar, the Logistics Village Qatar.

GWC strives to provide the most comprehensive array of services to all its clients across every industry vertical in the State of Qatar. We meet needs as diverse as transporting very heavy and highly specialised equipment for our clients, offering records management services, supporting retail giants in the storage, packaging, and distribution of their product, and providing vital logistics support for nearly every major sporting event in the country.

At GWC, we constantly re-examine our motivations, seeking to best define our path to industry leadership. We have moved beyond a restrictive vision of what we seek to accomplish and focus instead on why we wish to accomplish it. We look at a picture larger than just how we will achieve our goals and identify the drive that will propel us towards them.



## End To End Supply Chain Solutions



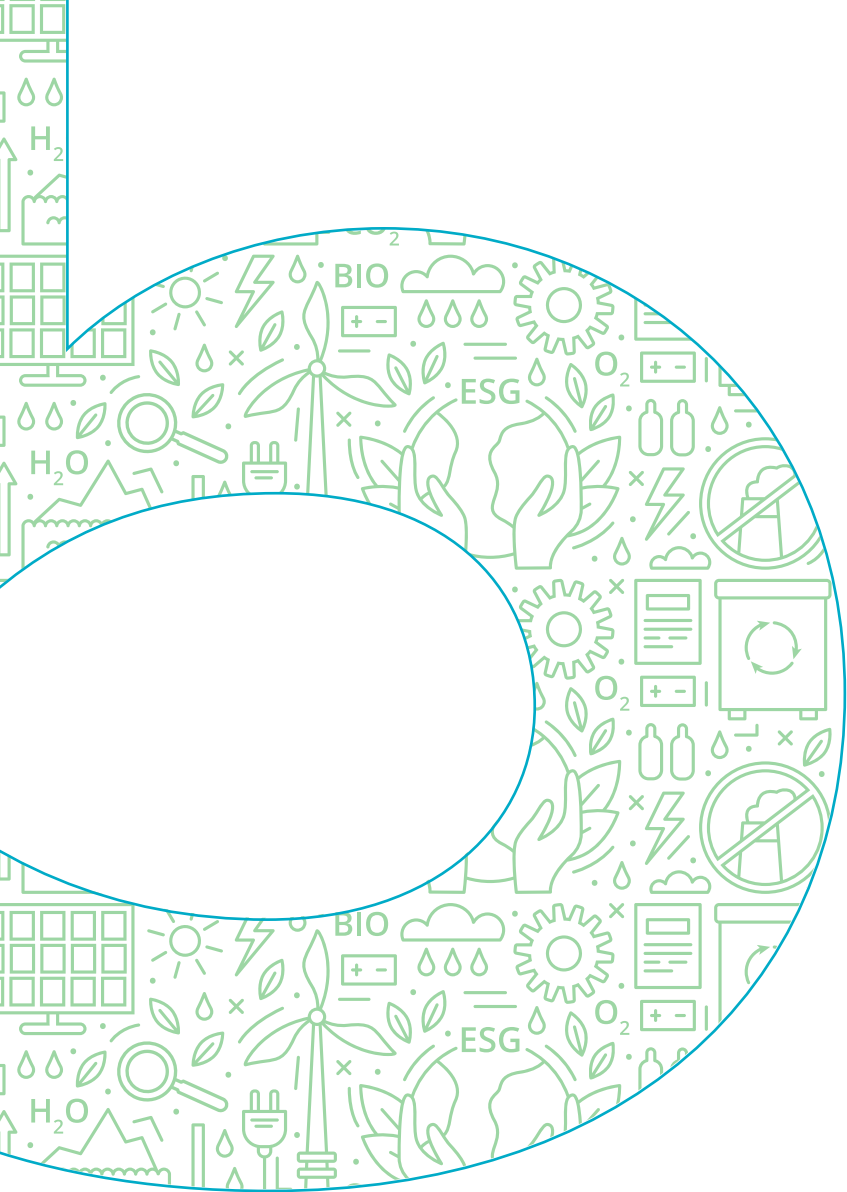
## Liner Representation



## Affiliated Liners







# Environmental

## Energy Usage

GWC required 130,200 MWH (468,720 GJ) of electricity in 2021. This increased from 124,714 MWH (448,970 GJ) in 2020. However, there have been a number of initiatives to reduce power consumption with a review on improving efficiency, particularly in terms of lighting we use. While the total electricity utilisation has increased, it does reflect our growth with efficiency as our consumption per head has decreased to 465.48 MWH (129.30 GJ) per head from 537.88 MWH (149.41 GJ) per head.

## Water Consumption

GWC consumed 1,047,464<sup>3</sup> of water in 2021. That is lower than 1,233,157<sup>3</sup> consumed in 2020, showing efficiency in utilisation. The per head consumption improved from 410.37<sup>3</sup> per head to 340.18<sup>3</sup> per head. Efficiency measures include setting up of a sewage treatment plant in Bu Sulba to reduce water consumption by 30%. This is expected to be rolled out in other facilities soon.

## Emissions Control (UPDATE 2023-03-07)

GWC generates emissions from three sources and details are shown below:

SOURCE	Consumption	Co2 Calculation
Energy	120,167,961 KWhr	64,650
Transport (Diesel)	7,694,887 Litres	20,622
Water	1,019,862 Litres	8,363
<b>TOTAL</b>		<b>93,635</b>

## Clean Energy

Developing sources of clean energy and optimising the use of conventional energy sources is a key area of focus for GWC. We are actively reviewing our energy consumption requirements with an aim to become more sustainable on a year-on-year basis.

As part of our commitment towards reducing emissions, GWC entered a partnership with Gaussin, a pioneer of clean and smart freight transport, and Gam Qatar to test Gaussin's zero emission electric tractors and yard automation solutions in several of the GWC's warehouses















## Conflict of Interest Management

It is possible for a conflict of interests to arise as a result of a variety of activities that the company performs, or because of a conflict between the interests of the company, the shareholders, the stakeholders, the board members, or the executive management.

Every member of the board of directors and the senior executive management must disclose to the company all their interests and relationships that may affect their ability to undertake the duties that have been assigned to them by the company. These interests must be recorded and disclosed in a special record to be held by the board secretary.

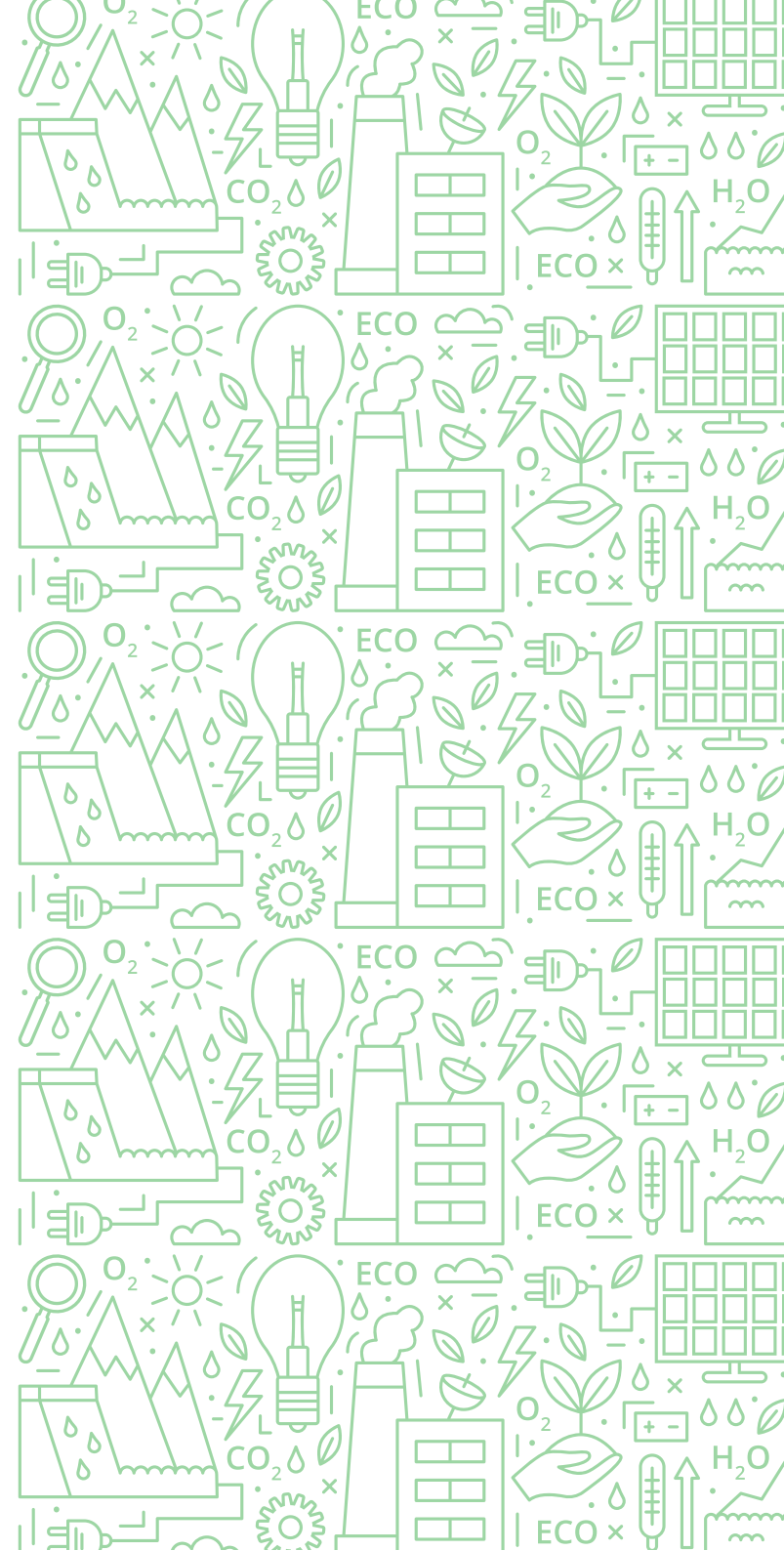
The board members and senior executive management must review and update the disclosure form annually, and immediately disclose any changes in its regard that may result in a conflict of interest. The record must include disclosures from the board members and the senior executive management regarding any joint interests with the company concerning the following:

- Work positions in other companies or authorities.
- Membership in the boards of other companies.
- Ownership of shares, directly or indirectly, of any company that is a major client, competitor, or supplier for the company, and any authority that may transact with the company in any other manner.
- Relationship with a relative up to the second degree with any board member or senior executive management member of any of the main authorities that the company interacts with.
- Any other interests that may be related to the duties that have been assigned to them as board members.

Company's workers all also given a platform to disclose any of their doubts regarding any unsound practices, making the appropriate arrangements that allow for the safe and fair investigation of the claim while offering the informant the necessary amount of protection.

A mechanism also exists to facilitate the disclosure by stakeholders outside the company to the board of directors of any unsound practices.

The Chairman of the Board of Directors must disclose to the General Assembly of any contracts that a board member may have a personal interest or stake in.



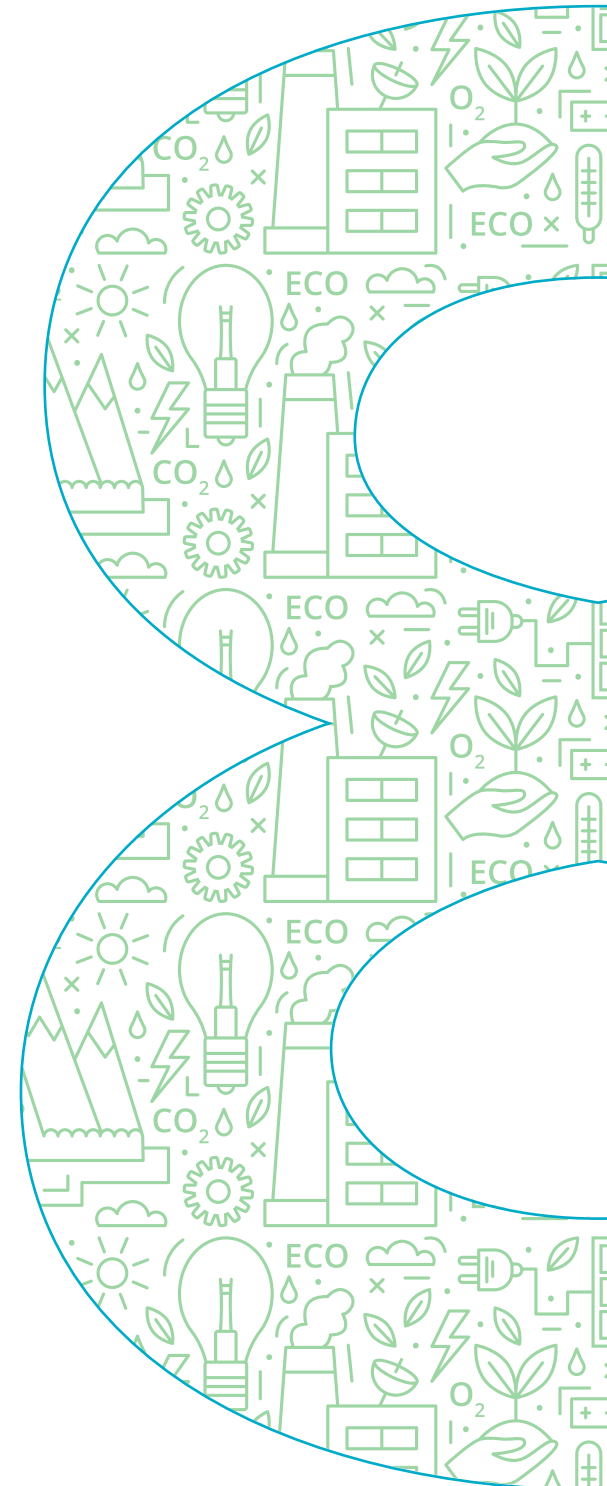


# ESG Report in line with QSE Guidelines

In 2016, the QSE subscribed to the United Nations Sustainable Stock Exchanges Initiative (SSEI) and committed to issuing voluntary guidelines for the reporting of ESG information by listed companies in Qatar.

The QSE 'Guidance to ESG Reporting' were released in 2017, and in 2018 QSE launched the 'QSE Sustainability and ESG Dashboard', to encourage listed companies to disclose their ESG performance data and improve transparency. GWC, as part of its commitment to ESG is supporting QSE by making ESG reporting a common practice throughout the Group and reporting our performance in line with the KPIs recommended by QSE. The table (see the opposite page) highlights are performance against QSE KPIs:

GWC - ESG Report 2021			
<b>Environment</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Does the company publish and follow an environmental policy?	Yes	Yes	Yes
Energy used (GJ/employee) - Annual total direct energy consumption per employee	129.30	149.41	Not Available
Specify the primary source of energy used by the company	Electricity	Electricity	Electricity
Total amount of energy used (GJ)	468,720	448,970	Not Available
Total greenhouse gas emissions (tonnes)	93,635* <small>UPDATE 2022-03-07</small>	84,685* <small>UPDATE 2022-03-07</small>	Not Available
Total waste produced (kg) and recycled (kgs)	1,163,495	1,335,220	1,244,070
Total water use (m3)	1,047,164	1,233,157	Not Available
<b>Social</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Average hours of training per employee	10.12	6.08	12.08
Disclosure and adherence to a Human Rights Policy?	Yes	Yes	Yes
Does the company prohibit the use of child or forced labor throughout the supply chain?	Yes	Yes	Yes
Does the company publish and follow a policy for occupational and global health issues?	Yes	Yes	Yes
Employee turnover rate (%)	8%	13%	10%
Employee wages & benefits (QR Million)	277	255	255
Nationalisation rate (%) - (GWC QPSC)	7.03%	7.31%	6.06%
Number of grievances about human rights issues filed, addressed and resolved	0	0	0
Pre-tax profits invested in the community (%)	2.50%	2.50%	2.50%
Spending on locally-based suppliers (%)	89%	95%	91%
Total number of injuries - Contractors	0	0	0
Total number of injuries - Employees	9	9	12
Total number of fatalities - Contractors	0	0	0
Total number of fatalities - Employees	0	0	0
Total workforce (FTE)	3,625	3,005	2,893
Women in the workforce (%)	5.05%	5.52%	5.40%
<b>Corporate Governance</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Disclosure of the voting results of the latest AGM	Yes	Yes	Yes
Does the company publish and follow a Bribery/Anti-Corruption Code?	Yes	Yes	Yes
Does the company publish and follow an Ethics Code of Conduct?	Yes	Yes	Yes
Executive compensation linked to performance indicators	Yes	Yes	Yes
Female directors on the board (%)	11%	11%	11%
Independent directors on the board (%)	33%	33%	33%
Median male salary to median female salary	0.25	0.29	0.29
Role separation of Chairman and CEO	Yes	Yes	Yes







ISO 9001:2015 | ISO 14001:2015 | ISO 45001:2018 | ISO 22000:2018 | ISO/IEC 27001:2013 | ISO 28000:2007

[www.gwclogistics.com](http://www.gwclogistics.com)

UPDATE 2023-03-07