gpa GLOBAL

SUSTAINABLE.

imagine. engage. sustain.

Contents

About GPA

As a global packaging solutions provider, GPA works with clients across the globe in a myriad of sectors. Over the years we've been privileged to work with some of the world's biggest brands and have created groundbreaking, award-winning packaging. We're continually looking at new ways to make working with us as streamlined and efficient as possible.

SUSTAINABLE SOLUTIONS

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

In 2017 we made our first acquisition, since then six new companies have joined the GPA family. We saw the untapped potential in bringing in 'best-in-class' packaging experts from across the globe. The skills, capabilities, and expertise they brought with them allowed us to refine our processes and offer holistic solutions, meaning we can provide every service associated with a packaging project – from concept, through to design, development, production and distribution.

We now work with teams of print and packaging pioneers, master manufacturers, luxury packaging experts, logistics gurus, boundary-pushers, innovators, and artisans, all under one banner – GPA Global. Some are family-managed businesses with over 100 years of packaging legacy, others were constructed for excellence – all of them share our mi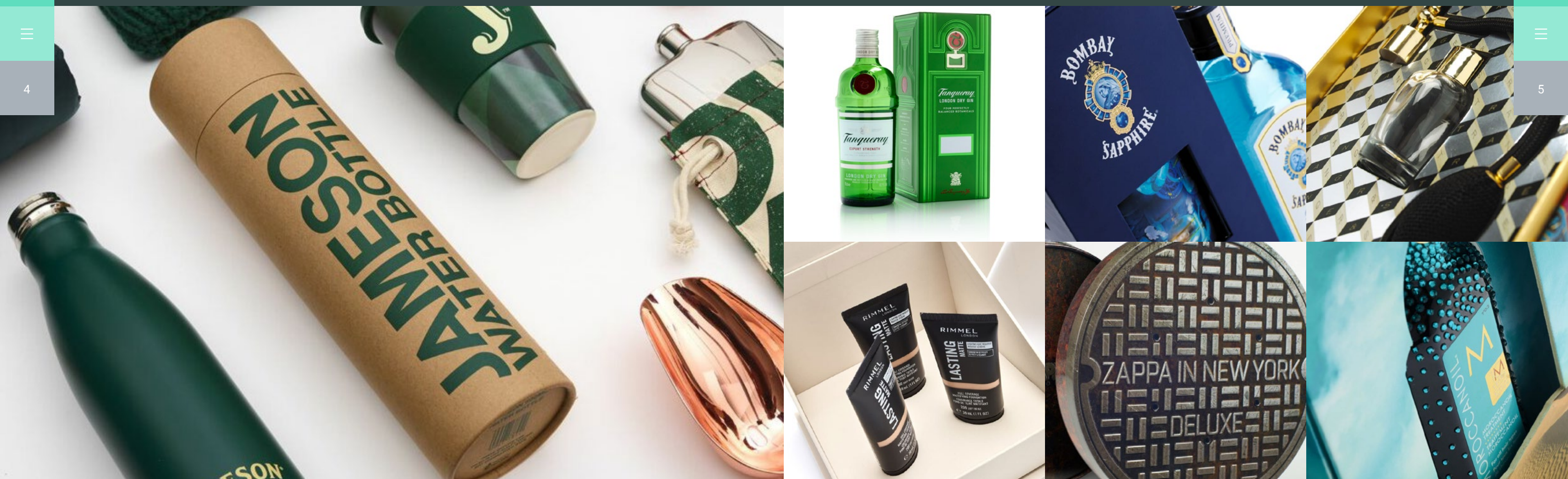ssion: to create industry-leading, brand-elevating packaging that makes all the difference to our clients and their products.

A Glimpse of GPA

Our presence in the world has grown exponentially over the past five years. Now in 18 locations across three continents, with over one million sq. ft of warehousing and more than 2,000 GPA employees, we've become the global solutions provider to the world's leading brands.

18
Sites across
three continents

2K+
Employees
worldide

1M+
Sq. ft of
warehousing space

An Introduction to our CEO

"When we took our first steps as GPA in 2007, we were adamant that to be a truly successful company in the contemporary world you must build a sustainable business that gives back — one that cares about the environment, looks after its dedicated team, and empowers communities across the world. We're proud to say that that mindset is still firmly rooted in all our decision-making today — it's one of the golden threads that runs through our business."

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

In the last few years we have expanded into a truly global organization. This came with an acute awareness of the responsibility global corporations like us have. We see every day how important it is that we act as stewards of the world around us and use our success and capabilities as drivers of real change. Over the coming months and years, we plan to hone our approach to ESG-related issues, introducing decisive and affirmative action where necessary to make sure we get to not only where we want to be, but where we must be.

The COVID-19 pandemic shook countless industries to the core, but it also gave many of us time to reflect. The global response to the pandemic made it apparent to so many of us that a world working in unison could achieve so much. Now that same collective approach needs to be applied to the environmental crisis. The onus is on the packaging industry, as it is on many other industries to re-address their relationships with the natural world.

For GPA, the past 12-18 months have seen growth in many different areas of the business. Our recent acquisitions brought with them state-of-the-art facilities in Europe and North America – strengthening our regional manufacturing and supply chain capabilities. With our growth also came strengthened R&D capabilities – better positioning us to design and innovate solutions that are better for the planet.

Circularity is also high on the agenda in 2022. We understand with clarity the need to consider the entire lifecycle of our packaging. Our design for circularity is continually improving and we have introduced challenging but exciting goals to expand our circular capabilities. Working with

our clients and stakeholders has been crucial – it has armed us with the knowledge to offer tangible circular solutions. Our product Life Cycle Assessments (LCAs) have been instrumental in our progress, and we are continually looking at ways to fine-tune our methods – offering more granular data comparisons to our clients. We are also continuing to increase our use of sustainable materials, with targets in place that will make a marked difference once they're reached.

This year will also see several partnerships come to fruition. Namely our continued commitment to United Nations Global Compact Principles, The Global Reporting Initiative, and the Sustainable Development Goals. All three standards have been vital in allowing us to strengthen our position on ESG-related issues and targets.

We have a challenging road ahead of us before we realize our potential. But this year marks a significant milestone in our journey. With our unwavering efforts continued, we see our future selves as the market leaders in sustainable packaging solutions across the globe.

Kind regards,

Adam Melton
Chief Executive Officer

Letter from our Chief Sustainability Officer

"At GPA we've always viewed sustainability through our own lens. We've never been interested in bandwagons or doing things because it's expected of us, our approach has always been about pushing innovation, streamlining our processes and operations, and re-assessing our relationship with sustainability at every turn. Because first and foremost, we're in the business of driving real change."

| " First and foremost, we're in the business of driving real change."

The pandemic has been a time of uncertainty for everyone at GPA, but it has also been a time to re-elevate who we are. This report reflects on an important milestone in our company history – one with a host of exciting sustainability developments. We know we haven't always got it right, but we're putting our best foot forward each day – keeping honesty and accountability close to our chests when we work on all ESG-related issues.

Over the past two years, we've seen an exponential rise in demand for sustainable packaging and supply chain solutions from our clients. Increased demand has put us in a prime position to push boundaries, drive innovation, and become THE sustainable packaging solutions provider. We have since developed a strategy that revolves around four key action areas: climate reduction, energy efficiency, waste and water management, and sustainable product development.

For the last three years, we have been working with The Carbon Disclosure Project (CDP). This partnership has made an immeasurable difference – helping us realize the critical areas for the reduction and monitoring of our carbon emissions. 2021 also saw us start to work with Incept Sustainability. Incept, whose e-learning tool has become one of the most innovative sustainability training methods available, offers real-world insights into sustainability, while directly relating it to GPA. This data-driven approach provided us with an overview of where to further develop our sustainability efforts – with an action plan that enables both bottom-up and top-down change simultaneously.

We have always viewed investing in our team to be synonymous with our success. Making sure our employees are looked after is what we do at GPA. From championing diversity and inclusion throughout the business to ensuring the highest health and safety standards are in place across all our production sites and protecting the communities we operate in, being a good corporate citizen is part of our DNA.

I am delighted to launch our report and excited to engage with many different stakeholders in the future and build on our progress. Feel free to contact GPA at any time regarding sustainable package innovation or any other queries you may have.

Kind regards,

Nick Hurd
Group Sustainability Officer

Roadmap

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. Specialising in bespoke solutions, MW elevated their clients' brands to new heights through combining intelligent strategy, luxury materials and unparalleled 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.

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.

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 brining 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 setting precedents to companies around the globe.

Southern California Graphics

Founded in 1974, SCG have 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.

2017 2018 2019 2020 2021

Sustainability milestones

CDP

Since 2019 we have partnered with the Carbon Disclosure Project, whose expertise in global environmental disclosure systems has empowered us and countless organizations around the world to accurately measure and manage their environmental impact.

Turbo Carbon

Through our work with Turbo Carbon, who offer a reporting solution for global businesses, we've been able to gain a greater understanding of our Scope 3 emissions across our supply base.

UL 360

Renown as one of the world's leading safety science voices, UL and their software UL 360 has armed us with expert insights and provided us with business intelligence services that have helped us achieve core business objectives.

Incept Sustainability

For the past year Incept Sustainability have worked with us to provide sustainability training to our global team. Their data driven e-learning tool offers real world insights and analytics, which enables both bottom-up and top-down change at the same time.

1st Materiality Assessment

Under UL's guidance our first materiality assessment saw us collaborate with a range of stakeholders. Through a series of targeted questions, we used questionnaires to ascertain what areas of sustainability our respondents felt we, as company, should prioritize.

Compliance.
Protect. Promote.

The biggest problem facing the world is that many of us think that fixing it is somebody else's problem. We think a little differently at GPA.

We know that the next few years will be crucial. That is why we've honed our sustainability strategy – ensuring that, moving forward, our core business is driven by our environmentally and socially conscious principles.

We've been busy collaborating and engaging with clients, governance boards, suppliers, and all stakeholders, keeping our ears to the ground to ensure we're moving in the right direction and adapting where necessary.

Whether that's implementing sustainable materials into our manufacturing processes without increasing costs or utilizing automation to make our workplaces safer and more environmentally friendly.

Optimizing our sustainability goals is an iterative process. A process that deserves a considered and malleable approach – if circumstances change, so do we. We are already working on a number of targets, with a dedicated team who are pushing innovation, changing our processes and are working tirelessly to ensure we reach them.

We are continually looking at new ways to strike the perfect balance between being client-centric and planet-centric.
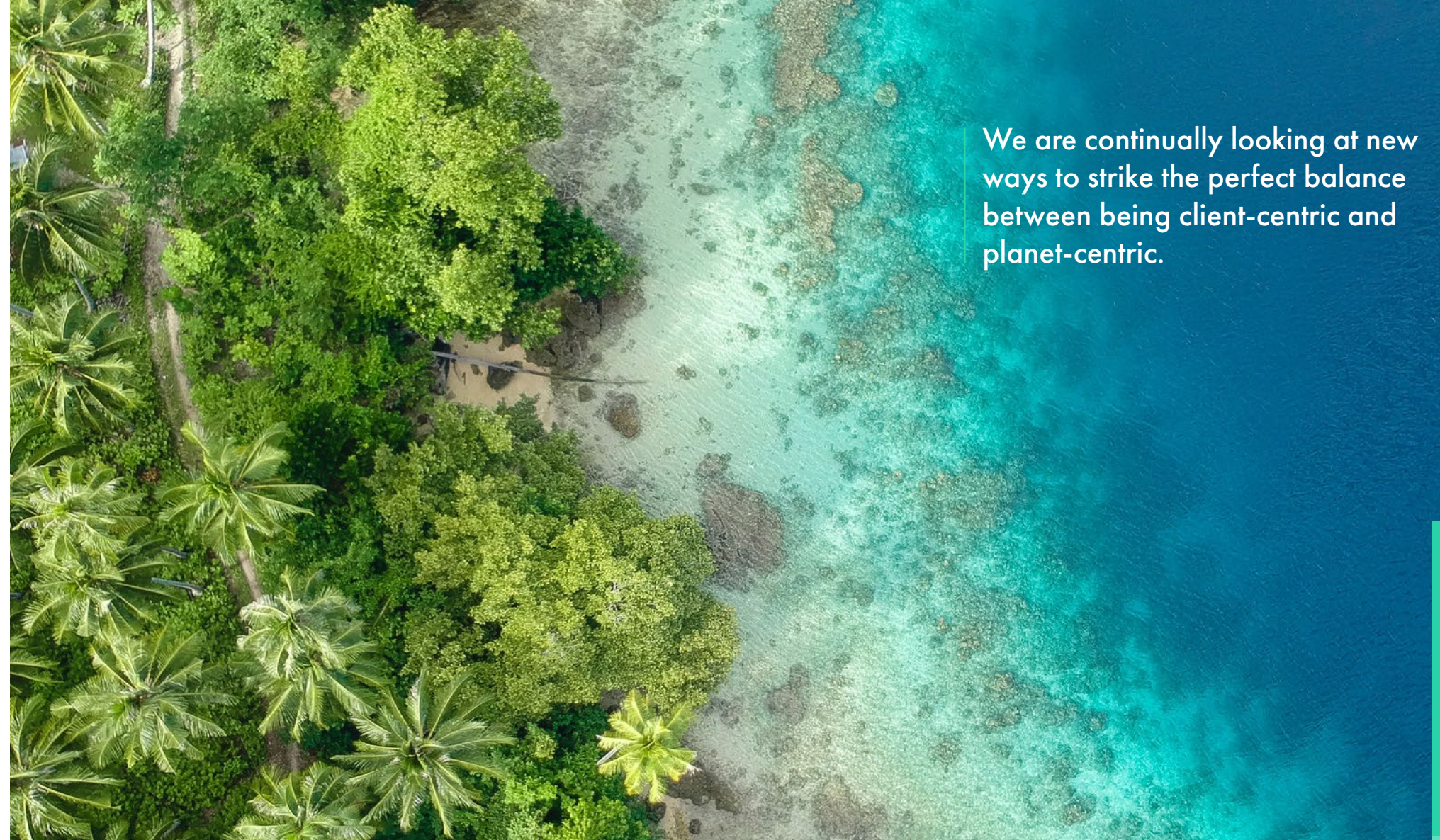
Materiality Assessment

Sustainability starts at home

At GPA we've always believed that sustainability starts at home. That's why in 2021 we partnered with the worlds largest testing and certification company, whose expertise in providing advisory and software selections helps organizations across the globe.

Their team of experts helps companies make lasting and demonstrable sustainability-focused changes throughout their business – proving vital to the construction and deployment of our internal materiality assessment.

Under ULs guidance, we formulated and distributed a questionnaire for internal and external stakeholders related to our business operations.

We asked predominantly internal stakeholders to rank material topics in importance. With the topics relating to three pillars: Environmental Assessment, Social Responsibility, and Governance.

Armed with the data we refined our focus – pinpointing our most critical material topics. As you can see from the graph below, carbon emissions and human rights issues took the top two spots as most important to our respondents, followed by ethics and diversity and inclusion in the workplace.

The information garnered from the process provided unprecedented clarity. Instead of arbitrarily deciding where our efforts should be primarily focused, we were able to align all our stakeholders' thoughts and feelings on sustainability issues and establish our future targets in relation to the SDGs.

Figure 1.0

GPA
MATERIALITY
MATRIX
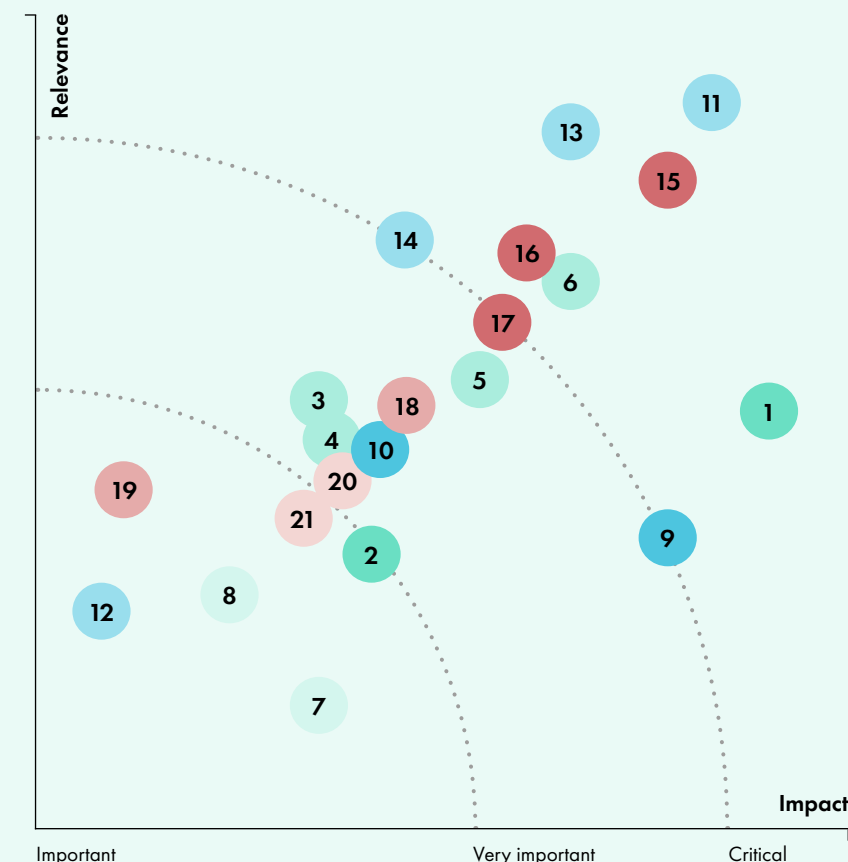
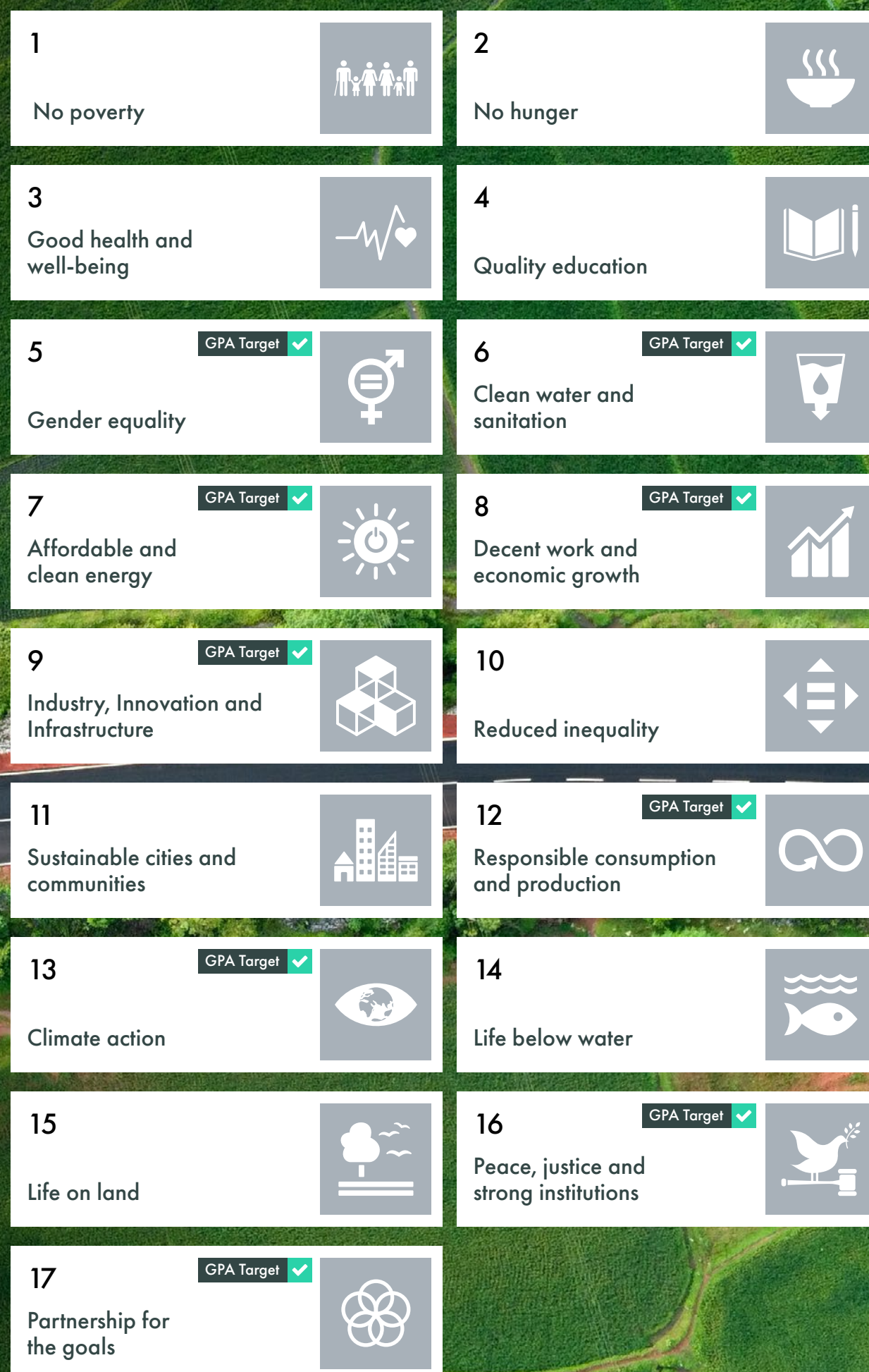|	Category	Topics	legend
Environment	Climate change	Carbon Emissions and ozone depleting substances	1
		Energy management	2
	Materials and product sustainability	Raw materials	3
		Recycled content & Circularity	4
		Innovation	5
		Product design and packaging	6
	Waste & Water	Water & Wastewater Management	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

Sustainability 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.

GPA is a participant of the UN Global Compact and aligns itself with the UN Sustainable Development Goals (SDGs). We are working to play our part in the global vision that the SDGs represent.

GPA has targeted SDGs that are most relevant to our business and that have been identified through our materiality assessment in order to maximize our level of influence. These particular SDGs will be further discussed within this report, including details around how we are tackling them.

Figure 2.0
UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

We're joining the race to make the UN's 17 Sustainable Development Goals a reality

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

We're innovating every day, stepping into the unknown, and taking the necessary steps—maintaining our position as a company that works for its clients, and for our planet.

Our Approach

Instead of waiting in trepidation about the future of the environment, GPA's approach is all about being proactive. Our focus, over the coming two decades, is on massively curtailing our environmental impact and replenishing and restoring the resources we use. So how do we get there?

Firstly, it's about working with the right people.

From NGOs to governance boards, we've never seen becoming more environmentally sustainable as a solo mission – getting to where we need to be is about working with the right people and under the right guidance.

Secondly, it's about taking affirmative action. This year we've amped up our investment in sustainable packaging innovation in the form of a newly formed sustainable production team based in China.

As we aim to become a market leader in sustainability for our industry, we are driven to focus on our key problem areas: reducing GHG emissions, sourcing renewable energy, and controlling waste and water management. We hope our contribution can help make a difference to future generations' needs.

For us, expanding as an organization and reducing our impact on the environment does not have to be mutually exclusive. Far from it.

Corresponding SDG's and GPA Targets

GPA have identified SDGs 6, 7 and 12, with the specific indicators that make up these SDGs listed below, as key areas to that GPA can work on to reduce their impact on the 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

Internal Goals and 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
- We will reach a 30% decrease in our CO2e emissions ratio by revenue on our Scope 1 and 2 emissions by 2030, from our 2021 baseline.
- We will reduce our absolute emissions for Scope 1 and 2 by 20% for 2030 and 50% for 2040.

> More Information

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.

> More Information

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.

> More Information

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

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
- We will divert over 90% of our industrial waste from landfill from our production sites by 2030.
- Educate sites on waste management and create site specific policies for reducing waste by 2025.

> More Information

ESG Reporting Platform

One of our first decisions on our sustainability journey at GPA was to partner with the sustainability reporting platform UL360, in June 2021.

UL is a highly respected and experienced practitioner in the sustainability field, and we use their platform, UL360 to collect our site's sustainability data to understand our current position and ensure we tackle sustainability challenges in the correct manner. We will continue to use UL360 going forward for the collection of data and use this year's data as a baseline for GPA's sustainability targets.

Alongside the use of UL360 for our own sites, we have used their platform Turbo Carbon to record data for our supplier sites. Turbo Carbon is an additional reporting solution for businesses and it will continue to play a key role in our journey to gaining greater understanding of our Scope 3 emissions via our suppliers.

Our work with UL provides us with crucial data-driven insights to reach our sustainability goals.
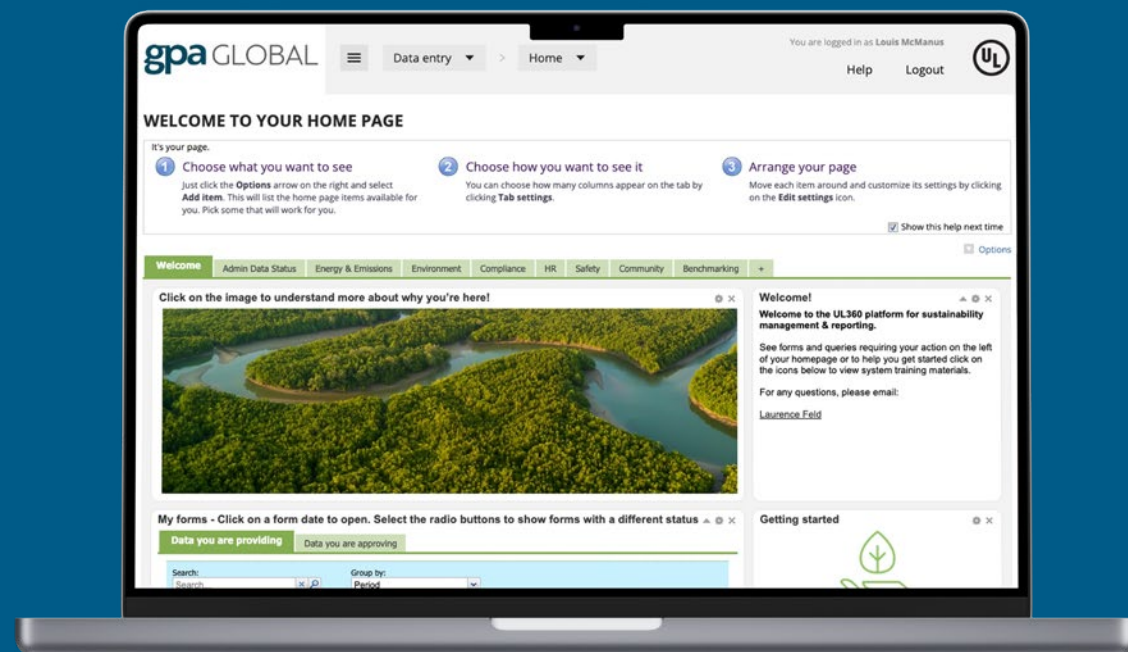
Sustainable Supply Chain

For over a decade we relied on a globalized supply chain. But as worrying data surrounding pollution, air emissions, and excessive energy use continued to surge, we knew that we needed to radically re-assess our operations — while maintaining our highest standards of quality and efficiency.

In 2019 we put the wheels in motion. With the acquisition of dot graphics in California followed by Hub Folding Box in Boston, we established two regional sites in North America. In 2021 we set our sights on Europe. This culminated in us bringing ASG's Polish division into the GPA family.

This has meant we now have manufacturing supersites in three continents — all producing and sourcing our materials local to the geographical region, while also transporting locally. Not only has this been hugely beneficial to reducing our environmental impact, the shift to a regional model has also meant we've reduced freight costs and avoided numerous shipping distribution challenges — which in turn has been hugely beneficial for our clients.

Our move to a regional model is better for our clients and our planet.

The Circular Economy

In recent years 'The Circular Economy' has started to take form across an array of industries. Consumers around the world are putting pressure on companies to consider the whole lifecycle of the products they produce. At GPA, we are continually looking at ways to encourage restoration and regeneration across our product range – aiming for our products to go back into the supply chain wherever possible.

This is not only beneficial for the environment, but it also keeps our costs down. With raw materials costs rising exponentially, end-of-life can be as costly financially as it is for the planet.

We've begun to introduce several design and manufacturing initiatives to ensure we are building our sustainable packaging portfolio every day. Starting with the materials we use in production. From there we are also refining our manufacturing practices, considering transportation and energy use in the restoration and recycling process, all the while working towards keeping the packaging we create in circulation for as long as possible. We have also employed a Life Cycle Analysis (LCA) for several clients, which have shed light on the life cycle of our products – offering vital data to help inform our strategies.

Figure 3.0
CIRCULAR ECONOMY FOR PACKAGING

Figure 3.0 CIRCULAR ECONOMY FOR PACKAGING — Recycling, Landfill, Raw Materials, Manufacturing, Distribution, Usage, Product Footprint
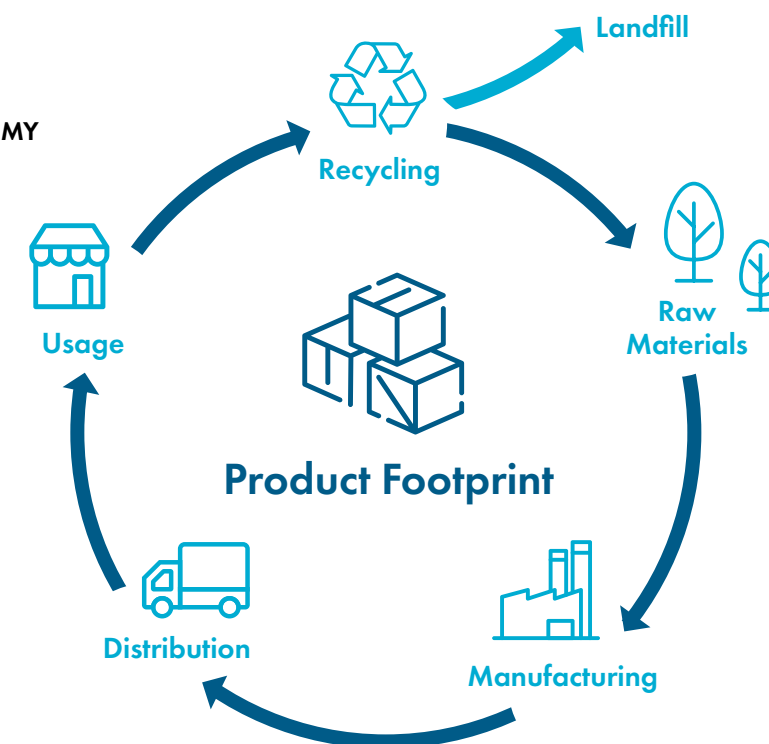
Circularity of Products

Last year a significant amount of the packaging we produced was designed to be recyclable, meaning they can be home recycled or collected by recycling sites. We also closely collaborate with the company Matter, whose production line embraces full circularity by using natural, renewable, and sustainable resins and fibres – that will compost in a matter of months.

Life Cycle Analysis

A Life Cycle Analysis (LCA) provides a comprehensive overview of the environmental impact of a product throughout its entire lifecycle. For us, understanding the full story of what happens to our packaging over the course of its existence is imperative to becoming fully integrated into the circular economy.

This is why, over the past two years, we've worked with several clients keen to understand, in detail, what impact their product is having when it leaves our gates – employing our LCA Lite to garner insights through proxy data. What we do gain is a solid indication of each products impact, recyclability and conclusive comparative information on materials – helping us evolve our strategies and refine our design and manufacturing processes. The big picture is that our continued work with LCAs means our clients can benefit from the data – allowing them to further expand their knowledge, make informed decisions and help them improve their own sustainability credentials.

An example of an LCA report below was conducted on the life cycle of the WG&S GF Hip Flask Pack with the manufacturing region being China and the product distributed to Europe/Asia. As you can see the LCA breaks down water consumption, GHG emissions, and fossil fuel consumption. This is beneficial for us to understand which materials are emitting the most energy and causing the most environmental damage.

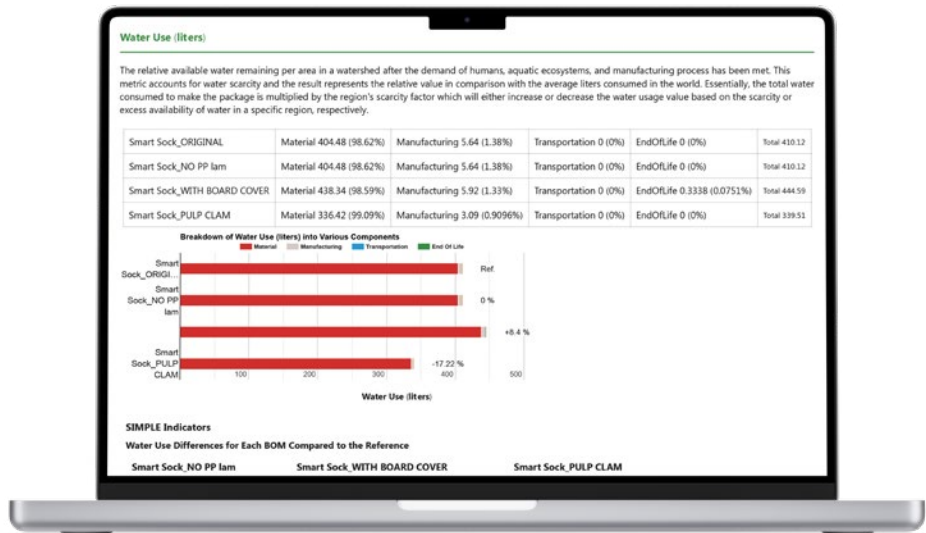> Our product LCA's arm us with unprecedented life cycle data.

Figure 4.0
LCA EXAMPLE REPORT

Green House Gases

Target 1
Our target of reducing 20% of emissions by 2030 compared to the baseline year of 2021 is underway.*

Target 2
Our target of decreasing our CO_2e emissions ratio by revenue by 30% on our Scope 1 and 2 emissions by 2030, from our 2021 baseline is underway.*

*This is an important metric for us, because as we continue to grow and acquire more businesses our emissions will inevitably go up. However, we are committed to implementing our sustainable targets on all further acquisitions and ensure they match our values going forward. We see this target as an important step in the right direction and aim to amend it to create more ambitious targets as we understand GPAs position in more detail.

We expect to achieve this through these key steps:

- Increasing product efficiency with circularity, so we are not acquiring as many virgin materials which consequently burn fossil fuels, which release emissions.

- Localizing supply chains can reduce transportation emissions as there is a shorter distance from supply to demand and decrease lead times for our clients.

- Decrease energy consumption within the manufacturing process of our products, by sourcing renewable energy and integrating carbon mapping using our partnerships.

Scope 1 Emissions

This includes all of GPA's emissions, which are generated directly by us; heating, electricity, business trips, and employee transportation. The main source of our Scope 1 emissions comes from our manufacturing sites across the globe. As we progressed out of 2021, our total amount of Scope 1 emissions was 695 tCO2e.

Scope 2 Emissions

This includes all of our indirect emissions associated with the purchase of electricity, steam, heat, and cooling by GPA. Throughout 2021 our electricity consumption was the main source of our Scope 2 emissions, it also represented 19% of our total emissions, the equivalent of 2,959 tCO2e.
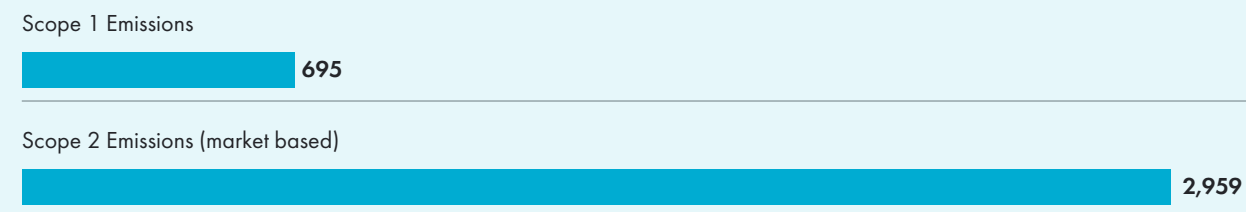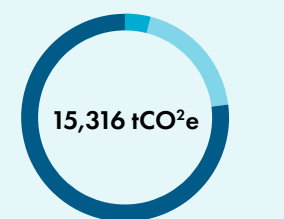
Scope 3 Emissions

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.

It is important for GPA to further understand and take greater ownership of our Scope 3 emissions. The work we will do with our partners and suppliers to reduce the impacts they are having on the environment is vital towards reducing our total Scope 3 emissions and will enable us to set targets for reducing this impact going forward. Influence on our supply chain can enact great change and we hope through further undertaking LCAs we will generate a far better idea of what impact each material has and be able to address any negative impacts with greater speed.

In 2021 we started collecting and looking at what our Scope 3 consists of. The areas we have looked at specifically have included:

- Our Suppliers
- Our Transport/Logistics
- Our Business Travel
- Our Landfilled Waste

We hope to use the 2021 data as a steppingstone to create a more comprehensive Scope 3 emissions report over the next few years. In 2021 we put in place systems to begin to calculate our Transport and Business Travel emissions to create more accurate data for 2022 and beyond. The most important area, which also accounts for the largest proportion of Scope 3 emissions, is our supplier's emissions.

Due to some customers requiring emissions data for all their suppliers we have already started collecting this data. For the last couple of years, **we have now understood around 20% of our Scope 3 emissions from our suppliers**. We aim to increase the number of suppliers who account for their emissions going forward and we see this a big step to understanding more about our own Scope 3 emissions. **We have set a target of understanding 50% of our Scope 3 emissions through our suppliers by 2030**. This is a realistic target as although we have around 500 suppliers; 6 of these account for 20% of our turnover and 35 account for 80% of our turnover, meaning that positive changes could take place quickly in our journey to understanding more of our Scope 3 emissions.

Figure 5.0

2021 SCOPE 1 AND 2 EMMISSION (tCO^{2}e)

Scope 1 Emissions
695

Scope 2 Emissions (market based)
2,959

Figure 6.0

2021 TOTAL EMMISSIONS

15,316 tCO^{2}e

- **4%** Scope1 Emissions
- **19%** Scope 2 Emissions
- **77%** Scope 3 Emissions

Figure 6.0

2021 SCOPE 3 EMMISSION BREAKDOWN

11,661 tCO^{2}e

- **80%** Purchased Goods and Services
- **9%** Fuel and Energy-Related Activities Not Included in Scope 1or 2
- **2%** CO2e - Waste Generated in Operations
- **1%** CO2e - Business travel
- **8%** CO2e - Employee commuting

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

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.

In 2019 we joined the project, as part of our unwavering commitment to mitigate the impact we have on the environment. Not only does disclosing our carbon data through CDP arm us with granular level data to inform our sustainability strategy with near pinpoint accuracy; the data we provide becomes part of a global pool that is accessed by decision-makers and policy figureheads around the world – providing them with clarity on carbon emissions and critical insights to drive change.

As we take steps towards building a sustainable economy, global datasets will provide the bedrock for companies and governments who are vehemently committed to making a tangible difference. Which makes being part of CDP something we're truly proud of.

Off the back of our partnership, we've been able to get ahead of regulatory and policy changes, identify and tackle growing risks, align with the growing expectations of our stakeholders, and continue our march forward toward a world where the planet is put first.

CDP
DRIVING SUSTAINABLE ECONOMIES

Energy

Across the globe, countless environmentally conscious companies are re-assessing their energy usage. GPA is no exception. This year we've started our journey to understanding the renewable energy potential of our different sites and set policies and strategies to utilise renewable energy initiatives, by 2025.

Operating with sites across the globe means the availability of renewable energy differs considerably by region. That's why we're designing bespoke strategies for each one of our sites – with our attention turning to our energy-intensive manufacturing sites first. Combined, these sites contributed a total of 9,666,392 kWh of purchased non-renewable electricity in 2021. This baseline is not where we want to be, and through increasing our understanding of sites renewable energy potential we aim to continually lower this figure.

Alongside using more renewable energy, we're also addressing energy efficiency in each of our sites. We now continually identify and measure our resource efficiency to ensure we reduce energy consumption during our busiest time periods.

Figure 7.0
2020 - 2021 REVENUE AND PURCHASED NON-RENEWABLE ELECTRICITY

2020 - 2021 77% increase in revenue

77%

2020 revenue
$170,000,000

2021 revenue
$300,000,000
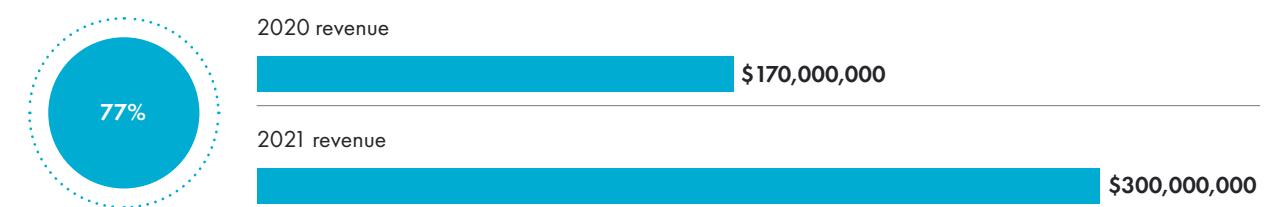
2020 - 2021 21% increase in energy

21%

2020 purchased non-renewable electricity
8,012,536kWh

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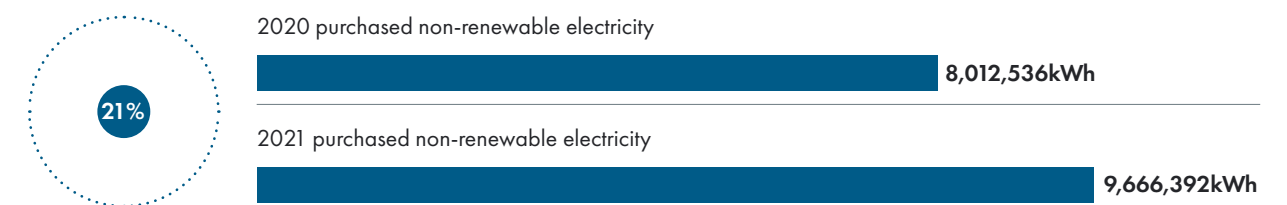
Water

According to the UN Water Development Report, global water demands are set to increase to 20-30% above current levels by 2050, meaning there will be a scarcity of freshwater resources. Billions of people rely on water for their own livelihood and much of international trade is reliant on embedded fresh water. This is why it's imperative that we all start using water in a more sustainable way.

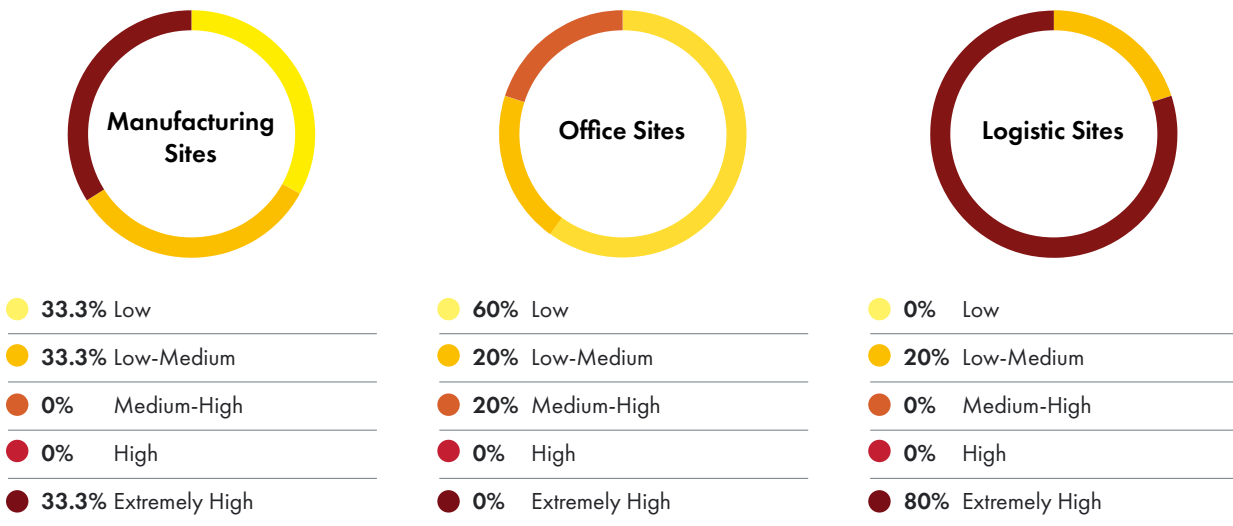We have started the process by identifying which of our sites are located within particularly water-scarce environments. By working with the World Resource Institutes (WRI) Aqueduct Risk Atlas software we were able to categorize our sites and draw up data-driven policies for sites in higher water stress geographies.

We are under no illusions of the difficulty of tackling the issues surrounding water scarcity. In the coming years it's essential we invest heavily in water replenishment processes and systems, particularly in areas of greater water stress. We are also introducing a digital monitoring system to keep us on top of our operations and, in turn, help us avoid the misuse of water and provide us with tangible conservation opportunities.

Figure 8.0

WRI Levels for GPA Sites

Although several of our logistics sites and offices are in high-water stress areas, we use so little water in these locations that they're negligible in this context. Additionally, the processes we use in our manufacturing facilities are not water intensive, however we will continue to diligently monitor changes in our processes and adapt accordingly if we see a rise in water usages.

Manufacturing Sites

- **33.3%** Low
- **33.3%** Low-Medium
- **0%** Medium-High
- **0%** High
- **33.3%** Extremely High

Office Sites

- **60%** Low
- **20%** Low-Medium
- **20%** Medium-High
- **0%** High
- **0%** Extremely High

Logistic Sites

- **0%** Low
- **20%** Low-Medium
- **0%** Medium-High
- **0%** High
- **80%** Extremely High

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

By 2050 scarcity of fresh water will reach grave new heights

Waste

When looking at the waste we produce, we evaluate it through two lenses: the first being our factory waste, from production and day-to-day activities, and the second being the end-of-life waste and how consumers dispose of and recycle our packaging.

In 2021 we set out on our mission to divert over 90% of our industrial waste from landfill by 2030. Last year got off to a flying start. Over the course of the year, we recovered 82% of our non-hazardous waste across all our sites – diverting it from landfills. Honing our recovery techniques will take time and several iterations before we've mastered them. But if 2021 taught us one thing, we're certainly well on track.

During our design process, we consider the full lifecycle of our products – seeking to replace end of life with restoration wherever possible. Our LCAs have, so far, proved vital for our decision making – the invaluable insights we've gained have put us in a prime position to move us out of the linear economy and into the circular economy.

Across all our sites we also monitor the geographical regulatory standards for energy consumption and waste. Our waste management system is audited annually by the relevant geographical boards – meaning we can guarantee that hazardous waste in collected and disposed of appropriately.

Figure 9.0

Waste diverted from Landfill

82%

90%
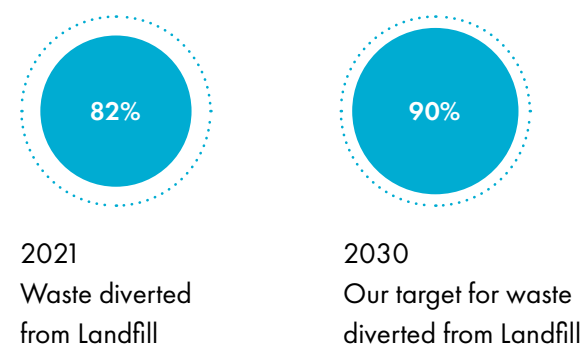
2021
Waste diverted from Landfill

2030
Our target for waste diverted from Landfill

Eco Vadis Rating

Since 2007 EcoVadis has been at the forefront of providing companies with sustainability ratings around the world.

For several years GPA Merchandising Ltd Group has been part of a class of over 75,000 industry leaders, who recognize the gravity of the issues facing the planet and its people. We are looking to expand this across our other acquired sites as they join the group.

The ratings focus on four key principles and how well they are integrated into a company's operations. Namely: the environment, labor, human rights, ethics, and sustainable procurement.

In 2020, our continued improvements in these areas were recognized, in the form of a Gold Sustainability Rating — positioning us in the top 5% of companies assessed.

Continuing our ascent in the upper echelon of Eco Vadis's assessed organizations, 2021 brought with it the most significant milestone to date.

The platinum rating represents only 1% of the companies measured, and last year our dedication to improving paid off. While this is a significant achievement, one which we're thrilled to receive, we know we can't take our eyes off the ball – next year we aim to maintain our rigorous sustainability standards and keep ourselves firmly at the top.

PLATINUM Top 1%
2022
ecovadis
Sustainability
Rating

As of 2021, we're in the top 1% of companies measured by EcoVadis.

Its People

We've always believed that investing in your people is the cornerstone of any successful business.

That's why the health and safety of our employees, the personal development of our team, and diversity and inclusion are always on the agenda.

Our Approach

Success in our sustainability journey can only be achieved if we have a strong and happy culture our workplaces around the world. At GPA, we are on a mission to create the best environments for our employees to collaborate, innovate and feel they can grow their skillsets within the company. When the Covid-19 pandemic surfaced, we along with many other organizations had to shift business operations online. Many employees could have felt isolated by this change, so as an employer it was our responsibility to make sure our employees feel safe, stay motivated, and have adequate mental health support whenever needed.
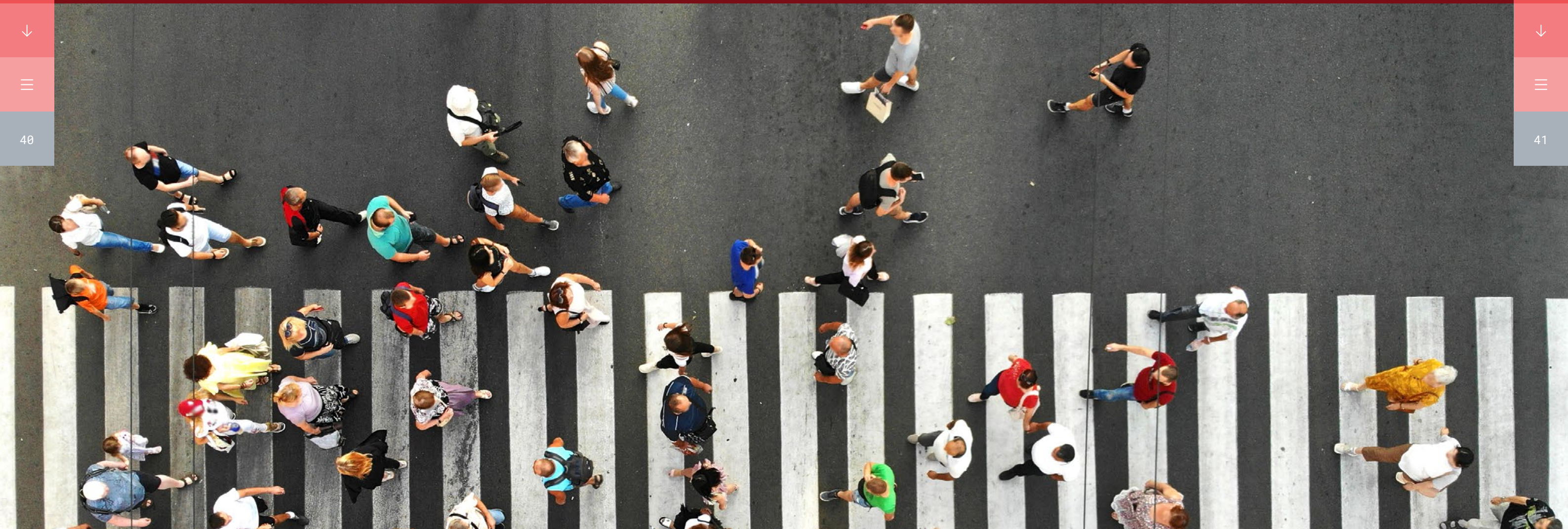
Corresponding SDG's and GPA Targets

GPA have identified the specific indicators that make up SDGs 5 and 8, as key areas that GPA can work on to increase their positive impact on 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

Internal 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.

Achieved 2021 ✔

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.

> More Information

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 OSHA 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.

> More Information

Diversity & Inclusion

At GPA we ensure diversity and inclusion are firmly rooted throughout our organization.

We work with our employees, rolling out regular training programs and information on what equality means to us. The process is also about including our people in the decision-making – listening to their ideas for improving equality at every step of the process.

GPA Global:

We're proud to have exceeded our initial target of having 40% of our senior management positions filled by women. But as we acquire more companies, it's vital we maintain these statistics and address equality in other areas. We see, with clarity, that opportunities for everyone should occur, regardless of sex, ethnicity, religious or socioeconomic background, or sexual orientation.
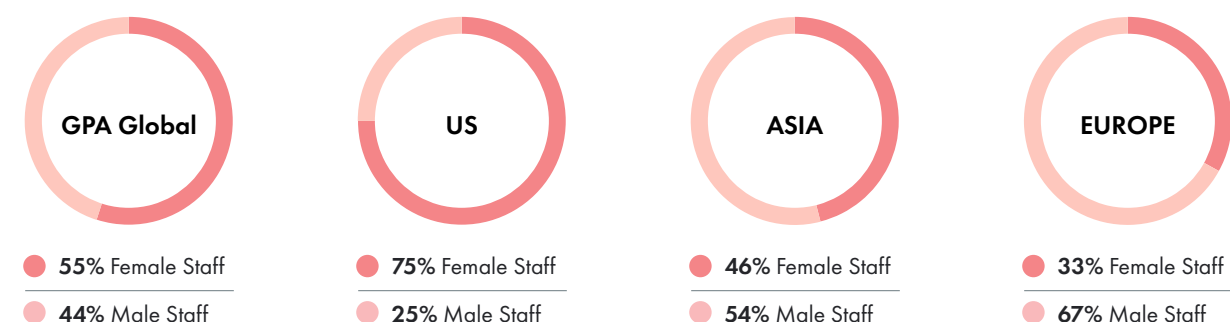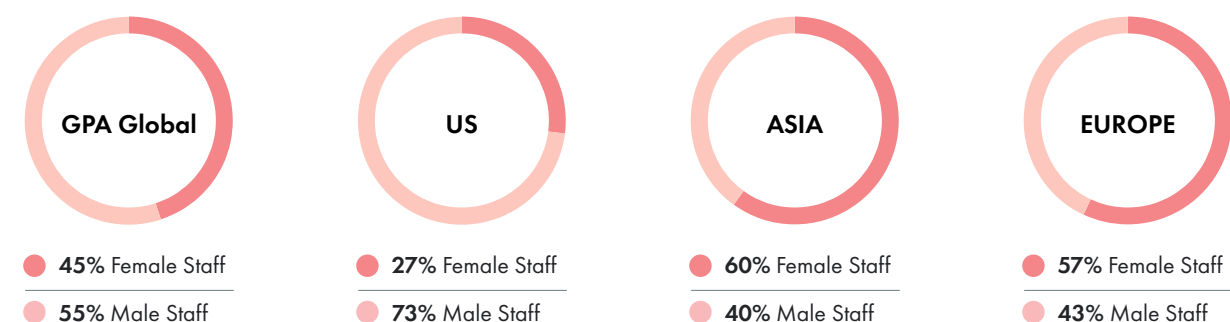
Figure 10.0

SENIOR MANAGEMENT

GPA Global	US	ASIA	EUROPE
● **55%** Female Staff	● **75%** Female Staff	● **46%** Female Staff	● **33%** Female Staff
● **44%** Male Staff	● **25%** Male Staff	● **54%** Male Staff	● **67%** Male Staff

Figure 11.0

TOTAL EMPLOYEES

GPA Global	US	ASIA	EUROPE
● **45%** Female Staff	● **27%** Female Staff	● **60%** Female Staff	● **57%** Female Staff
● **55%** Male Staff	● **73%** Male Staff	● **40%** Male Staff	● **43%** Male Staff

As of 2022

Employee Health & Safety

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

If we get to a point where we're recording zero accidents year on year, we know we're doing our job right. In 2021, we recorded 8 injuries. A figure, which we're happy to say is well below the average of a company of our size. But not yet a figure we're proud of. Over the course of the year, we're implementing a number of rigorous training programs across all our manufacturing sites, continuing to invest in state-of-the-art automation and equipment to combat any inefficiencies, and also hiring a host of on-site first aiders to provide crucial first response medical care.

Figure 12.0

OSHA INCIDENT RATES

0.93

3.4

GPA Global's OSHA incident rate

The 2018 OSHA Recordable Incident Rate for the Manufacturing Industry according to the U.S. Bureau of Labor Statistics in the private industry sector
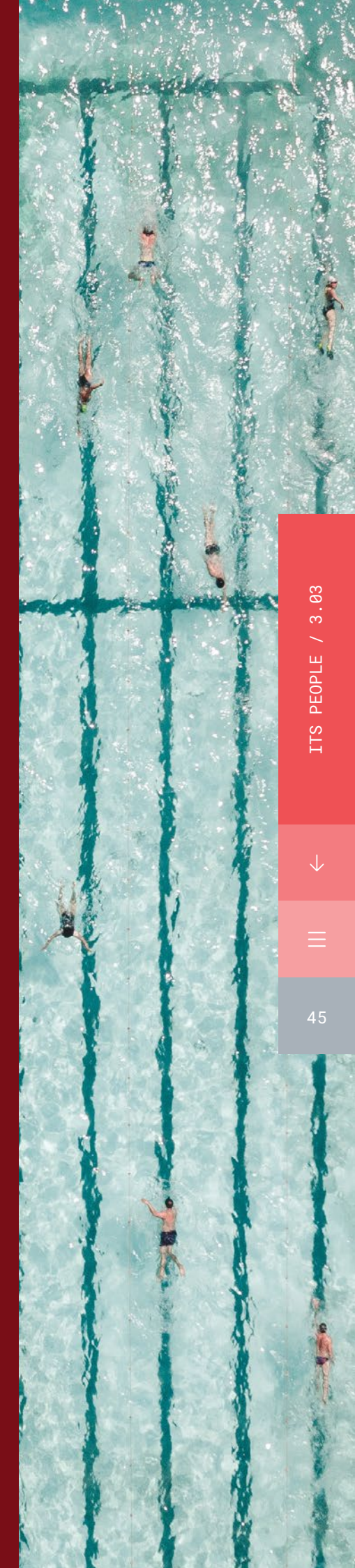
Mental health

Supporting the mental health of our team has always been high on the agenda. Over the years each one of our HR departments across our global sites has developed its own dedicated systems of support – which are wholly unique to them and their team.

To bolster their efforts, we're developing a standardized support system for every one of our employees, wherever they are in the world. Part of this process will see us utilize the GPA intranet, which will make getting people the help they need incredibly simple, it will also remove the stresses associated with opening up to your immediate colleagues and offer everyone anonymity when reaching out.

By offering the same support for everyone, we're creating an equitable level of care – one which will ensure that no one goes unnoticed or is left without the highest level of support we can provide.

Our upcoming company Intranet features support systems which will ensure our employees get access to the right support at the right time, wherever they are in the world

89%
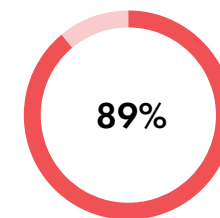
89% of employees have declared themselves "motivated" or "somewhat motivated" to work with sustainability.

20%
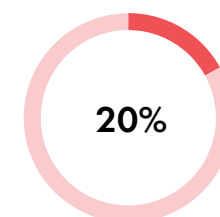
20% of employees have submitted extra ideas and comments on GPA Sustainability beyond the normal training scope.

80%
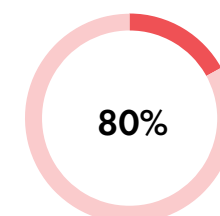
80% of employees have declared to have 'learned something new' through the training.

Figure 13.0
INCEPT SUSTAINABILITY ANALYTICS

INCEPT SUSTAINABILITY

Incept Sustainability Training

Sustainability is everyone's issue, that's why our team has access to the most innovative sustainability training on the market. In 2021, we launched a company-wide sustainability training initiative.

Incept Sustainability, whose e-learning and analytics tool has become one of the most innovative and intuitive sustainability training methods available, offers real-world insights into the SDGs, while directly relating the bespoke training modules to our organization.

The analytics feature provides us with an overview of where to further develop our sustainability efforts – allowing us to create data-driven action plans that enable both bottom-up and top-down change at the same time. While the highly interactive training offers an engaging interactive experience for employees. Since working with Incept several interesting stats have appeared:
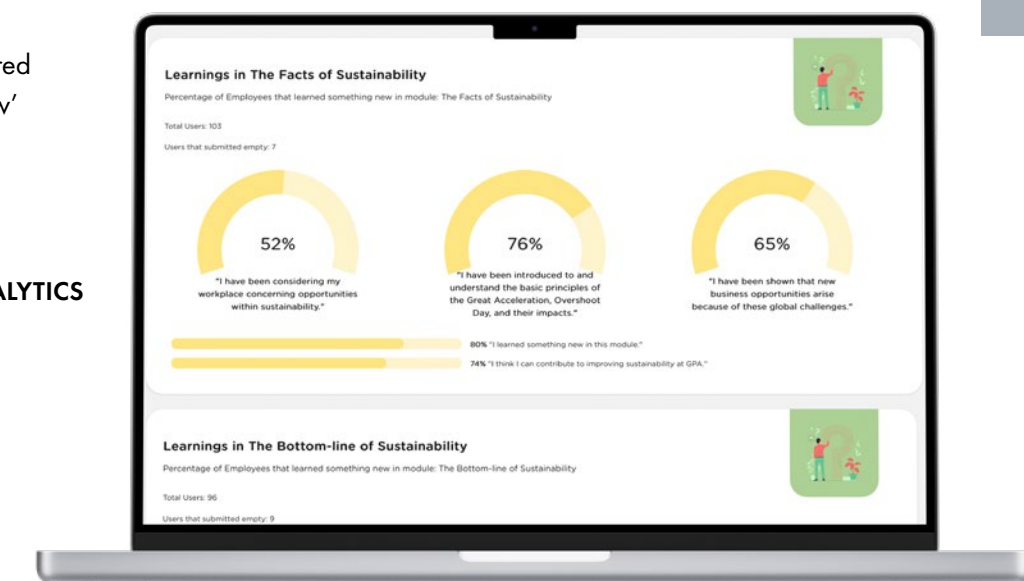
Their communities

Wherever you are in the world, community matters. At GPA, that's no exception. Whether in our own backyard or across the globe, reaching out to people has always been high on our agenda.

Our Approach

We all have a moral duty to give back to the world around us. At GPA we've had longstanding commitments to a number of community outreach programmes and charities across the globe.

Our work with several prominent Asia based charities and NGO's, have seen countless lives improved. From combatting poverty, to creating educational opportunities for under privileged children, we have seen tangible results from every project we've been involved in.

In the US our annual fundraisers have raised capital for numerous Charites. Charities such as those dedicated to supporting US veterans, hospital funds and organisations supporting people in local communities across the country.

Giving Back

Asia Greenhouse Project

Since 2015 our work with Captivating International has meant 575 families in the Qinghai province, China, have been given greenhouses.

Growing fresh produce is a lifeline in the region, and now over 1000 residents are now reaping the rewards. The Asia Greenhouse Project has allowed these families to live better and more financially secure lives. In addition to receiving a greenhouse, families are trained on how to grow their organic produce for the market. We continue to fund 50% of the project, matching donations to ensure that as many families can benefit from the initiative. And beyond that, the Greenhouse Project is just a fantastic way of bringing communities and families together.

Santa Run

We're proud sponsors of Captivating International's annual fundraiser, The Santa Run. This event provides a lifeline to the people who need it most.

In 2018 China-based charity Captivating International and GPA, organized our very first Santa Run. Over 150 runners raced through the streets of Shenzhen, to raise money for underprivileged children and families in Yunnan, Guizhou and Sichuan.

Pigs for poverty

In 2019, Captivating International's tireless work saw them establish Pigs for Poverty: a project that has played a vital role in helping families – particularly single mothers – establish pig farms throughout the Qinghai province, China.

We became involved in the program from the start – since then, over 200 families have benefited – not only gaining resources but also the skillsets needed to rear the animals efficiently and sell them.

Sunshine Academy

We've been sponsoring Sunshine Academy's efforts to provide opportunities for orphaned children living in government-run welfare centres.

Sunshine Academy is a Chinese NGO, that we have been working with since 2014 – sponsoring and participating in their annual Benefit Fair.

The money raised provides opportunities for orphaned children living in government-run social welfare centres. The funds help to educate, socialize and nurture these vulnerable children – to ensure they go on to have fulfilled and productive lives.

Governance

Establishing systems to create transparency that mitigate, and control risk is a valued part of the development of GPA. We have undertaken steps to maintain accountability for tackling sustainability issues and we are using our partnerships to provide us with confidence in our operational compliance.

Our Approach

Founded on a strong sense of moral duty to be a company that gives back to the planet and the people who live on it, we regularly reassess our operations to ensure our ethical principles remain evident in all aspects of our business.

We use our code of conduct as the benchmark for how we conduct ourselves. This is something that is updated annually – with all employees being kept in the loop.

The main body of the document covers everything from business ethics to anti-corruption policy, supplier code of conduct, and ESG compliance.

Corresponding SDG's and GPA Targets

GPA have identified the specific indicators that make up SDGs 9, 16 and 17, as key areas that GPA can work on to increase their positive impact internally and within its 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

Internal 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 were 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.

That's why in 2021 we established our first sustainability steering committee – with the sole purpose of strategizing and actioning the necessary steps to reach our sustainability goals.

The team is made up of six senior members, who meet quarterly to look at new ways to push the boundaries of what a multinational corporation can look like under the right sustainable guidance. The committee is responsible for keeping our targets firmly in sight – through capital allocation, directing human resources, and overseeing initiatives and projects.

Figure 14.0

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

During the initial formulation of our sustainability strategy, we wanted to be a part of a strong code of conduct board.

So, we decided to align ourselves with the UN Global Compact and became a participant in 2022, just before the release of this report. The UN Global Compact comprises ten principles that are integrated with our code of conduct. GPA's sustainable governance framework has many different corporate policies, which are succinct with the 10 principles:

Figure 15.0

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.

United Nations Global Compact

Supply Chain Management

Compliance with regulatory laws and guidelines is a prerequisite for any supplier we work with. Our internal vetting system is both thorough and extensive – which ensures we only work with reliable suppliers.

Externally, our partnership with Sedex is instrumental in keeping us on top of our commitment to maintaining our supplier due diligence. Their ESG-focused questionnaire evaluates their sustainability credentials – affording us vital insights into who we are working with.

Sedex

Our Policies

Code of conduct policy

Our Code of Conduct shows what GPA's commitments are and what behaviors 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 labor. We employ a workforce with a minimum age of 16 and demand the same of our contractors, suppliers, and business partners, as stated in our Code of Business Conduct and Ethics. This due diligence is also supported by our partners who work with us to conduct a supplier social assessment.

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.
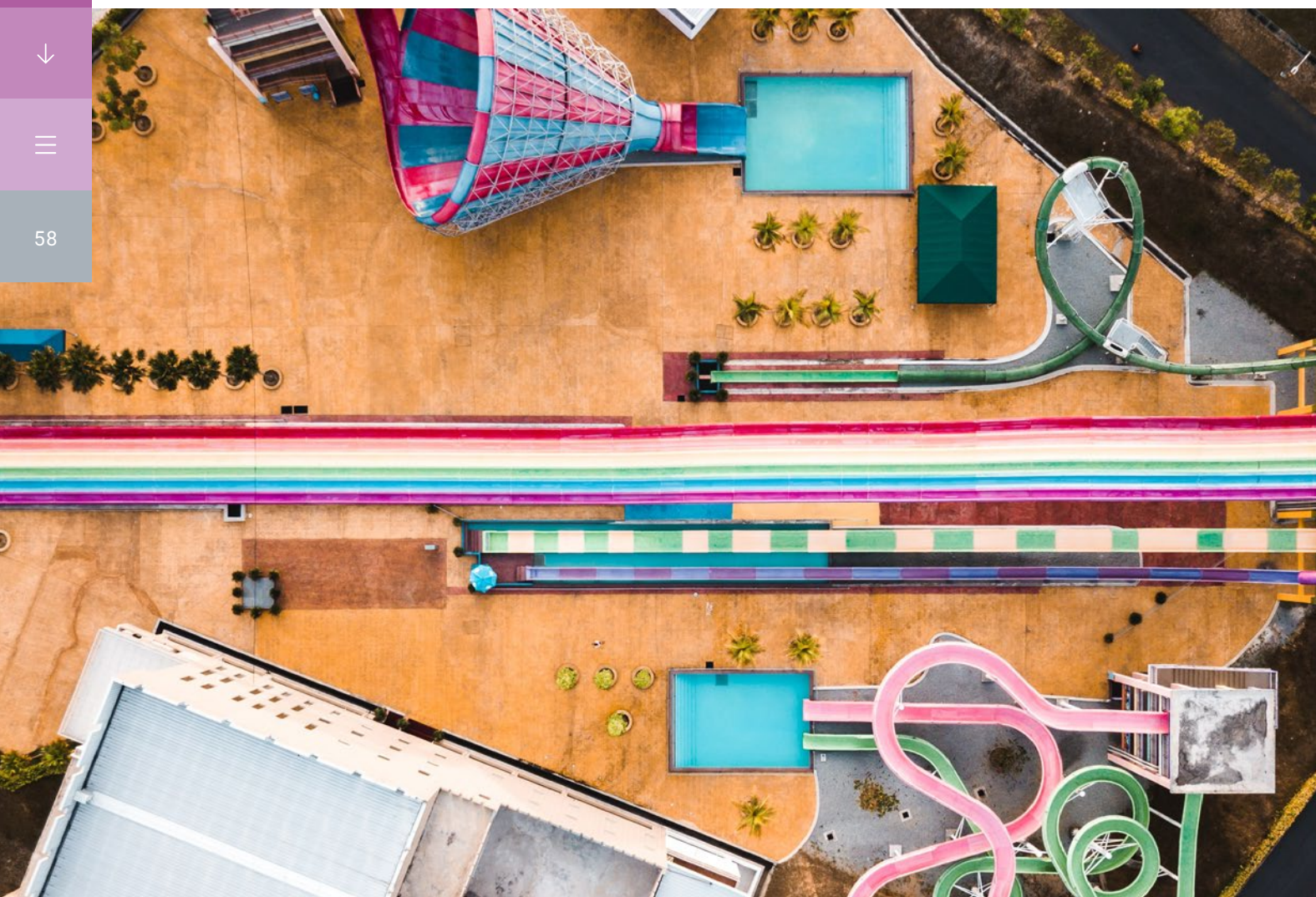
Anti-Corruption & Anti-Bribery Policy

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 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. In 2020, no instances of corruption were reported at individual manufacturing sites, at the Group level, through our whistle-blower system, or in connection with our suppliers.

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 skill and resources.

Global Reporting Initiative (GRI)

GRI

This report has been prepared in accordance with the GRI Standards: Core option. All data is for the year ended December 31, 2021, unless otherwise noted.

GRI 102: General Disclosures

Disclosure	Description	Response	Reference
102-1	Name of the Organisation	GPA Global Limited	
102-2	Activities, Brands, Products, and Services	GPA Global is a packaging manufacturer providing complete custom-made packaging solutions to companies around the world. Our brands and products are disclosed in About GPA and throughout the report.	Page 4
102-3	Location of Headquarters	5th Floor of Bldg 1, YiZhongLi Science Park, Langshan 1st Rd, North District, Shenzhen, 518067, China	
102-4	Location of Operations	A Glimpse of GPA	Page 6
102-5	Ownership and Legal Form	About GPA	Page 4
102-6	Markets served	A Glimpse of GPA	Page 6
102-7	Scale of the Organization	About GPA & A Glimpse of GPA	Page 4, 6
102-8	Information on Employees and Other Workers	About GPA & Diversity and Inclusion	Page 4, 44
102-9	Supply Chain	Sustainable Supply Chain	Page 27
102-10	Significant Changes to the Organization and its Supply Chain	Sustainable Supply Chain. Change occurred when we transitioned to a localized supply chain instead of a globalised chain.	Page 44
102-11	Precautionary Principle or Approach	Compliance. Protect. Promote.	Page 14
102-12	External Initiatives	CDP, SEDEX, Ecovadis, Global Reporting Initiative & UN Global Compact	Pages 34, 58, 39, 61, 57
102-13	Membership of Associations	Roadmap. GPA will continue to grow these as we begin our sustainability journey.	Page 12
102-14	Statement from Senior Decision-maker	An Introduction to our CEO & Letter from our CSO.	Pages 11, 9
102-15	Key Impacts, Risks, and Opportunities	Materiality Assessment	Page 16
102-16	Values, Principles, Standards, and Norms of Behavior	Code of Conduct & Compliance. Protect. Promote.	Pages 14, 59
102-18	Governance Structure	Governance	Page 57
102-21	Consulting Stakeholders on Economic, Environmental, and Social Topics	Governance & Materiality Assessment	Pages 53, 16
102-22	Composition of the Highest Governance Body and Its Committees	Sustainability Steering Committee & Diversity and Inclusion	Pages 56, 44
102-24	Nominating and Selecting the Highest Governance Body	The members of the board are chosen on their experience and various qualifications. Our diversification is set to increase as set out in the Its People section under Corresponding SDGs and GPA Targets.	Page 43
102-40	List of Stakeholder Groups	Materiality Assessment	Page 16
102-41	Collective Bargaining Agreements	Not Applicable	
102-42	Identifying and Selecting Stakeholders	Materiality Assessment	Page 16

GRI 102: General Disclosures

Disclosure	Description	Response	Reference
102-43	Approach to Stakeholder Engagement	Materiality Assessment	Page 16
102-44	Key Topics and Concerns Raised	Sustainability Steering Committee	Page 56
102-45	Entities Included in the Consolidated Financial Statements	A Glimpse of GPA & Roadmap	Pages 12, 6
102-46	Defining Report Content and Topic Boundaries	Materiality Assessment helped to gather insights into the creation of our sustainable strategy	Page 16
102-47	List of Material Topics	Materiality Assessment	Page 16
102-48	Restatements of Information	Not Applicable	
102-49	Changes in Reporting	Not Applicable	
102-50	Reporting Period	1st January 2021 - 31st December 2021	
102-51	Date of Most Recent Report	Not Applicable	
102-52	Reporting Cycle	Our Sustainability Report will be released annually.	
102-53	Contact Point for Questions Regarding the Report	Group Sustainability Office - Nick Hurd - info@gpaglobal.net	
102-54	Claims of Reporting in Accordance with the GRI Standards	This report references the GRI Standards and follows the relevant Sustainable Development Goals	
102-55	GRI Content Index	GRI Standards	Page 61
102-56	External Assurance	This report was built in collaboration with our partners at UL.	

GRI 201: Economic Performance

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	About GPA	Page 4
201-1	Direct Economic Value Generated and Distributed	A Glimpse of GPA & About GPA	Pages 6, 4

GRI 205: Anti-Corruption

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Anti-Corruption and Anti-Bribery Policy	Page 55
205-1	Operations Assessed for Risks Related to Corruption	The Group continues to maintain systems and controls to mitigate compliance risk. In 2021 100% of our staff were trained on our Anti-Bribery and Anti-Corruption Policies.	Page 55
205-2	Communication and Training About Anti-Corruption Policies and Procedures	Anti Corruption Policy. GPA conduct an annual anti-corruption training, whereby employees are taught the prominence of anti-corruption.	Page 55
205-3	Confirmed Incidents of Corruption and Actions Taken	GPA had no confirmed instances of corruption in the year 2020.	

GRI 206: Anti-Competitive Behaviour

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Anti-Competitive Behaviour	Page 59
206-1	Legal Actions for Anti-competitive Behavior, Anti-Trust, and Monopoly Practices	No Legal Actions are pending or have been completed.	

GRI 301: Materials

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Circular Economy. Material efficiency was seen to be a high topic of relevance, which was made evident by analysis of our Materiality Assessment. The Planet section, under Internal Goals and Targets.	Pages 28, 29 24, 25
301-2	Recycled Input Materials Used	Circular Economy & Waste. GPA's use of recycled content is outlined in these sections, where we are phasing towards a more circular business model.	Pages 28, 38

GRI 302: Energy

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Energy. We manage the energy intensity using KPI's which were formulated at the start of the reporting period.	Page 35
302-1	Energy consumption Within the Organisation	Energy	Page 35
302-2	Energy Consumption Outside the Organisation	Scope 3 Emissions	Page 35
302-3	Energy Intensity	Energy	Page 35
302-4	Reduction of Energy Consumption	Energy	Page 35

GRI 303: Water and Effluents

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Water	Page 36
303-2	Water Sources Significantly Affected by Withdrawal of Water	Water	Page 36
303-5	Water Consumption	Water	Page 36

GRI 305: Emissions

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Greenhouse Gases.	Pages 31, 32, 33
305-1	Direct (Scope 1) GHG Emissions	Scope 1 & 2 Emissions	Page 32
305-2	Energy Indirect (Scope 2) GHG Emissions	Scope 1 & 2 Emissions	Page 32
305-3	Other Indirect (Scope 3) GHG Emissions	Scope 3 Emissions	Page 33
305-4	GHG Emissions Intensity	Scope 1+2 GHG intensity per total revenue is 0.00001662 (tCO2e/$) using a location-based approach and 0.00001204 (tCO2e/$) using a market-based approach.	
305-5	Reduction of GHG Emissions	GPA's Scope 1+2 Emissions Intensity per total revenue (tCO2e/$) from 2020 to 2021 has decreased by 29.97% for a location-based approach and has decreased by 27.55% for a market based approach.	

GRI 306: Waste

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Waste	Page 38
306-1	Waste Generation and Significant Waste-Related Impacts	Waste	Page 38
306-2	Management of Significant Waste-Related Impacts	Waste & Circular Economy	Pages 38, 28
306-3	Waste Generated	5,816 tonnes	
306-4	Waste Diverted from Disposal	Waste	Page 38
306-5	Waste Directed to Disposal	Waste	Page 38

GRI 401: Employment

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Its People	Page 41
401-1	New Employee Hires and Employee Turnover	371 New Hires, 26.1% Voluntary Turnover & 9.9% Un-Voluntary Turnover	

GRI 403: Occupational Health and Safety

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Employee Health and Safety & Health and Safety Policy	Pages 43, 59
403-1	Workers Representation in Formal Joint Management–Worker Health and Safety Committees	Employee Health and Safety & Health and Safety Policy	Pages 43, 59
403-2	Types of Injury and Rates of Injury, Occupational Diseases, Lost Days, and Absenteeism, and Number of Work-Related Fatalities	Employee Health and Safety	Page 43
403-3	Workers With High Incidence or High Risk of Diseases Related to Their Occupation	Employee Health and Safety	Page 43

GRI 405: Diversity and Equal Opportunities

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Diversity and Inclusion	Page 43
405-1	Diveristy of Governance Bodies and Employees	Diversity and Inclusion	Page 43

GRI 406: Non-Discrimination

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Diversity and Inclusion	Page 60
406-1	Incidents of Discrimination and Corrective Actions Taken	GPA have not had any incidents of discrimination	

GRI 412: Human Rights Assessment

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Human Rights	Page 59
412-1	Operations That Have Been Subject to Human Rights Reviews or Impact Assessments	Human Rights & SEDEX	Pages 59, 58

GRI 413: Local Communities

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Their Communities	Page 49
413-1	Operations With Local Community Engagement, Impact Assessments, and Development Programs	Their Communities	Pages 50

GRI 414: Supplier Social Assessment

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Procurement Policy	Page 60
414-1	New Suppliers That Were Screened Using Social Criteria	SEDEX	Page 58

gpa GLOBAL

This report highlights our key environmental and social milestones and developments at GPA Global for 2021. This document also offers a basis for our future targets and progression, while detailing our plans to meet our sustainability goals.

The digital pdf can be found on our website www.gpaglobal.net. For all sustainability inquiries, please contact our Group Sustainability Officer – Nick Hurd.

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