

ESG REPORT 2021



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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.

GCEO Message

It is an honour to present GWC's first ESG report for the Year 2021. GWC has a long-standing commitment to the environment and the community we operate in. While I reaffirm our commitment to serving our customers' needs with world class solutions and delivering a financial return to our shareholders, we believe in achieving those objectives with responsibility. And that responsibility is towards the environment, the community, and our hard working and dedicated workforce. As a company, we are fully aligned with the objectives of Qatar National Vision 2030 which emphasise that developments should be carried out with responsibility and respect for people and the environment.

The last two years have been immensely challenging, not just for GWC but for all of us. However, challenges give rise to opportunities and innovation. And I can proudly say that GWC has responded to the challenge. We had the privilege of being a critical part of the COVID-19 vaccination programme implemented so successfully by Qatar to protect its citizens and residents.

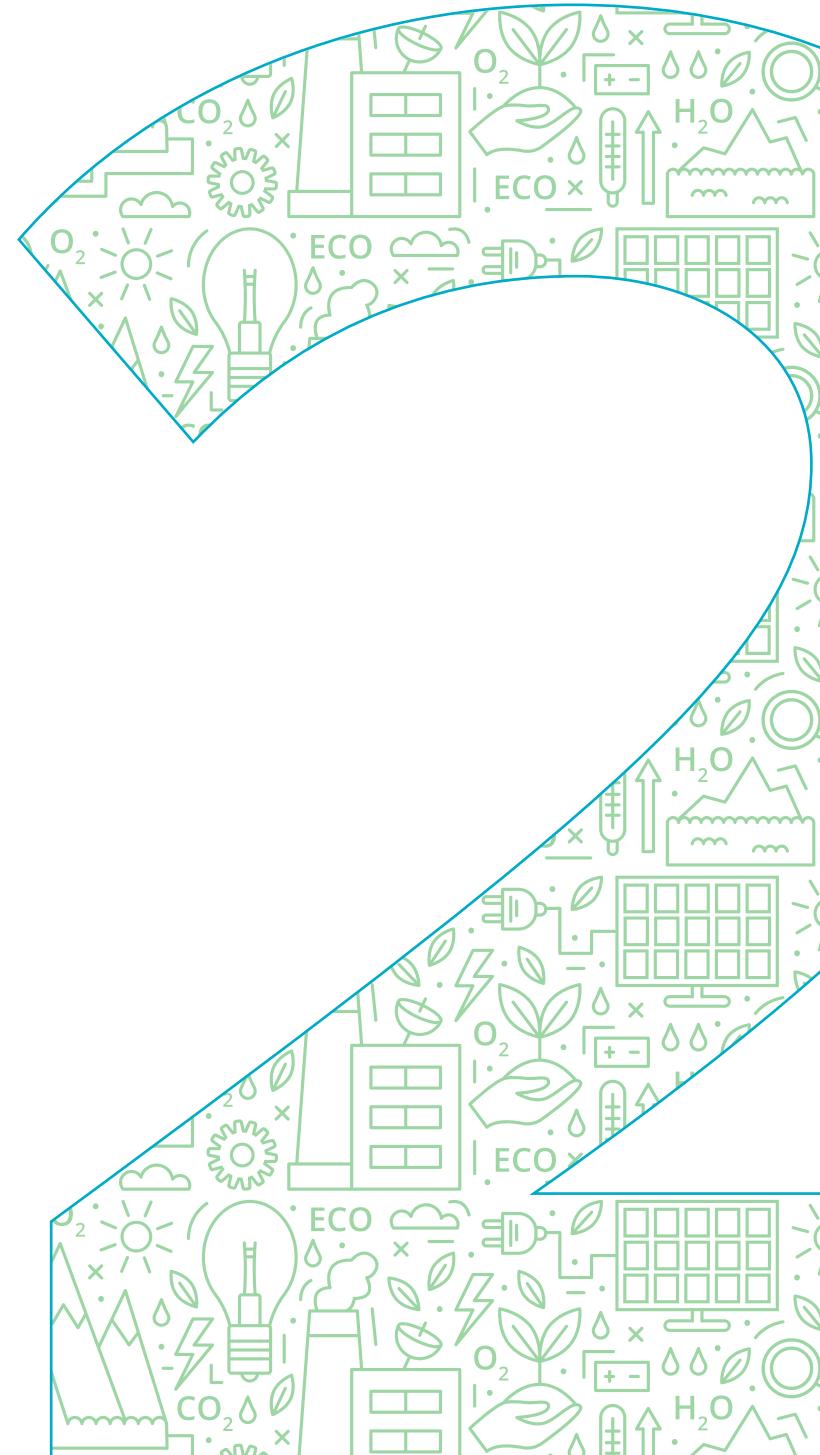


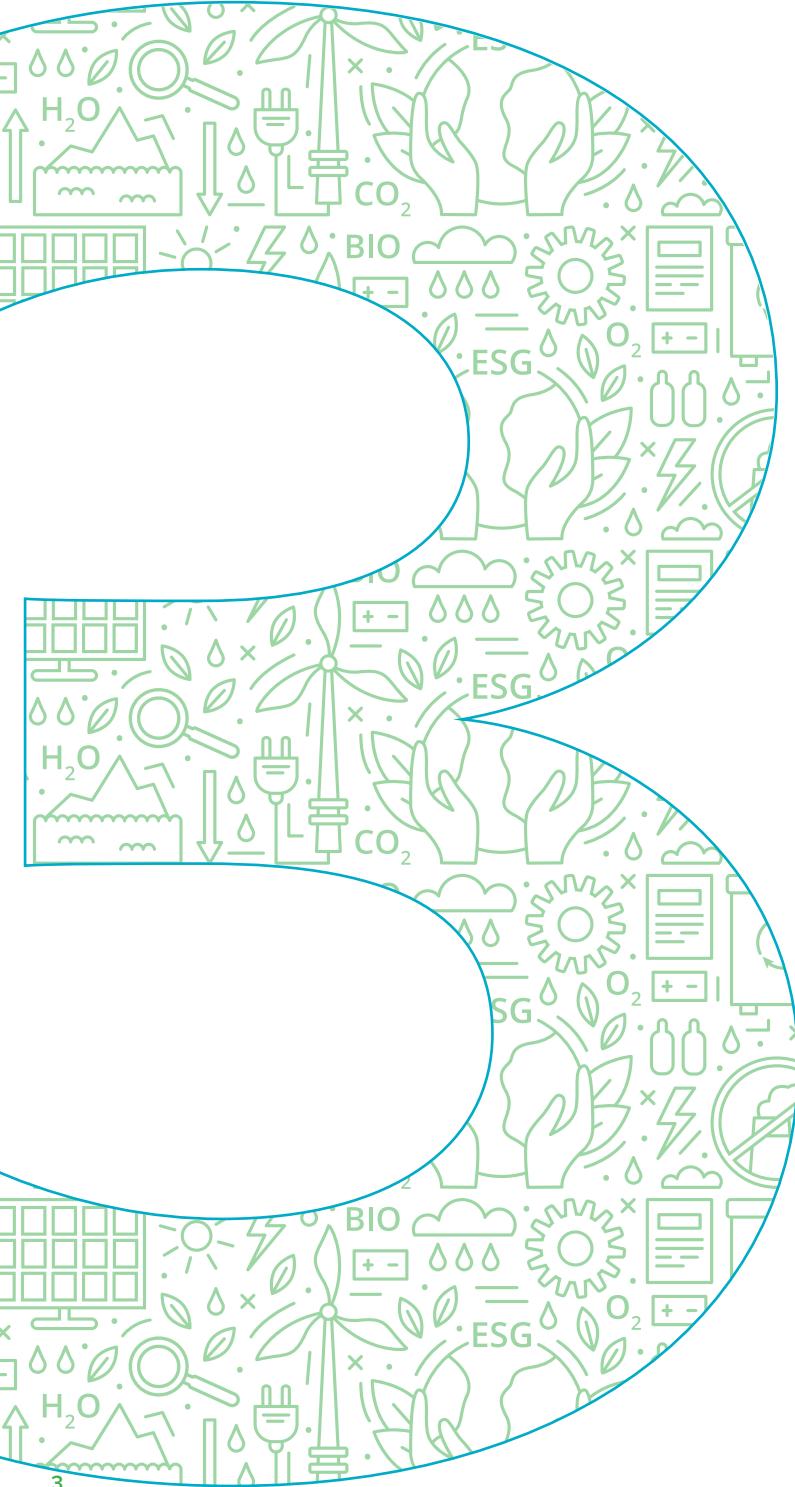
GWC's impact extends beyond its business activities, effecting people's lives on an individual and community level. Therefore, we have incorporated the consideration of social, ethical, environmental, human rights and sustainability concerns in our daily activities. We focus on youth, education, entrepreneurship, knowledge, culture, and sports with our intent to supporting and benefiting our society.

We are stepping into a landmark year for Qatar with the FIFA World Cup 2022™ right around the corner. As we move forward, we aim to continue to grow responsibly and serve our communities and customers. We will provide our workforce a safe and healthy environment to work in. And we will strive towards continuous improvement and innovation to further enhance ESG values into our company.

Thank you

Ranjeev Menon
Group CEO



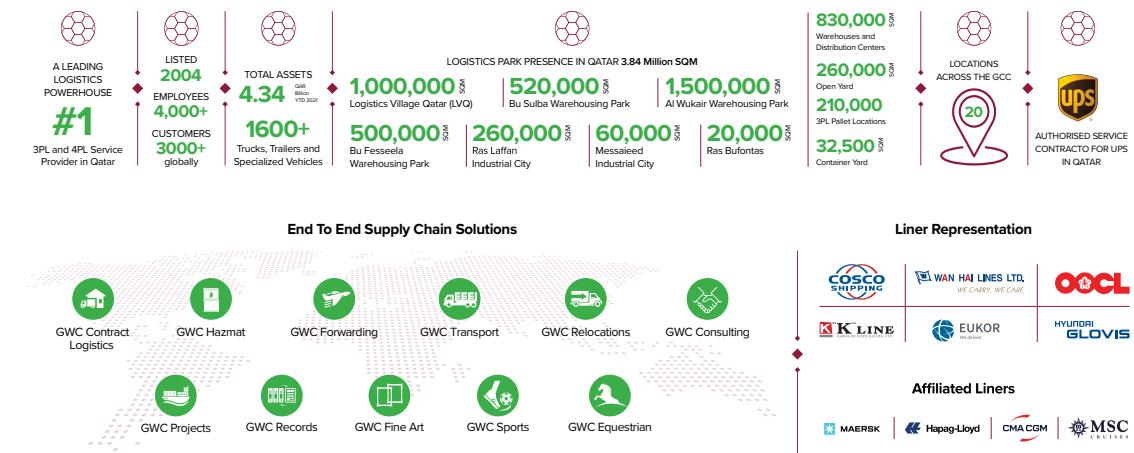


About GWC

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.

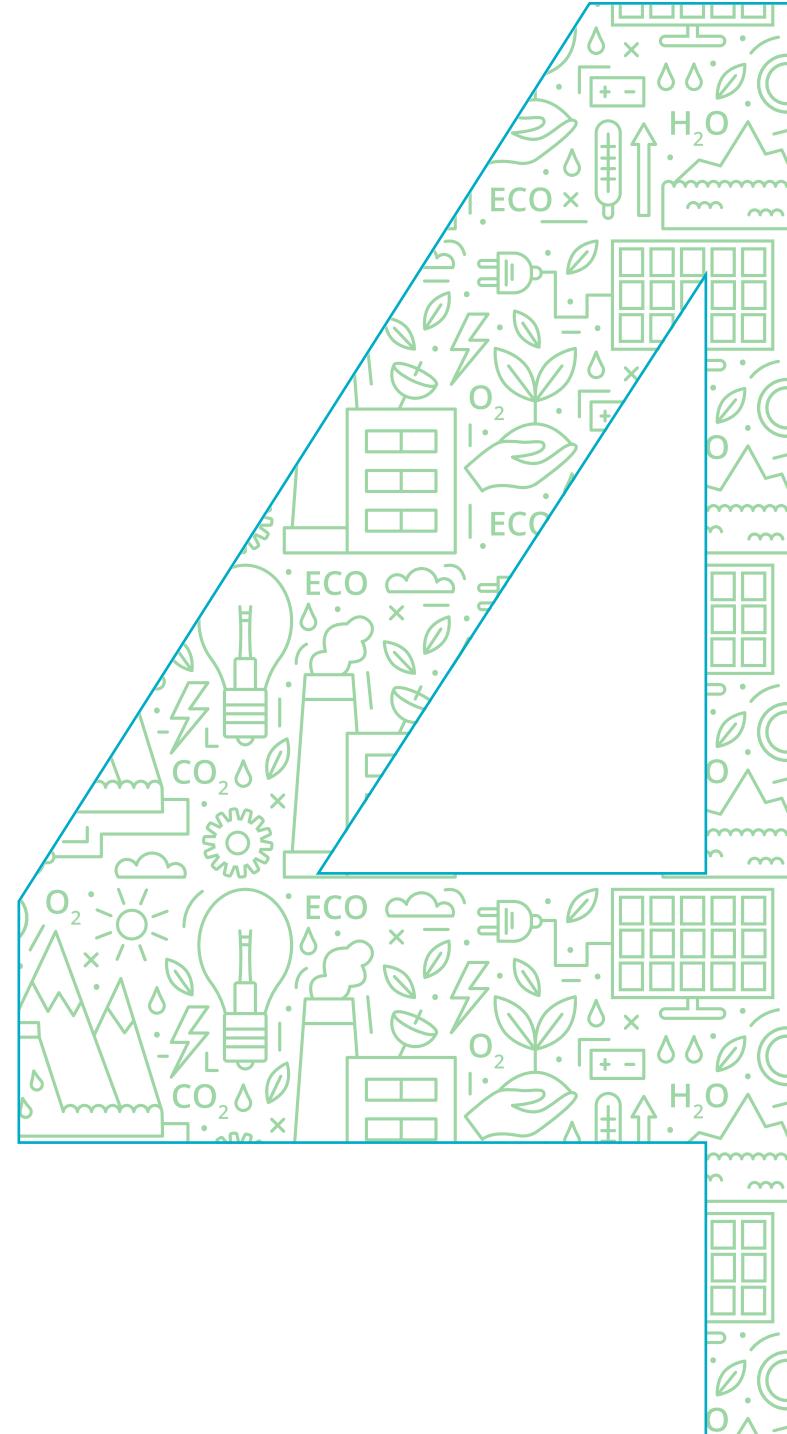
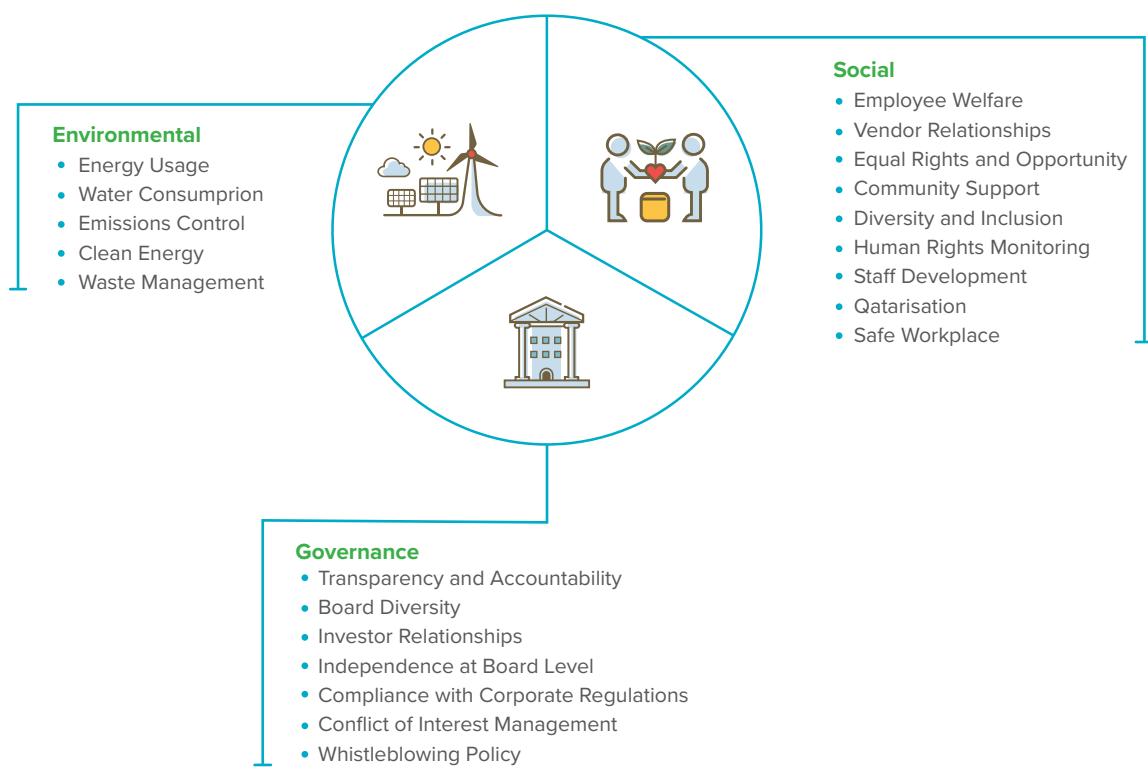
At GWC, we constantly re-examine our motivations, seeking to best define our path to industry leadership. We have moved beyond a restrictive vision of what we seek to accomplish and focus instead on why we wish to accomplish it. We look at a picture larger than just how we will achieve our goals and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

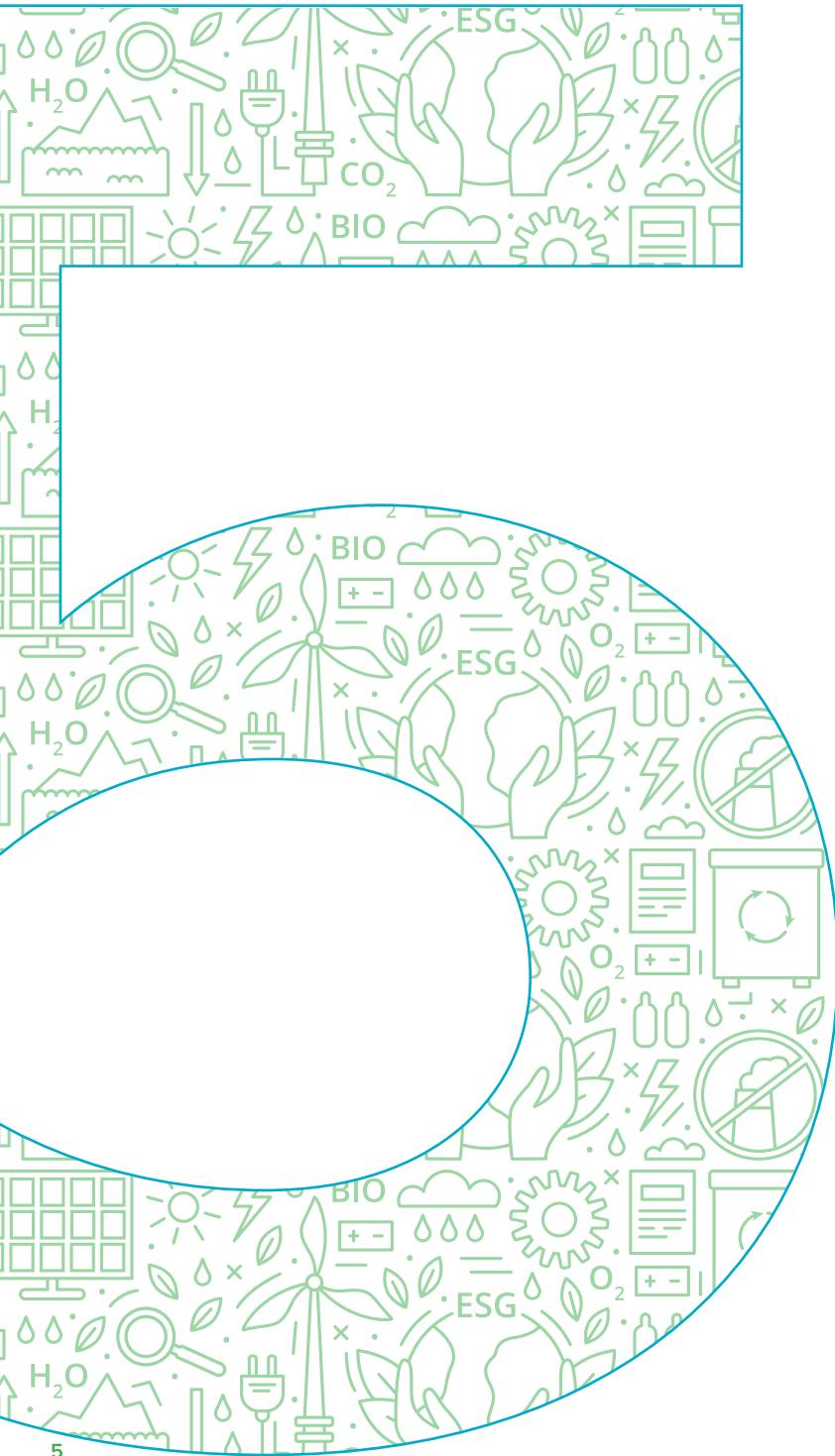


ESG Framework

GWC is fully committed to supporting Qatar's National Vision 2030 which emphasises that developments should be carried out with responsibility and respect for people and the environment.

GWC's ESG Framework is fully aligned to the objective and also demonstrates our commitment to growth with responsibility. The ESG Framework shown below allows us to identify, assess and prioritise on the most significant issues to guide us as we implement our strategy and to keep us focused on our commitment. This will allow us to not only generate financial value for our stakeholders, but also create economic and social value while adhering to the required regulatory and governance standards.





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 1,047,464³ of water in 2021. That is lower than 1,233,157³ consumed in 2020, showing efficiency in utilisation. The per head consumption improved from 410.37³ per head to 340.18³ 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

GWC measures its carbon footprint based on the Carbon Footprint Calculator. Please see the link below for methodology:

Carbon Footprint Calculator: Trees Needed to Offset Your CO₂ Emissions (savinganature.com)

Based on this, GWC produced 0.03 tonnes of emissions during 2021. This shows an improvement from 2020 when GWC produced 0.07 tonnes per year. The number of trees required to remove this would be four in 2021 and eight in 2020.

Clean Energy

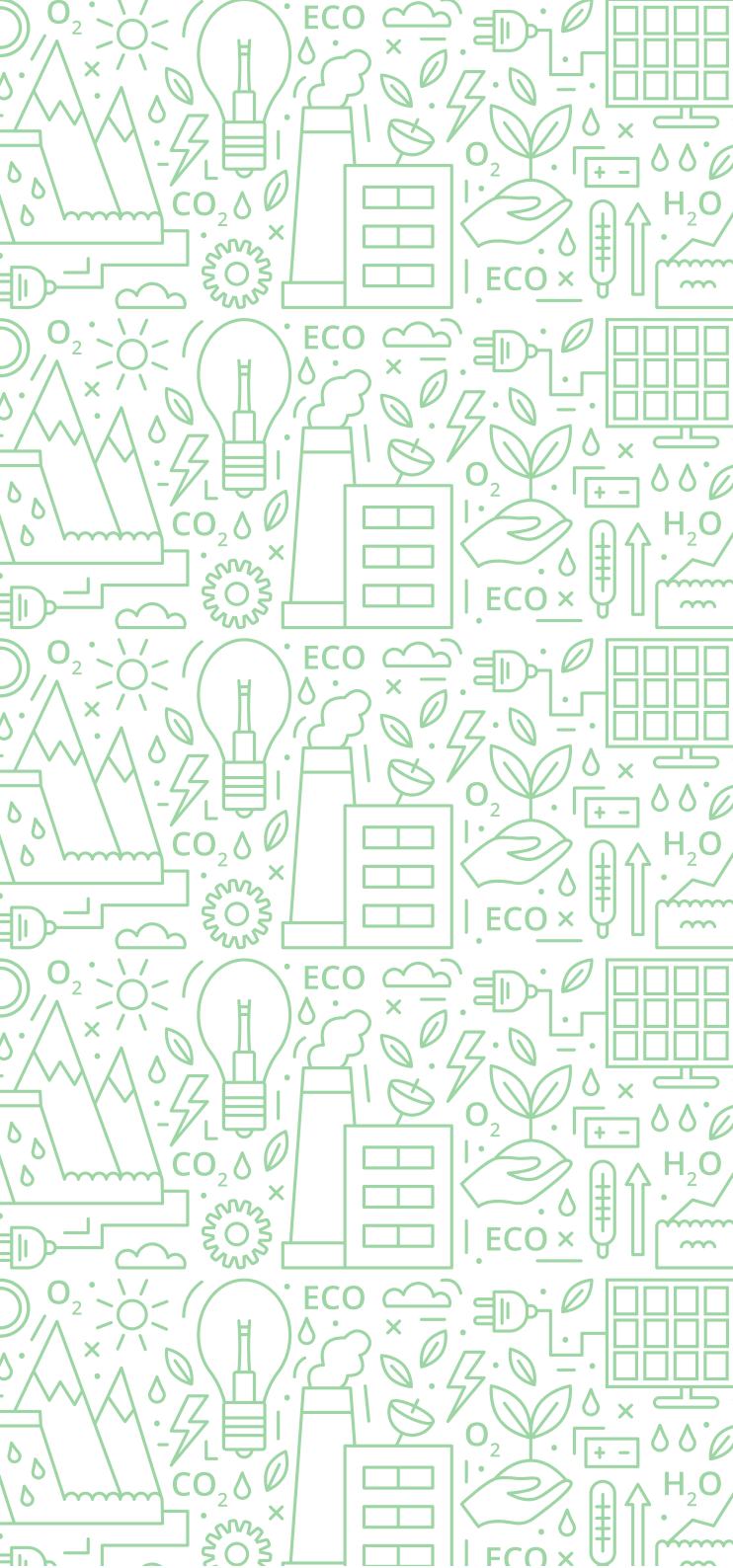
Developing sources of clean energy and optimising the use of conventional energy sources is a key area of focus for GWC. We are actively reviewing our energy consumption requirements with an aim to become more sustainable on a year-on-year basis.

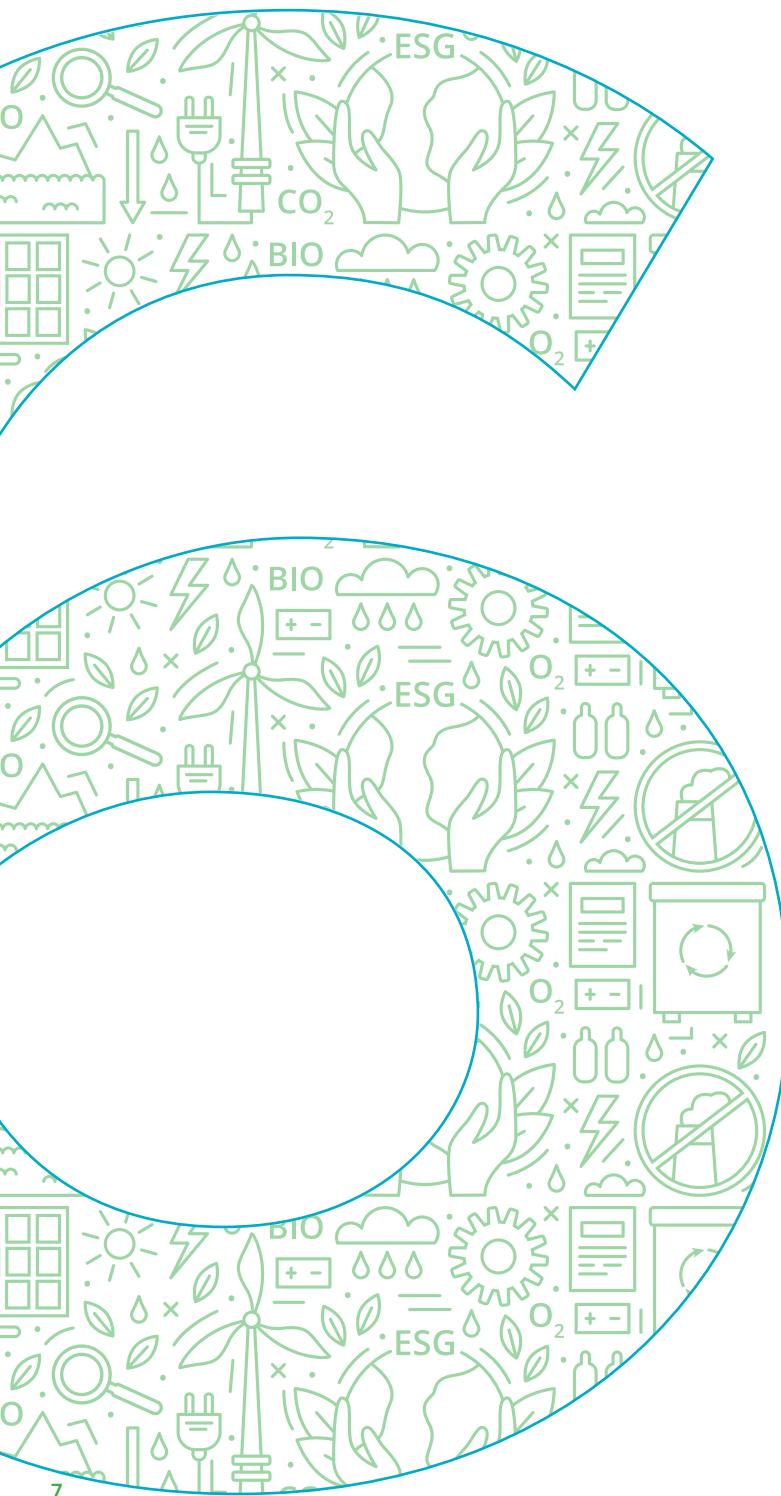
As part of our commitment towards reducing emissions, GWC entered a partnership with Gaussin, a pioneer of clean and smart freight transport, and Gam Qatar to test Gaussin's zero emission electric tractors and yard automation solutions in several of the GWC's warehouses.

Waste Management

GWC is extensively focused on recycling of waste produced by the company as part of its operations and strives to reduce it. The table (see the opposite page) shows a summary of a recycling in the past three years:

Recycled Wasted Type	Recycled Wasted Type		
	2021	2020	2019
Carton Boxes	461,901	446,903	365,851
Shredded Paper	45,760	15,400	21,115
Oil	32,700	35,500	31,450
Old Tyres	89,180	105,144	115,908
Plastic Wraps	39,070	39,123	67,807
Damaged Pallets	438,750	662,600	618,750
Old Batteries	11,250	13,500	11,250
Scrap Metal	44,395	6,000	6,000
Used Oil Filters	0	5,110	3,920
Spilled Material	489	3,920	0
Total	1,163,495	1,335,220	1,244,070





Social

Employee Welfare

Our employees are the driving force behind our success and the way we serve our customers. At GWC we are very conscious of looking after our employees and their wellbeing. We provide healthcare as standard with medical facilities available on site for all employees. Employees are provided meals on site or allowances, as well as quality accommodation and recreational facilities.

We also recognise high performing employees every month and the best performer for the year. Awards are presented to the employee who has made an exceptional contribution to the Company in terms of job excellence, customer satisfaction, business growth or continuous improvement.

Employees, depending on their roles are incentivised with performance-based pay or bonuses. Annual and maternity leave is provided based on Qatar Labour Law. Expatriate employees are provided either air tickets or airfare to their home destinations.

The company also organises employee events such as Iftars, team building events and dinners. These were curtailed in the last two years due to COVID-19 restrictions, but we were able to restart this with events held at multiple locations to display the FIFIA World Cup winner's trophy to our staff. As COVID-19 restrictions continue to reduce, we plan to organise more events for staff to motivate them and as an appreciation for their hard work and dedication.

Vendor Relationships

GWC considers its vendors as key stakeholders that play a critical role in the success of the company. GWC has an established process and system to ensure suppliers are evaluated and selected fairly and independent oversight. The evaluation process of suppliers is being further developed to ensure our vendors share our values. We intend to implement environmental and social screening as part of our supplier selection process.

That said, GWC has a strong emphasis on local procurement where supplies meet our requirements. 89% of our procurement spend was with locally based suppliers.

Equal Rights and Opportunity

GWC is committed to providing equal opportunity and rights in its work environment where mutual trust and respect is fostered, employees and others are treated fairly and with dignity, where recruitment and progression is based on the qualifications and abilities needed for the work to be performed, and in compliance with the requirements for the position.

Community Support

GWC identifies and organises annual activities aimed at promoting social responsibility of the company by targeting four main pillars:

- Community Development
- Promote education
- Raise awareness of healthy life
- Preserve the environment

Some of the activities included annual blood donations drives, beach clean-up exercise and participation in the Plant Million Trees initiative by the Ministry of Municipality and Environment of Qatar,

The Company has committed to contributing 2.5% of its annual profit to Corporate Social Responsibility fund as required by Qatar Government law. During the year 2021, GWC has contributed QAR 5,899,666 to this fund, with this amount being 2.5% of GWC profit for 2020. GWC intends to do the same for 2022 based on annual profits of 2021.

GWC has also supported several activities that aimed to increase awareness of best business practices, governance, and cultural exchange during the year ended 31 December 2021. This includes the following concepts:

- Dissemination of Business Ethics
- Awareness of occupational health and safety
- Human resource management and Human Rights
- Supply Chain Management CSR
- Environmental Sustainability

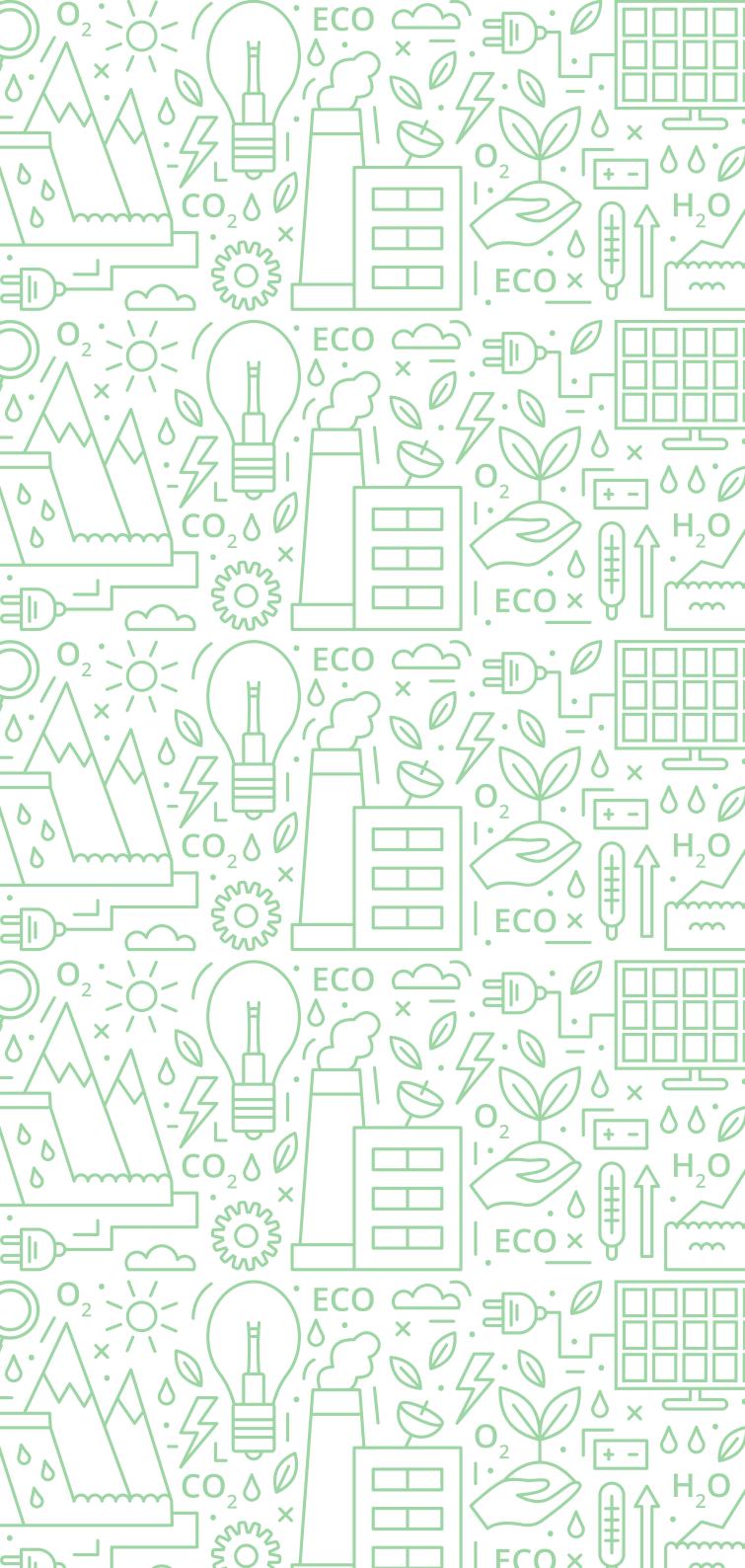
Diversity and Inclusion

GWC supports diversity and inclusion at all levels of the company, not only because it's the right thing to do, but because a healthy mix of talents and strengths from a variety of backgrounds helps create a more vibrant and creative workplace. We currently employ staff with 40 different nationalities. GWC desires a work environment that attracts, retains, and fully engages the talent of our employees.

In its commitment to fair, equitable and transparent treatment of all employees, GWC commits to employ and promote individuals on the basis of operational needs, performance, and qualifications, while ensuring equal opportunity and fair treatment regardless of religion, ethnic or national origin, disability, marital status and gender.

The following table highlights our commitment to diversity and inclusion:

KPI	2021	2020	2019
Total number of female employees	183	166	158
Percentage of female employees	5.05%	5.52%	5.40%
Median male salary to median female salary (ratio)	1: 4.05	1: 3.50	1: 3.48
Qatarisation % (GWC QPSC)	7.03%	7.31%	.06%





Human Rights Monitor

GWC respects human rights. Harassment and discrimination are inconsistent with our vision. Employees, business partners, customers and government officials are to be treated with respect in every situation, in or out of the workplace.

Our code of conduct requires a respect for freedom and human rights. Any form of harassment, abuse or intimidation is strictly prohibited, and everyone is aware of that.

Employees who believe they have been subject to harassment can report the issue immediately through HR or the Whistleblowing helpline, either directly or anonymously. Employees who observe others being subject to harassment should also report the issue immediately through the same channels.

Staff Development

GWC aim

- To offer its employees the opportunity to expand on the skills and talents first developed through their education life or their early working years.
- To help incoming team members adapt their knowledge and life experience to the specific needs and culture of GWC.
- To introduce new learning techniques that allow employees to enjoy significant professional development opportunities that do not interfere with the day-to-day business operations.

The Company shall take the responsibility to ensure that all employees are provided with suitable training to improve their technical and personal capabilities in performing their duties as required for their role. Training can be provided internally either face-to-face or via the eLearning modules. If required and justified, training is provided externally and even overseas.

Qatarisation

GWC fully supports the Qatarisation initiatives of the Government of Qatar and see developing of local talent as a key part of its social responsibility. GWC has sponsored graduate programmes for young Qataris and employed fresh graduates to train them and develop their skills, and it turn they contribute to our success and growth.

Qatari Employees	2021	2020	2019
35	37	32	

Safe Workplace

GWC has a commitment to its staff to provide a safe and healthy work environment for workers and interested parties through effective risk management, implementation of employee welfare, compliance with HSE objectives and programmes where workers and interested parties are consulted and empowered to participate towards continuous improvement. All these initiatives gear towards the eventual elimination of hazards, and thereby fully complying to legal and other requirements. We in GWC, work hard to emphasise that, "safety is everybody's responsibility".

Governance

Transparency and Accountability

As a QSE listed company, we abide by all requirements of the QFMA and the Code of Corporate Governance (the Code), and we demonstrate our adherence to it in our annual report.

As required by the Code and in line with generally accepted best practices, the role of the Chairman and Group Chief Executive Officer is distinct and separate.

Our Board of Directors comprises of nine members, all of whom are non-executive, and three of them are independent in line with the requirements of the Code. Our Board has diversity with one female member.

The Board of Directors has independent oversight over the activities of GWC. The roles and responsibilities of the Board of Directors and its three Committees are clearly defined. The three Board Committees are:

- The Audit Committee
- The Nomination Committee
- The Remuneration Committee

The Board and the Audit Committee meet six times a year to discuss, and at least once every quarter. The Nomination Committee meets twice a year while the Remuneration Committee meets once a year.

Being a listed company GWC's financial performance is released on a quarterly basis, with the annual audited results published along with Annual Report which covers financial statements, corporate governance report, ICOFR results as well as reports from the three Board Committees.

Board Diversity

GWC Board currently has nine Board members which includes one female Board Member – Ms. Hanadi Al Saleh, Chairwoman of Agility who is a non-executive and a non-independent member of the Board. This gives GWC a Board Gender Diversity of 11%.





Investor Relationships

We at GWC consider the interests of our shareholders as well as our other stakeholders and see no contradiction between pursuing our business interests and investing into our long-term sustainability. Engagement with our shareholders through meetings and analyst calls allows us to listen to all our shareholders and other stakeholders, and to align that into our strategic vision.

We believe that strong corporate governance and growth achieve with a clear focus on sustainability and the community is a crucial factor to achieving high performance, as well as to maintaining investors' trust.

All our reports are created and published with a view to provide comprehensive information about our performance for our shareholders and financial analysts.

Independence at Board Level

Article 6 of the Corporate Governance Code issued by the Qatar Financial Markets Authority (QFMA) requires all listed companies to have a Board of Directors with at least one-third Non-Executive and Independent members.

The Board Structure is described in GWC's Article of Association of GWC (Article 25). As currently defined, it provides for nine elected Board members all of whom were elected by the General Assembly by secret ballot in a cumulative manner every three years. GWC complies with this requirement as all Board members are non-executive member and three Board Members are independent.

Compliance with Corporate Regulations

GWC, its Directors, officers and employees are required to comply with all laws and regulations applicable to its operations. GWC business activities may also take place or have effects outside the State of Qatar and thus may be subject to the laws, rules, and regulations of jurisdictions other than those of the State of Qatar.

These laws, which may vary in different jurisdictions, affect GWC's behaviour and the dealings with customers, contractors, and competitor in general. GWC, its Directors, officers and employees are responsible for understanding these laws and regulations and shall obtain Legal Counsel's advice as required. Compliance is an operational obligation of all Directors, officers and employees when conducting GWC business activities and they are personally accountable for applying the highest standards under all circumstances.

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.

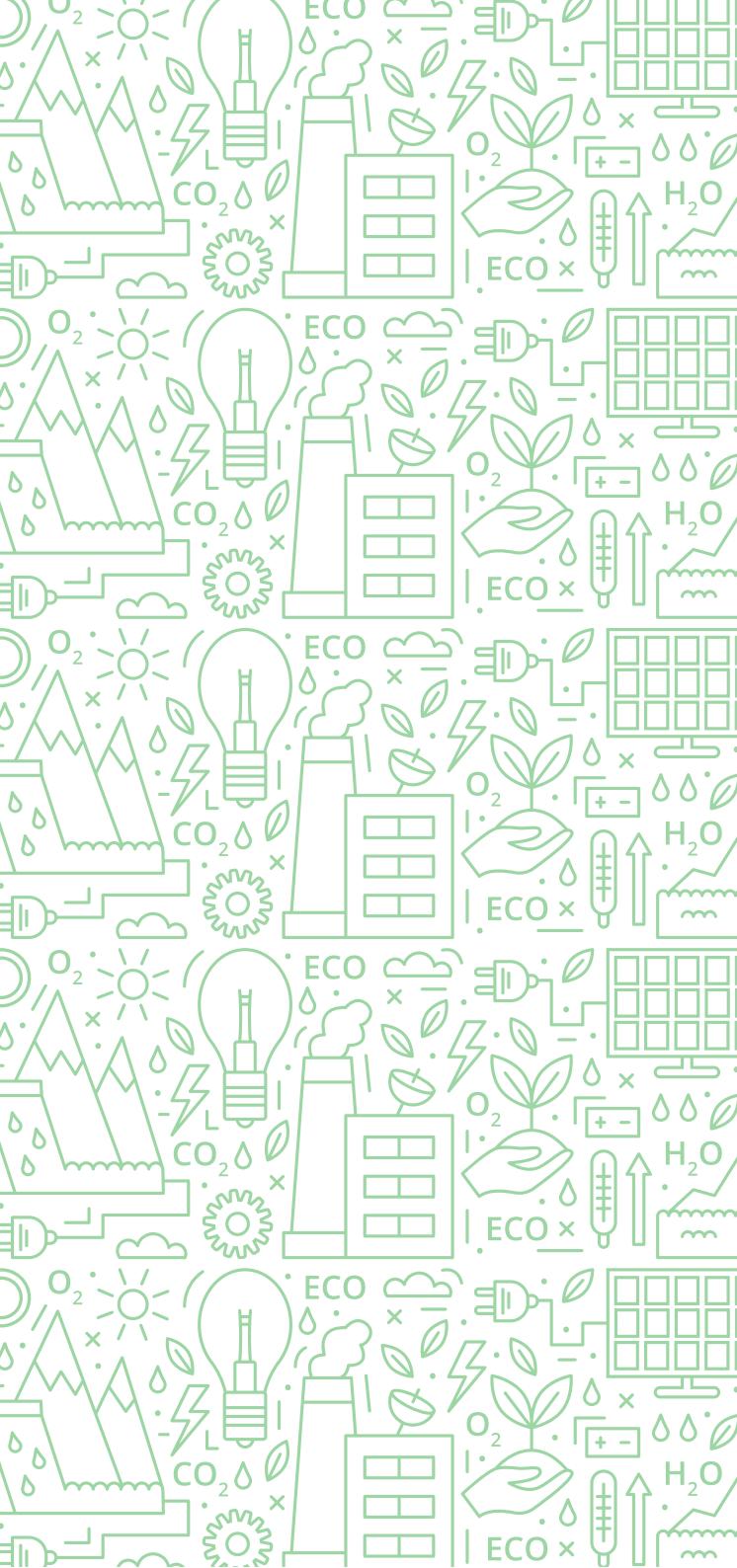
The board members and senior executive management must review and update the disclosure form annually, and immediately disclose any changes in its regard that may result in a conflict of interest. The record must include disclosures from the board members and the senior executive management regarding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





Whistleblowing Policy

GWC is committed to maintaining the highest standards of business conduct and ethics, as well as full compliance with all applicable government laws. GWC is also committed to conducting its business with honesty and integrity, and we expect all staff to maintain high standards in accordance with our policies and procedures.

GWC has developed a Whistleblowing Policy to allow employees to disclose information that they believe shows malpractice, unethical conduct, or illegal practices in the workplace, without being penalised in any way. This includes protecting Employees from any detriment or discrimination if they do report improper or illegal conduct within the organisation.

The Whistleblowing Policy is available on the corporate website using the following link:

<https://gwilogistics.com/wp-content/uploads/2021/08/Whistleblowing-Policy-for-publishing-on-GWC-website-.pdf>

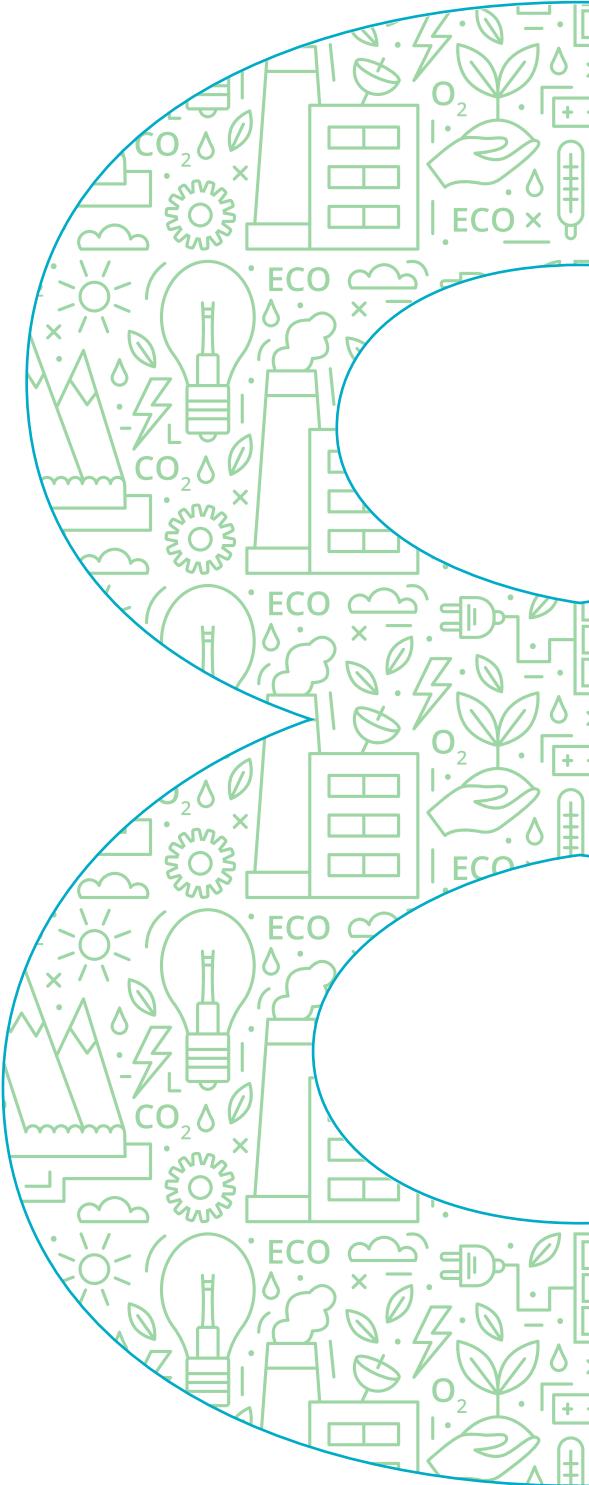
All organisations face the risk of things going wrong from time to time, or of unknowingly harbouring illegal or unethical conduct. A culture of openness and accountability is essential in order to prevent such situations occurring or to address them when they do occur.

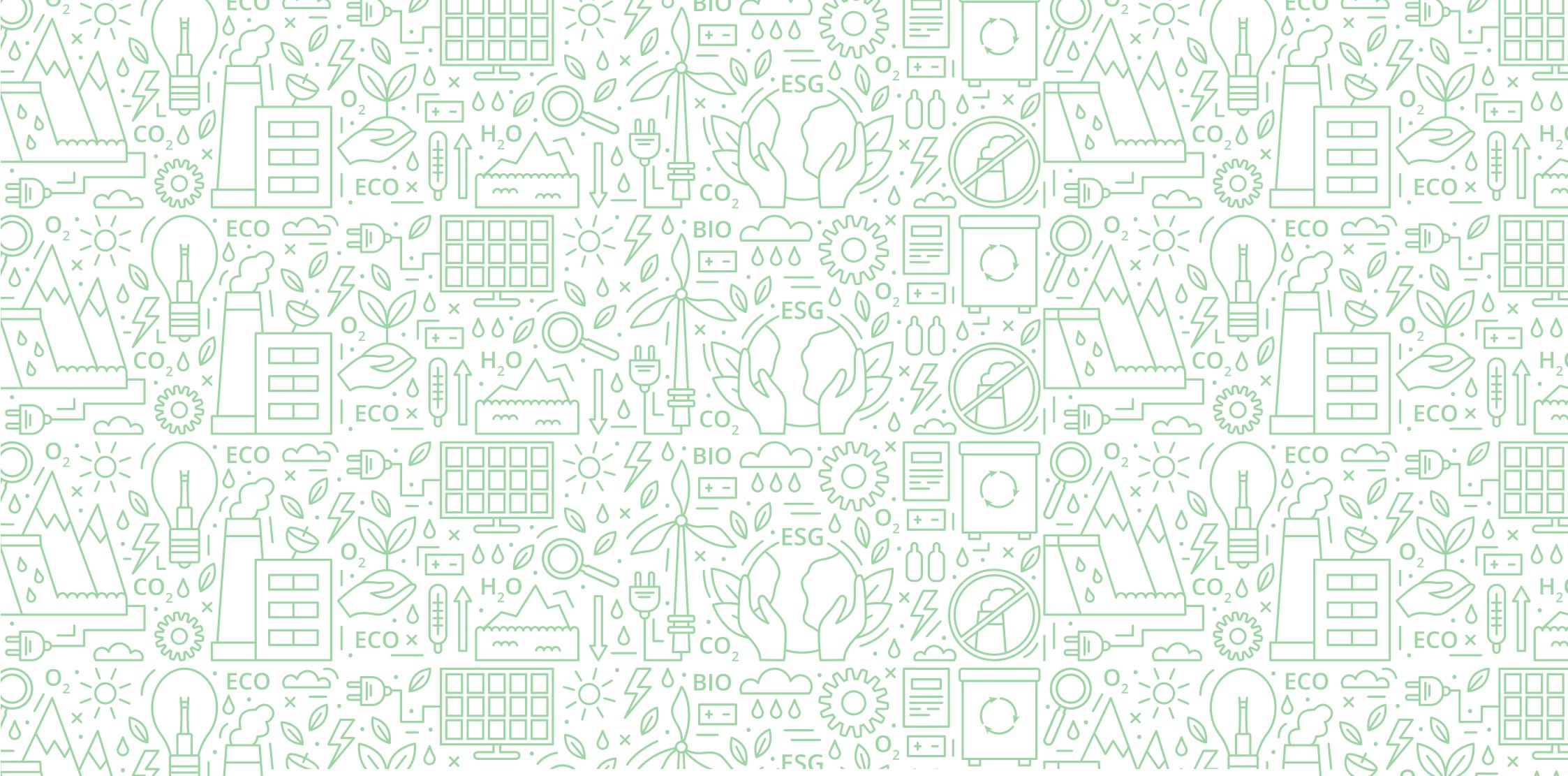
ESG Report in line with QSE Guidelines

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 performance against QSE KPIs:

GWC - ESG Report 2021			
Environment	2021	2020	2019
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)	0.03	0.07	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
Social	2021	2020	2019
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%
Corporate Governance	2021	2020	2019
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





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