



SUSTAINABILITY REPORT 2022





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About This Report

The information presented in this report includes all the operations of GP General Procurement Company Limited, a Cyprus based company, and its branch offices in Singapore and India (collectively referred to as “GENPRO”).

Further, this report discloses information, to the extent necessary, that assists in understanding the development, performance, position, and impact of GENPRO’s operations, in relation to environmental, social and governance issues such as the protection of natural resources, respect for human rights, and the fight against corruption and bribery. Sustainability refers to the activities of GENPRO that aim to make a positive contribution to the economy, society, the environment and its interested parties.

GENPRO is managing the material issues that arise from the Sustainability Report by applying a precautionary approach which is implemented through its organisational structure, internal processes and the sustainability action plans on which it focuses. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and cross references the United Nations’ Sustainable Development Goals.

GENPRO presents its annual Sustainability Report in June 2023 for the year that ended on 31st December 2022, aligned with its financial reporting period.

Letter From the Managing Director



Dear valued stakeholders,

It is increasingly recognised that corporate supply chains are critical in achieving our sustainable development goals and that is reflected in the evolving global regulatory framework. As a procurement company, GENPRO's impact on the economy, the environment and people derive mainly from its partners and suppliers. Therefore, taking decisive action in this area is a priority to GENPRO as it is aligned with its sustainability mission to drive sustainability throughout the procurement process and generate viable efficiencies and efficacies for its members and suppliers in a fully transparent, measurable, and sustainable manner.

For us here at GENPRO, sustainability is not a tick box exercise. Sustainability is embedded in everything we do. It is engrained in our DNA and our culture. It provides us with our license to operate and we place our sustainability values at the core of our business strategy. Furthermore, it provides our members the security, trust, and resilience they seek when choosing a procurement partner. As procurement leaders, we are committed to driving sustainability into every process and inspiring the ecosystem in which we operate, to embrace our sustainability vision, magnifying our positive impact.

With this report, we take a first step in highlighting our efforts in the area of sustainable development for 2022 and although there is still much to be done, we are extremely proud of the progress we have made in such a short period of time and under very challenging circumstances. Corporate Responsibility is no longer a choice - it's a business imperative, without which one cannot remain profitable, relevant, or reliable.

We will therefore continue to work hard towards realising our sustainability goals with the same unwavering passion and with our key stakeholders as our most critical allies.

Maria Theodosiou
Managing Director
GP General Procurement Company Limited

03 Group's Key Highlights



0
Cases of non-compliance with regulatory codes concerning products and services

40%
Female representation on Board of Directors

0
Accidents, diseases and ill-health incidents

100%
Suppliers vetted with criteria including environmental and social performance

10.4%
Of suppliers audited against ESG criteria

100%
Declarations of Conformity and Material Declarations on all applicable supplied items

49%
Of GENPRO suppliers committed to reducing the use of wrapping material

0
Complaints concerning breaches of customer privacy and loss of customer data

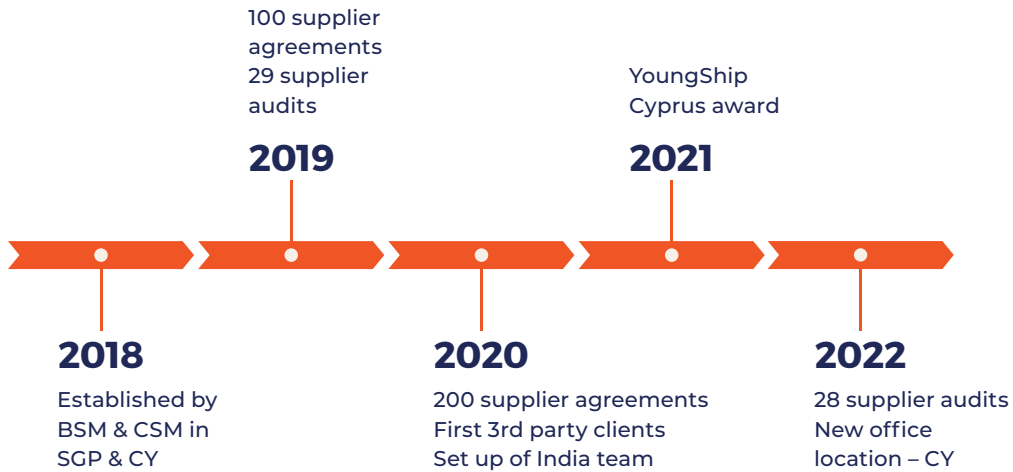
Evaluation and risk assessment performed for the entire Tier 1 supply chain

04 Our Company

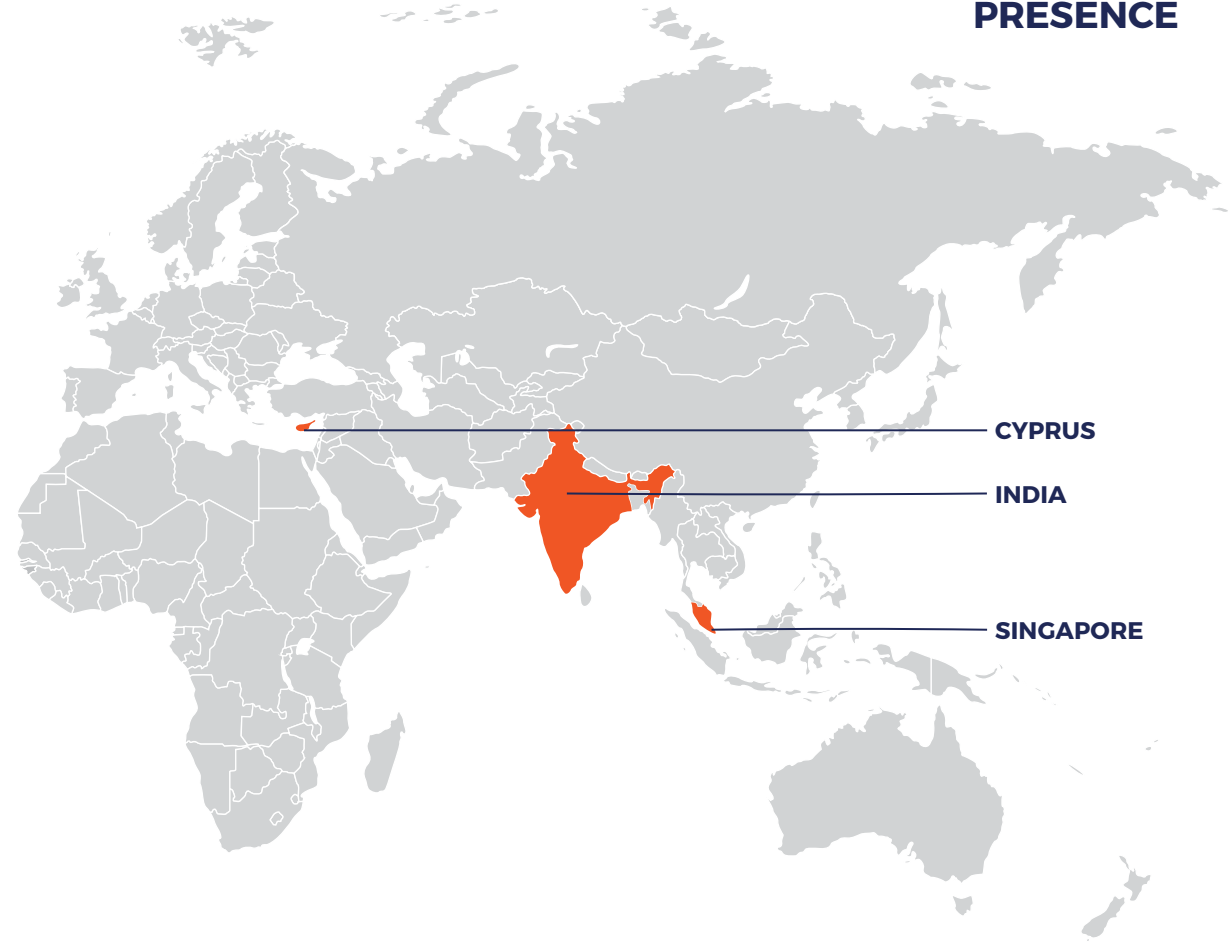
HISTORY

GENPRO is an independent maritime and commercial procurement company, founded in 2018, by its shareholders Bernhard Schulte Shipmanagement (BSM) and Columbia Shipmanagement (CSM).

GENPRO Timeline



PRESENCE



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Our Company

SERVICES & BUSINESS MODEL

GENPRO provides procurement services by negotiating framework supply agreements with international suppliers for and on behalf of its members. GENPRO's income derives from a standard Brokerage Fee, paid by the suppliers to GENPRO for providing support, monitoring the clients' individual performance of their ordering targets, and taking corrective actions when necessary. Additionally, suppliers agree to pay GENPRO an annual administration fee covering the administrative work involved in vetting, approving, registering, contracting and maintaining each supplier's profile.

The directory of contracted partner suppliers currently caters for the needs of the maritime sector, covering the requirements for, but not limited to, tankers, bulk and gas carriers, offshore, cruise and passenger vessels as well as container vessels.

During 2022 GENPRO had agreements in place with over 270 suppliers within the maritime industry. These suppliers can be classified into 19 distinct categories:

- | | |
|--------------------------------------------|-----------------------------------|
| 1. Admiralty Charts & Publications | 5. Equipment Makers |
| 2. Ballast Water Management Systems (BWMS) | 6. Laboratories |
| 3. Chemicals & Gases | 7. Logistics / Freight Forwarding |
| 4. Communication Equipment & Services | 8. Lubricants |



- | | |
|-----------------------------------|-------------------|
| 9. Marine Services | 15. Port Agents |
| 10. Marine Technical Services | 16. Safety |
| 11. Medical Chest | 17. Shipchandlers |
| 12. Mooring Ropes & Wires | 18. Shipyards |
| 13. Paints & Coatings | 19. Spares |
| 14. Platforms & Digital Solutions | |

GENPRO's members include ship managers and ship owners, covering the requirements of different vessel types. The Members serve their own clients which include organisations found in the warehousing, wholesale and retail business, as well as tourism and hospitality.

04 Our Company

VISION, MISSION & VALUES



OUR VISION

To be the BEST independent procurement company and ensure we deliver the highest standard of quality services to our clients, while always aiming for perfection and excellence, by:



Building the most relevant, competitive, comprehensive quality repository of supply contracts worldwide.



Ensuring honest and transparent dealing at all times, and fair competition amongst our suppliers & service providers.



Strengthening and sustaining partnerships for mutual benefit through innovative and tailored solutions.



To create and uphold relationships of complete trust between all partners.

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Our Company

VISION, MISSION & VALUES

OUR MISSION

We aim to capitalise on the “Best Practices” and “Strengths” of our members by commercialising the procurement of maritime products and services.

GENPRO's objectives are to enhance efficiencies and efficacies in the procurement process and drive corresponding efficiencies and efficacies for its members in their vessels' opex costs, and additionally to return real value to the vessel owner by way of volume related discounts in a fully transparent and auditable manner.

04

Our Company

VISION, MISSION & VALUES



OUR VALUES



RESPECT

We treat our colleagues, clients and business partners with respect. We respect and protect the environment and are socially responsible. We believe in caring and giving back.



ACCOUNTABILITY

We take personal responsibility for our actions and own the results while we actively seek solutions. We act comprehensively and verifiably to the benefit of our company and its clients.



TEAMWORK

We are stronger when we work together. We care for and support one another both personally and professionally. We remain humble as no single person is bigger than the team.



TRUST

We build on trust with transparency. We know how hard it is to gain trust and understand how easily it can be broken. That is why we conduct ourselves with integrity at all times.



PASSION

We take pride in and enjoy our work. We understand our clients' needs and expectations and are dedicated to excelling through quality and determination.

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Our Company

SECTOR DEVELOPMENTS

The year 2022 was marked by several significant developments in the maritime procurement sector. The resurfacing of COVID-19, particularly in Asia, led to a series of lockdowns which affected supply chains and logistics.

The Russia-Ukraine war created global supply chain disruptions, leading to scarcity of resources and a surge in worldwide prices for raw materials, food, energy and fertilisers. It also resulted in increased freight rates for dry bulk shipping and an increase in container shipping costs which peaked in early 2022. Despite these challenges, the return of industry-related exhibitions such as Posidonia, SMM, IMPA, and ADIPEC provided opportunities for industry stakeholders to network and share knowledge.

As we navigate these developments, we remain committed to our sustainability goals and objectives, ensuring that our practices and operations are aligned with the principles of sustainable procurement.



04 Our Company

STRATEGIC INVESTMENTS



Sustainability is at the forefront of our business strategy. We recognise the importance of investing in initiatives that align with our commitment to sustainability, not only for the benefit of our people and planet but also for the long-term success of our business. Below, we outline some of the key strategic investments we have made in the past year to further our sustainability goals:

- Moving to new modern and energy efficient offices to meet expanding personnel needs
- Paperless technologies and development of a monitoring IT tool platform (further information in the innovation section – see page 65)
- A series of internal and external webinars were held, aimed at raising awareness and educating GENPRO stakeholders including suppliers, members, partners and employees on core sustainability topics
- Participation in a number of networking events hosted by key industry stakeholders such as IMPA, POSIDONIA, ADIPEC and SMM
- Community development programmes and other social events (see further information in the Social Contribution section on page 51)
- Employment of sustainability specialists to support and further enhance programmes focusing on measuring and improving the company's sustainability performance

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Our Approach to Managing Our Priorities

OUR SUSTAINABILITY GOVERNANCE

GENPRO has set up a governance structure to oversee the company’s sustainability strategy and actions, allowing GENPRO to deliver its commitments in line with its corporate strategy and the interests of its multiple stakeholders.

The Advisory Board has mandated and delegated the responsibility to the Board of Directors to manage the organisation’s impacts on the economy, environment, and people which has led to the creation of the Compliance & Sustainability Department led by the Compliance & Sustainability Senior Manager, reporting to the Managing Director of the company.

In addition, the organisation has appointed a specialised ESG Consultant to help prepare its sustainability report, including a specialised supply chain risk assessment necessitated by our intricate position in the market. The organisation follows a structured approach in reporting monthly progress of its stakeholders’ (suppliers and members/ shareholders) and assigned ESG & Compliance metrics and KPIs through its Compliance & Sustainability Readiness Report. The Report is distributed to its internal stakeholders including the Board of Directors on a monthly basis. The Board of Directors is responsible for reviewing and approving the reported information. The Compliance & Sustainability Department identifies, reviews, analyses and presents the reported information to the Managing Director, including the organisation’s material topics.

The relevant members are presented below:



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Our Approach to Managing Our Priorities

OUR CONTRIBUTION TO THE UN'S SUSTAINABLE DEVELOPMENT GOALS (SDGs)



In 2015, the UN launched the Sustainable Development Goals, 17 interrelated Global Goals with their 169 targets aimed at guiding governments and businesses to connect their strategies with global priorities for people and the planet, such as poverty and inequality, climate change and water risk. The SDGs represent an ambitious agenda to achieve a sustainable future by 2030, as they provide a framework for organisations to address issues in a manner which has meaning and will help them to demonstrate real impact.

The tables on the next pages show how sustainability initiatives at GENPRO contribute towards achieving several of the SDGs through its operations to make lasting positive impact on its stakeholders, the environment and the society in which it operates. Contributing to the UN's SDGs aligns perfectly with GENPRO's long-term goal for achieving sustainable partnerships.

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Our Approach to Managing Our Priorities

OUR CONTRIBUTION TO THE UN'S SUSTAINABLE DEVELOPMENT GOALS (SDGs)



OUR IMPACT

SDG TARGETS

<p>1 NO POVERTY</p> 	<p>GENPRO not only remunerates its employees in a fair and timely manner but also contributes to their quality of life through its provision of a rewarding working environment where they can grow professionally. There are many other benefits that ensure not just their financial safety but their family's welfare. The company also encourages the same to its suppliers.</p>	<p>1.1 1.2</p>
<p>2 ZERO HUNGER</p> 	<p>GENPRO trains its suppliers on the importance of nutrition and healthy eating for seafarers as well as promotes the farm to fork principle.</p>	<p>2.3</p>
<p>3 GOOD HEALTH AND WELL-BEING</p> 	<p>GENPRO takes a holistic approach to employee wellbeing, through initiatives that promote physical and mental wellbeing.</p> <p>Additionally, GENPRO offers its employees all the privileges they are entitled to by law, e.g. social security, breaks, annual leave, proper working hours, ensuring access to quality basic healthcare services and access to medication, vaccines etc. The company also encourages the same to its suppliers.</p>	<p>3.8</p>

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Our Approach to Managing Our Priorities

OUR CONTRIBUTION TO THE UN'S SUSTAINABLE DEVELOPMENT GOALS (SDGs)



OUR IMPACT

SDG TARGETS

<p>4 QUALITY EDUCATION</p> 	<p>GENPRO provides continued learning opportunities to both internal and external stakeholders such as employees and suppliers by attending online and physical training programmes according to their own individual training needs.</p>	<p>4.3 4.C</p>
<p>5 GENDER EQUALITY</p> 	<p>Any form of sexism, racism, and discrimination is not tolerated by GENPRO, both within its own operations and those of its suppliers. The company ensures the enforcement and monitoring of equality and non-discrimination on the grounds of gender, providing equal opportunities for promotion and recruitment.</p>	<p>5.1 5.C</p>
<p>6 CLEAN WATER AND SANITATION</p> 	<p>GENPRO aims at the continuous reduction of water consumption, through water saving systems and awareness programmes for suppliers and staff, ensuring that water consumption is sustainable, reducing the impact of water scarcity.</p>	<p>6.4</p>

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Our Approach to Managing Our Priorities

OUR CONTRIBUTION TO THE UN'S SUSTAINABLE DEVELOPMENT GOALS (SDGs)



OUR IMPACT

SDG TARGETS

7 AFFORDABLE AND CLEAN ENERGY



GENPRO aims to increase energy efficiency and does this by focussing on the reduction of Greenhouse Gas (GHG) emissions and contributing to the global effort of organisations to improve energy efficiency. Most importantly GENPRO employs a significant amount of resources for the reduction of its Scope 3 GHG emissions deriving from its suppliers' operations. GENPRO promotes the use of renewable energy, energy saving equipment and machinery throughout its supply chain.

7.3

8 DECENT WORK AND ECONOMIC GROWTH



Energy goals and objectives have been set and an action plan is being implemented to reduce fuel, conserve energy and natural resources as well as evaluate energy, raw materials and products. GENPRO's continuous efforts contribute to the global effort to use resources more efficiently regarding consumption and production, whilst supporting economic development independent of environmental degradation.

8.4

GENPRO strives to achieve full and productive employment for employees throughout its supply chain through the enforcement of associated requirements for suppliers, the implementation of initiatives and CSR actions. It also supports the general development and support to local communities worldwide (suppliers' locations) through volunteering for sustainable growth.

8.5

The protection of its staff and those of its suppliers and crew onboard our member's fleets in matters of health and safety, is a main priority for GENPRO, therefore measures are constantly being taken to minimise occupational risk and systematically train GENPRO staff on health & safety issues.

8.8

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Our Approach to Managing Our Priorities

OUR CONTRIBUTION TO THE UN'S SUSTAINABLE DEVELOPMENT GOALS (SDGs)



OUR IMPACT

SDG TARGETS

<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>Aiming to increase the efficiency of resource use and the adoption of clean and environmentally friendly technologies throughout its own operations and those of its suppliers, GENPRO educates its suppliers on these issues and also seeks to improve the overall performance of its suppliers via the use of Key Performance Indicators (KPIs), the implementation of initiatives, the communication of best practices and the conduct of periodical audits.</p>	<p>9.4</p>
<p>10 REDUCED INEQUALITIES</p> 	<p>GENPRO promotes a sense of equality, considering all employee candidates regardless of race, religion, culture, gender, sexual orientation, age or disability, language, and background. Additionally, GENPRO sets high standards and requirements for its suppliers and service providers to ensure diversity, equal employment and fair working conditions for all.</p>	<p>10.2</p>
<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>GENPRO contributes to the overall reduction of the environmental impact on cities, paying particular attention to air quality, through the reduction of carbon dioxide emissions, and waste management through reuse, recycling and the proper treatment of the company's waste, as well as that of its suppliers.</p>	<p>11.6</p>

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Our Approach to Managing Our Priorities

OUR CONTRIBUTION TO THE UN'S SUSTAINABLE DEVELOPMENT GOALS (SDGs)



OUR IMPACT

SDG TARGETS

<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>In order to achieve the environmentally sound management of chemicals and all waste, GENPRO ensures the implementation of environmental and social policies amongst its own operations and those of its suppliers. The company has put in place strict requirements for its suppliers to follow, regarding the circularity of each product and it further ensures that the purchase of products meets quality and health and safety criteria, caters for their correct and efficient use, and properly manages the waste generated. Achieving a high level of responsibility and accountability is especially important for GENPRO hence the continuous promotion of the values of a Circular Economy to its whole supply chain.</p>	<p>12.4</p>
<p>13 CLIMATE ACTION</p> 	<p>GENPRO takes all necessary measures to mitigate the negative effects of its operations on the environment continuously striving to improve and minimise its environmental footprint and the footprint of its supply chain. Tackling climate change and rising temperatures is a priority for the company and it constantly aims to decrease the GHG emissions throughout its supply chain by organising initiatives that promote and enhance this cause.</p>	<p>13.3</p>
<p>14 LIFE BELOW WATER</p> 	<p>Both upstream and downstream of its supply chain, GENPRO implements policies, action plans and initiatives to reduce waste, tackle pollution, reduce fuel use, and reduce its overall environmental footprint to protect the oceans and the life they support along with their natural resources.</p>	<p>14.1</p>

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Our Approach to Managing Our Priorities

OUR CONTRIBUTION TO THE UN'S SUSTAINABLE DEVELOPMENT GOALS (SDGs)



OUR IMPACT

SDG TARGETS

<p>15 LIFE ON LAND</p> 	<p>By implementing Environmental and Energy Management Systems in the premises where GENPRO operates from, which are certified as per ISO 14001 and 50001, and promoting adoption of same by its suppliers, GENPRO is working towards preserving natural resources, reducing pollution, and controlling and improving energy use and consumption.</p> <p>GENPRO engages in tree-planting activities as part of its social contribution programme.</p> <p>Waste management practices, such as the use of eco-friendly and recyclable packaging and the proper disposal of waste through approved recycling partners, contribute to promoting sustainable use of ecosystems and reducing waste generation. Additionally, GENPRO's planned implementation of a waste management system in its offices in India and Singapore aims to promote sustainable management of ecosystems by effectively segregating waste and reducing waste generation.</p>	<p>15.1</p> <p>15.2</p> <p>15.5</p>
<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	<p>GENPRO aims to respect children's rights and to comply with international laws on child labour, contributing to the end of abuse, exploitation, trafficking, and supporting the fight against all forms of violence and torture of children.</p> <p>GENPRO places great emphasis on providing a healthy and safe work environment for its staff and all people throughout its supply chain, ensuring equal opportunities for promotion. The company does not tolerate any form of sexism, racism, and discrimination.</p>	<p>16.2</p> <p>16.7</p>
<p>17 PARTNERSHIPS FOR THE GOALS</p> 	<p>GENPRO's whole business model is based on the principle of collaboration to build sustainable partnerships. Additionally, partners are always treated with the utmost respect and fairness.</p> <p>Sustainable partnerships are GENPRO's driving force towards achieving sustainability.</p>	<p>17.16</p>

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Our Approach to Managing Our Priorities

IDENTIFYING, COMMUNICATING AND UNDERSTANDING OUR STAKEHOLDERS

GENPRO is in regular dialogue with a wide range of stakeholders that represent a diverse set of priorities and interests. We understand that in order to take a truly multi-stakeholder approach to sustainability, we need to engage with all of our key stakeholders, who range from members, suppliers and personnel to shareholders and others. Engaging with stakeholders allows GENPRO to understand and respond to its stakeholders' needs and expectations. The frequency and type of engagement we maintain with our various stakeholders is diverse. We listen to our stakeholders and engage with them on an ongoing and ad hoc basis. Through communication with our stakeholders, we improve our performance while responding to the needs and expectations of the society in which we operate.

GENPRO employs a multifaceted approach to engaging with its stakeholders through a variety of initiatives listed in, but not limited to, the below, along with the stakeholder groups engaged in each:

- Materiality assessment survey: All possible stakeholder groups i.e. members, suppliers, shareholders, employees, business partners, NGOs, industry associations, and governmental departments
- Trainings / onboarding webinars: Internally for employees and top management, externally for members, suppliers and other business partners



- Sustainability events: Key stakeholder groups are invited to participate either physically or remotely on a bi-annual basis, and some are invited as speakers to share and discuss industry wide practices and developments on the sustainability front. Such matters are then set as the foundations on which collaborations with participating organisations are carried out. For example, during the 'Blue Day' event, panelists included representatives from the International Marine Purchasing Association (IMPA), Cyprus Marine and Maritime Institute (CMMI) and Top Glory (GENPRO contracted Service Provider of Green Maritime Waste Management). GENPRO continues its dialogue with IMPA and CMMI focusing on potential areas of collaboration on the subject of innovation and solutions for the marine supply chain. For the 2022 'Green Day' event all stakeholders were invited to participate, physically and virtually. A highlight from the day was a hard-hitting presentation given by the CEO of NGO Step Up Stop Slavery.

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Our Approach to Managing Our Priorities

IDENTIFYING, COMMUNICATING AND UNDERSTANDING OUR STAKEHOLDERS

- Social events such as beach / ocean cleaning and tree planting. The relevant NGOs are involved as co-organisers at these events where GENPRO's employees and other associated companies are invited to participate along with any other members of the local community.
- The sustainability report itself is one of the most significant means of engaging with stakeholders, as it aims to convey a complete overview of GENPRO's efforts, current status and performance related to corporate responsibility and sustainability.

All stakeholder engagement efforts aim at establishing a two-way communication through which stakeholders can both a) provide valuable feedback and insight on which GENPRO can act, and b) be educated by GENPRO on sustainability matters and increase their sustainability maturity. Thus, strengthening their ability to steer their own organisations through constructive input.



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Our Approach to Managing Our Priorities

IDENTIFYING, COMMUNICATING AND UNDERSTANDING OUR STAKEHOLDERS

In order to engage with stakeholders more effectively, GENPRO has identified its key stakeholder groups and then proceeded to map all the channels of communication currently being utilised as shown below.

STAKEHOLDER MAPPING:

CHANNELS OF COMMUNICATION	EMPLOYEES	FOUNDING MEMBERS/ CLIENTS	MEMBERS/ CLIENTS	SUPPLIERS/ SERVICE PROVIDERS	SOCIETY AND LOCAL BODIES	GOVERNMENT/ MPS/ REGULATORS	NGOS	MEDIA
ANNOUNCEMENTS	✓	✓	✓	✓	✓	✓	✓	✓
ANNUAL GENERAL MEETINGS		✓						
ANNUAL REPORTS		✓						
AUDITS		✓	✓	✓				
BUSINESS REVIEWS		✓	✓	✓				
EMAILS	✓	✓	✓	✓			✓	✓
EMPLOYEE ANNUAL APPRAISAL	✓							
E-NEWSLETTERS	✓	✓	✓	✓				
FACSIMILE (FAX)	✓	✓	✓	✓				

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Our Approach to Managing Our Priorities

IDENTIFYING, COMMUNICATING AND UNDERSTANDING OUR STAKEHOLDERS

STAKEHOLDER MAPPING:

CHANNELS OF COMMUNICATION	EMPLOYEES	FOUNDING MEMBERS/ CLIENTS	MEMBERS/ CLIENTS	SUPPLIERS/ SERVICE PROVIDERS	SOCIETY AND LOCAL BODIES	GOVERNMENT/ MPS/ REGULATORS	NGOS	MEDIA
MAIL (POST)	✓	✓	✓	✓				
*MEDIA / SOCIAL NETWORKS	✓	✓	✓	✓	✓	✓	✓	✓
MEETINGS	✓	✓	✓	✓	✓	✓	✓	✓
PHONE CALLS	✓	✓	✓	✓	✓	✓	✓	✓
SHARED DRIVE RESOURCES (SHAREPOINT)	✓	✓	✓					
SOCIAL MEDIA PLATFORM	✓	✓	✓	✓	✓	✓	✓	✓
SYSTEMATIC REPORTING (FINANCIAL, COMPLIANCE ETC)	✓	✓	✓	✓				
TERMS OF AGREEMENT	✓	✓	✓	✓				
VIDEO CALLS	✓	✓	✓	✓			✓	
WEBSITE	✓	✓	✓	✓	✓	✓	✓	✓
WEEKLY REPORT	✓	✓						
WORKSHOPS / SEMINARS / WEBINARS	✓	✓	✓	✓		✓	✓	

*MEDIA / SOCIAL NETWORKS (ARTICLES, PRESS, RELEASE, INTERVIEWS, POSTS)



05

Our Approach to Managing Our Priorities

MATERIALITY ASSESSMENT

MATERIALITY PROCESS

GENPRO has implemented a holistic approach to identifying the material sustainability issues most critical to its business. To achieve this, GENPRO has carried out a materiality assessment in July 2022 amongst key stakeholders following the Global Reporting Initiative's (GRI) Material Topics. GENPRO's stakeholders are defined as entities and/or individuals who may be significantly influenced by GENPRO's activities, or those who may reasonably affect GENPRO's ability to implement its business strategy and/or achieve its strategic objectives. The company has set up a framework that explains its approach toward materiality in reference to sustainability, stakeholder engagement and the impact of daily business operations.

The materiality analysis helps GENPRO to identify its most "material" issues in relation to its commitments and performance. Material issues are the aspects considered important, reflecting the organisation's economic, environmental and social impacts which can influence the assessments and decisions of GENPRO's stakeholders.

The materiality analysis was used to understand what matters to whom and why. As such, it is vital in acknowledging and embedding sustainable business practices into its operations. This is essential if GENPRO is to integrate effective risk management processes, especially during a time of severe health and climate crisis. Through consultation with our stakeholders on the materiality of a range of sustainability issues, GENPRO as a company will be in a better position to assess, rationalise and harmonise Environmental, Social and Governance (ESG) risks and opportunities so that it becomes more resilient in the future.

05 Our Approach to Managing Our Priorities

MATERIALITY ASSESSMENT

MATERIALITY PROCESS

Furthermore, the exercise provided valuable insight into what GENPRO, in its role as a procurement company, can do to positively impact the lives of its internal and external stakeholders. Through the materiality analysis we were able to gain a holistic 360 degree view of some of the most important sustainability issues that are moving up the business agenda on a global scale.

As part of the materiality assessment, stakeholders were engaged via an online survey where they were asked to rate a list of sustainability issues according to their importance using a scale of 1 (not at all important) to 5 (extremely important). The list of sustainability issues was determined by selecting the applicable material topics from an extensive list of 31 topics provided by the GRI standards. GENPRO adapted their titles to best fit the organisation's and shipping industry's characteristics. The material topics selected were finalised into a total of 19 sustainability issues that were included in the online survey.

In total, 289 stakeholders were contacted during the above process, of which 95 provided input in determining GENPRO's material topics. Stakeholders belong to the following groups:

 SUPPLIERS:
68

 3rd PARTY MEMBERS:
7

 EMPLOYEES:
19

 FOUNDING MEMBER:
1

GENPRO 2022 MATERIALITY MATRIX



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Our Approach to Managing Our Priorities

MATERIALITY ASSESSMENT

MATERIALITY ANALYSIS CONCLUSION

As a result of this materiality analysis, we were able to define the most material sustainability issues to our key stakeholders and as such we will be focusing our ESG Strategy and disclosures on these topics.

In this report we present and analyse in detail the issues identified by this process.



ENVIRONMENTAL

- Energy management
- Waste management
- Identification of financial and operational risks and opportunities arising from climate change
- Suppliers' environmental performance



SOCIAL

- Respecting human rights
- Occupational health & safety
- Responsible communication practices
- Suppliers' corporate social responsibility



GOVERNANCE

- GENPRO's financial performance
- Regulatory compliance
- Anti-corruption policies & practices
- Anti-competitive behaviour
- Sustainable procurement practices
- Service quality
- Innovation
- Cyber security & personal data protection

05

Our Approach to Managing Our Priorities

OUR SUSTAINABILITY STRATEGY

SUSTAINABILITY VISION:

To become the socially and environmentally responsible leading procurement partner of choice in the marine and trading ecosystem.

SUSTAINABILITY MISSION:

GENPRO's objective is to drive sustainability throughout the procurement process and generate viable efficiencies and efficacies for its members and suppliers in a fully transparent, measurable and sustainable manner.

GENPRO's Sustainability Strategy is based on the three main sustainability pillars of ESG (Environmental-Social-Governance) as identified during the materiality process. Our sustainability strategy is a central aspect of delivering our vision and services. These pillars and the key interest areas on which our sustainability strategy focuses are:



ENVIRONMENT

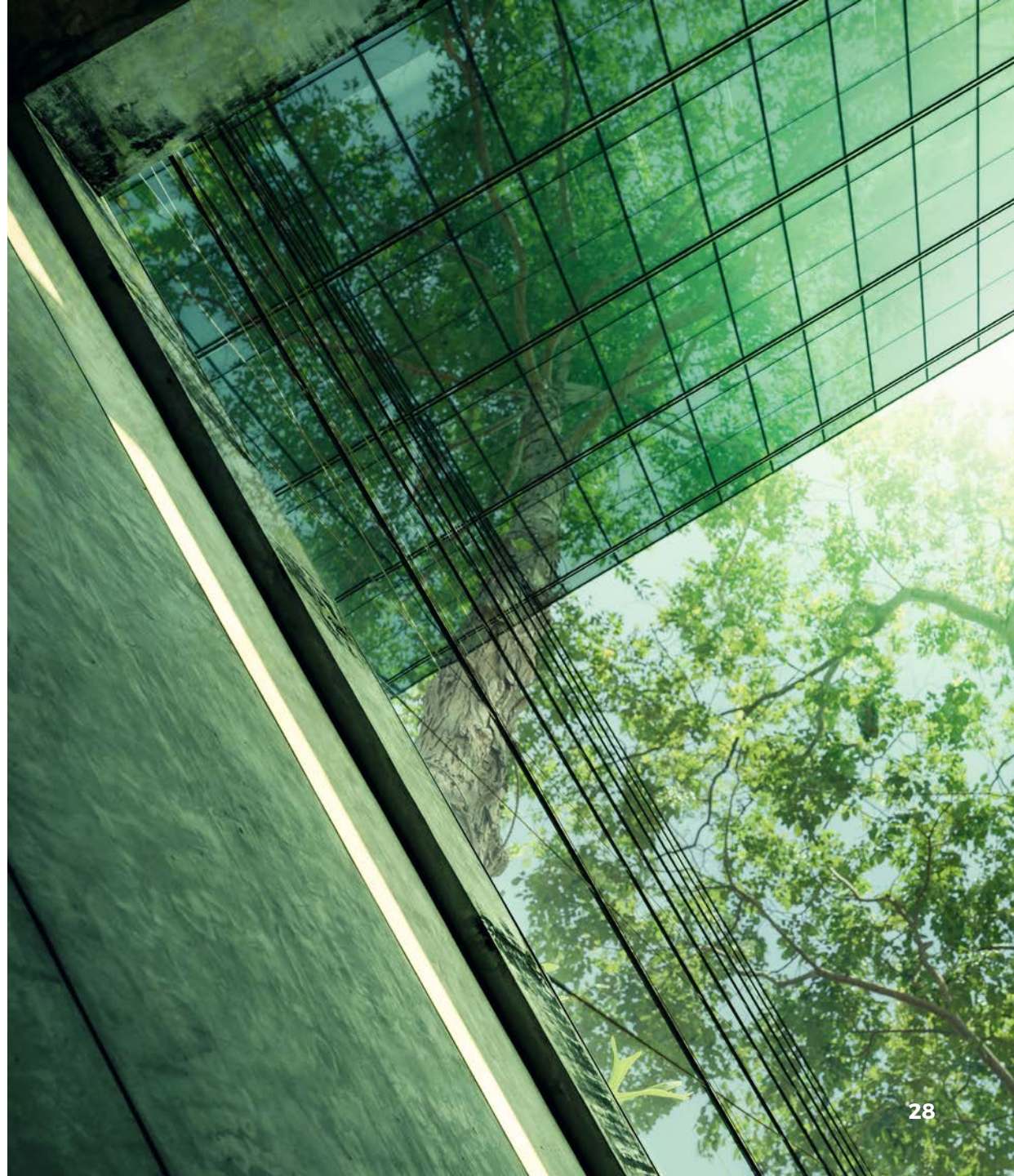


SOCIETY



GOVERNANCE

Global sustainability initiatives, national and international rules and regulations, GENPRO members' (current and potential) respective sustainability strategies as well as GENPRO's suppliers' initiatives have been taken into consideration in defining GENPRO's sustainability targets.



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Our Approach to Managing Our Priorities

SUSTAINABILITY STRATEGY

GLOBAL INITIATIVES INCLUDE:

- [UN Sustainable Development Goals](#)
- [IMO 2020 “Sustainable shipping for a sustainable planet”](#)
- [Food & Agriculture Organization of the United Nations “Sustainable Food Systems for Food Security & Nutrition”](#)
- [Food & Agriculture Organization of the United Nations “How to Feed the World in 2050”](#)

NATIONAL AND INTERNATIONAL REGULATIONS INCLUDE:

- [IMO MEPC.269\(68\): 2015 Guidelines for the Development of the inventory of Hazardous Materials Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships 2009 \(HKC\)](#)
- [Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships 2009 \(HKC\)](#)
- [DGS India Order No 5 / 2019](#)
- [Regulation \(EU\) 1257/2013 of the EU Parliament and the Council on ship recycling \(EUSRR\)](#)
- [EMSA-Guidance on the Inventory of Hazardous Materials, IHM Development and Maintenance in the context of the EUSRR](#)
- [Kuwait Circular No.8/2019](#)



05 Our Approach to Managing Our Priorities

OUR SUSTAINABILITY STRATEGY

GENPRO Suppliers' Sustainability Initiatives:

- Energy & Water Consumption Reduction
- Farm to Fork Strategy
- Green Wrapping Material Packing Techniques
- COVID-19 Measures for Fleet Visitors for the Protection of the Health of Seafarers
- Virgin Materials Reduction & Product Toxicity Elimination
- Reusable-Recyclable Products
- SUP Ban Implementation Study
- Policy Against Modern Slavery
- Equal Employment and Gender Equality
- Fuel & Energy Saving Equipment Use

GENPRO Sustainability Targets

GENPRO's sustainability targets are defined based on GENPRO's sustainability vision and mission, mapped with the targets and/or requirements derived from the national and international regulatory framework, global initiatives, and members' and suppliers' sustainability strategies. They are carefully mapped against actions aimed at materialising its vision through a measurable and visible action plan.

These Are Summarised Below:

- ▶ Promote and support a green supply chain
- ▶ Promote and support a socially responsible employment policy amongst all suppliers
- ▶ Commit to the highest standards of moral and ethical business conduct
- ▶ Support GENPRO's suppliers to comply with applicable environmental regulations
- ▶ Support members to decrease food waste on board vessels, and also increase food nutritional value
- ▶ Ensure data collection and analysis alignment between stakeholders (GENPRO – members – suppliers)
- ▶ Achieve SMART procurement digitalisation by 2024
- ▶ Increase engagement with all stakeholders on sustainability initiatives

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Our Approach to Managing Our Priorities

OUR SUSTAINABILITY STRATEGY

TARGET 1.

Promote And Support A Sustainable Supply Chain

- a. Encourage and guide suppliers on using environmentally friendlier wrapping material.
- b. Encourage and guide suppliers on applying environmentally friendly consolidation techniques.
- c. Encourage and guide suppliers on offering products with reduced virgin material content.
- d. Encourage and guide suppliers on product toxicity reduction or elimination.
- e. Encourage and guide suppliers on replacing disposable with reusable or recyclable products.
- f. Encourage and guide suppliers on energy and water consumption reduction.
- g. Promote the procurement of fuel and energy saving equipment and machinery.
- h. Support suppliers' initiatives towards delivery routing optimisation and reverse logistics.
- i. Promote a structured food safety policy.
- j. Ensure GENPRO's suppliers fully commit to and declare that they are practicing sustainably produced food supplies and embrace the "Farm to Fork" concept.
- k. Monitor, record and evaluate GENPRO's suppliers on work-related accidents.
- l. Promote sustainability culture and training on best practices internally and amongst GENPRO's suppliers / service providers.
- m. Promote the certification as per ISO 14001, ISO 26000 and ISO 45001 to suppliers where applicable.



TARGET 2.

Promote And Support A Socially Responsible Employment Policy Among All Suppliers

- a. Encourage suppliers to implement a policy against modern slavery.
- b. Encourage suppliers to implement an equal employment and gender equality policy.

TARGET 3.

Commit To The Highest Standards Of Moral And Ethical Business Conduct

- a. Promote and encourage suppliers to implement an anti-bribery and anti-corruption policy ISO 37001.

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Our Approach to Managing Our Priorities

OUR SUSTAINABILITY STRATEGY

TARGET 4.

Support GENPRO'S Suppliers To Comply With Applicable Environmental Regulations

- a. Monitor GENPRO suppliers' compliance with the DGS India Order No 5 / 2019 Regulation by ensuring delivered stores onboard members' fleet bound to call, or during port call, in India do not include single use plastics in any form.
- b. Monitor GENPRO suppliers' compliance with the HKC - IMO MEPC.269(68): 2015 Regulation by ensuring all deliveries on board members' fleet are accompanied by the necessary Declarations of Conformity and Material Declarations on all applicable supplied items.
- c. Monitor GENPRO suppliers' compliance with the (EU) 1257/2013 Regulation on ship recycling (EUSRR) by ensuring they deliver stores on board members' fleet accompanied by the complete required documentation and declarations.

TARGET 5.

Support Members To Decrease Food Waste On Board Vessels And Increase Food Nutritional Value

- a. Communicate, monitor and evaluate suppliers' performance and adherence to GENPRO's General Terms & Conditions (where applicable).

TARGET 6.

Ensure Data Collection And Analysis Alignment Among Stakeholders (GENPRO - Members - Suppliers)

- a. Revise tender products (shipchandlers).
- b. Define and implement master data management for all supplier categories and commonly traded items.

TARGET 7.

Achieve SMART Procurement Digitalisation By 2024

- a. Incorporate into GENPRO's Integrated Management System and, in particular, the following commercial protocols to reflect sustainability vision and mission:
 - i. Selecting and evaluating suppliers
 - ii. Tender preparation evaluation and contract award
 - iii. Conclusion of the supplier agreement
 - iv. Supplier audit
 - v. Monitoring and evaluating contracted suppliers
 - vi. Communication with members
 - vii. Member and supplier complaints
 - viii. Termination of a GENPRO supplier agreement
- b. Certify GENPRO against ISO 9001:2015.
- c. Integrate GENPRO's suppliers' product and services portfolio with members' digital procurement platforms.

TARGET 8.

Increase Engagement with all Stakeholders on Sustainability Initiatives

- a. Develop and maintain an open dialogue among all stakeholders to understand their priorities, needs and expectations as well as share ESG best practices.
- b. Design and promote interactive webinars dedicated per supplier category.
- c. Develop and maintain sustainable partnerships.

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Our Approach to Managing Our Priorities

OUR SUSTAINABILITY STRATEGY

SUSTAINABILITY TOOLS

Effective Tools Used to Implement GENPRO's Sustainability

GENPRO has designed proprietary tools for the effective implementation of its Sustainability Strategy as part of its action plan. These include:

► Compliance and Sustainability Readiness Report (CSRR)

GENPRO has established a number of ESG Key Performance Indicators (KPIs) to guide and provide adequate support to its entire pool of suppliers and service providers in order to improve its overall supply chain sustainability level.

These initiatives, as part of GENPRO's Action Plan, require:

- management systems in place
- policies design and alignment with GENPRO's Sustainability Strategy
- implementation of the Compliance and ESG Notices shared with each individual supplier or service provider
- participation in webinars and seminars organised by GENPRO, along with specific actions taken by the suppliers and service providers towards the improvement of environmental and social aspects.

GENPRO monitors its sustainability action plan in order to constantly provide each partner's compliance and sustainability readiness. The data is provided on a daily basis via different communication channels while GENPRO generates a monthly internal report to ensure that the organisation's Action Plan is executed as planned.



► The GENPRO Sustainability Balanced Scorecard (SBS)

GENPRO has established the Sustainability Balanced Scorecard (SBS), which is comprised of various parameters to measure its suppliers' status, compliance, commitment, and performance towards sustainability. The strategic objectives listed in the SBS are categorised as regulatory, mandatory, preferred, and promoted. The regulatory strategic objectives are enforced by national or international legislation, and therefore, suppliers are obliged to align with them. GENPRO enforces the mandatory objectives, and expects complete adherence from suppliers, unless such objectives contradict national or local regulations.

As GENPRO strives to achieve the above objectives, it commits to:

- conducting itself sustainably
- conducting business only with like-minded sustainable suppliers and members
- supporting those who wish to become sustainable
- continuous efforts towards a greener supply chain and a greener future
- its entire supplier network becoming 'Green' by 2025

05 Our Approach to Managing Our Priorities

OUR SUSTAINABILITY STRATEGY

In order to realise its Sustainability Strategy, GENPRO has issued a range of ESG-related policies that all its contracted partners and suppliers must adhere to. These are the organisation's policy commitments for responsible business conduct, some of which reference Authoritative Intergovernmental Instruments (AI), conducting due diligence, applying the precautionary principle and respecting human rights.

This range of ESG-related policies is the following



INTERNAL ESG POLICIES

POLICY	(I) REFERENCE TO AUTHORITATIVE INTERGOVERNMENTAL INSTRUMENTS	(II) CONDUCTING DUE DILIGENCE	(III) APPLYING THE PRECAUTIONARY PRINCIPLE	(IV) RESPECTING HUMAN RIGHTS
CODE OF BUSINESS ETHICS AND CONDUCT	—	YES	YES	YES
EQUAL & FAIR EMPLOYMENT POLICY	—	YES	YES	YES
MODERN SLAVERY & ANTI-EXPLOITATION POLICY	—	YES	YES	YES
ZERO TOLERANCE POLICY	—	YES	YES	YES
GIFTS ENTERTAINMENT AND ANTI-BRIBERY POLICY	FCPA: Foreign Corrupt Practises Act GAAP: Generally Accepted Accounting Principles UKBA: UK Bribery Act	YES	YES	NO
COMMUNICATION POLICY	—	YES	YES	YES
ETHICS - CONFLICTS OF INTEREST POLICY	—	YES	YES	NO
HYBRID WORKING POLICY	—	YES	YES	NO
SOCIAL MEDIA POLICY	—	YES	YES	YES
BUSINESS RELATED EXPENSES & TRAVEL POLICY	—	YES	YES	NO
SUSTAINABILITY POLICY (STRATEGY)	UN - SDGS; DCS INDIA ORDER NO. 5; HONG KONG INTERNATIONAL CONVENTION FOR THE SAFE AND ENVIRONMENTALLY SOUND RECYCLING OF SHIPS 2009 (HKC); IMO MEPC; IMO 'SUSTAINABLE SHIPPING FOR A SUSTAINABLE PLANET'; EUSRR; EMSA; FAO UN 'HOW TO FEED THE WORLD IN 2050'; FAO UN 'SUSTAINABLE FOOD SYSTEMS FOR FOOD SECURITY & NUTRITION'	YES	YES	YES

05 Our Approach to Managing Our Priorities

OUR SUSTAINABILITY STRATEGY

SUPPLIER ESG POLICIES

POLICY	(I) REFERENCE TO AUTHORITATIVE INTERGOVERNMENTAL INSTRUMENTS	(II) CONDUCTING DUE DILIGENCE	(III) APPLYING THE PRECAUTIONARY PRINCIPLE	(IV) RESPECTING HUMAN RIGHTS
COVID-19 MEASURES NOTICE S0121	—	YES MEASURED ANNUALLY	YES	NO
GREEN WRAPPING & PACKING NOTICE S0221	REFERENCE TO SUSTAINABILITY STRATEGY WHICH IN TURN REFERS TO AIIS LISTED ABOVE.	YES MEASURED ANNUALLY	YES	NO
VIRGIN MATERIAL & PRODUCT TOXICITY NOTICE S0321	REFERENCE TO SUSTAINABILITY STRATEGY WHICH IN TURN REFERS TO AIIS LISTED ABOVE.	YES MEASURED ANNUALLY	YES	NO
REUSABLE-RECYCLABLE PRODUCTS NOTICE S0421	DIRECTIVE 2008/98/EC; DIRECTIVE (EU) 2018/851	YES MEASURED ANNUALLY	YES	NO
BAN OF SINGLE USE PLASTIC PRODUCTS NOTICE S0522	EUROPEAN DIRECTIVE (EU) 2019/904; DGS INDIA ORDER NO 5/2019 REGULATION	YES MEASURED ANNUALLY	YES	NO
MODERN SLAVERY NOTICE S0622	UN'S INTERNATIONAL BILL OF HUMAN RIGHTS; ILO'S DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK	YES MEASURED ANNUALLY	YES	YES
EQUAL EMPLOYMENT & GENDER EQUALITY NOTICE S0722	REFERENCE TO SUSTAINABILITY STRATEGY WHICH IN TURN REFERS TO AIIS LISTED ABOVE.	YES MEASURED ANNUALLY	YES	YES
ENERGY & WATER CONSUMPTION REDUCTION NOTICE S0822	REFERENCE TO SUSTAINABILITY STRATEGY WHICH IN TURN REFERS TO AIIS LISTED ABOVE.	YES MEASURED ANNUALLY	YES	NO
FUEL & ENERGY SAVING EQUIPMENT AND MACHINERY NOTICE S0922	REFERENCE TO SUSTAINABILITY STRATEGY WHICH IN TURN REFERS TO AIIS LISTED ABOVE.	YES MEASURED ANNUALLY	YES	NO
FARM TO FORK STRATEGY NOTICE S1022	REFERENCE TO THE UN SDGS	YES MEASURED ANNUALLY	YES	NO
ARTICLES AND CERTIFICATE OF INCORPORATION NOTICE S1122	—	YES MEASURED ANNUALLY	YES	NO

All policies are approved by the organisation's top management and were designed to safeguard GENPRO's business model and responsible approach to doing business.

The policies are therefore essential for accurately communicating GENPRO's operating principles both inwards and outwards whilst maintaining its intended level of service quality.

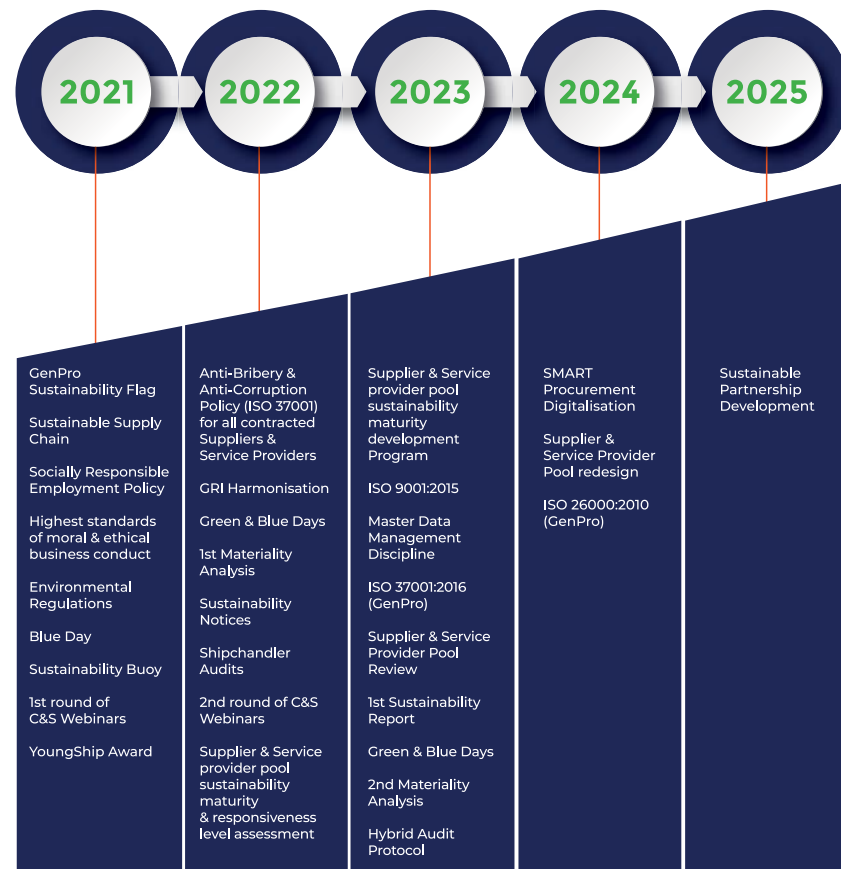
Policies are circulated internally and externally to the relevant stakeholders via a number of communication methods.

Our Approach to Managing Our Priorities

OUR SUSTAINABILITY STRATEGY

SUSTAINABILITY ROAD MAP

Key Initiatives and Actions



Policy commitments clearly identify the individuals or roles which are responsible for implementing and ensuring adherence to the policy commitments, as well as identifying and addressing any related issues before they arise. Line managers are primarily responsible for resolving issues that occur, while top management (Managing Director or Director) is responsible for administering and monitoring policies. Policy commitments are facilitated by procedures as part of the GENPRO Operating Manual. Each procedure clearly lays out the purpose, responsibilities, general information, and a step-by-step breakdown of the procedure indicating the What-Who-When-Record aspects for each step.

The implementation of the commitments is tracked by KPIs which are monitored by the related departments and respective senior managers, managers and officers. The aforementioned KPIs include, but are not limited to, performance tracking of suppliers and other business partners, provision of training to same, etc.

Further to the sustainability targets and policies in place, the Sustainability Road Map demonstrates the action plan in place. This reflects the key milestones of the organisation's journey towards developing Sustainable Partnerships by 2025.

06 Our Performance

ENVIRONMENTAL

The sections that follow, highlight our performance for each of the material topics previously identified, categorised under the three sustainability pillars (ESG).



The following pages refer to our policies and performance for issues related to our:

- Energy Management
- Waste Management
- Suppliers' Environmental Performance
- Identification of Financial and Operational Risks and Opportunities Arising From Climate Change



06 Our Performance

ENVIRONMENTAL

Energy Management

All office locations have implemented Environmental Management Systems as per ISO 14001 and have obtained the associated certification. The Energy Management System implemented at the offices in Cyprus is also certified as per ISO 50001 and the offices in India and Singapore are in the process of being certified for their Energy Management Systems. Each office location which is sublet from a founding member adheres to its founding member's environmental policies.

Additionally, the offices in Cyprus have an 'Environment & Energy' Policy in place whereby it commits to:

- preserving and protecting natural resources;
- preventing any kind of pollution;
- reducing the impact resulting from its activities on the environment;
- controlling and improving energy use, consumption and efficiency;

The policy includes a dedicated section on how it will be amplified and applied throughout the organisation. The offices in India and Singapore have an Energy Efficiency Policy to provide the requisite framework for a systematic approach in achieving continual improvement of energy performance, energy efficiency, energy use, consumption, and reduction of energy waste. The goal is to reduce the kwh/person/day by 2% with 2019 as the baseline.

Some measures, such as turning off air conditioning or adjusting to a suitable temperature, using public transport, energy saving lights etc are already in place.



If the company notices any unusual consumption, it will investigate and act. The performance is evaluated quarterly. The action plan will vary year by year according to the energy efficiency performance. Minimum requirements for GENPRO's contracted suppliers include a certification from an Environmental Management System such as ISO 14001.

Waste Management

GENPRO utilises verified paperless digital solutions for the electronic signing of its documents. For the exchange of files and in order to minimise paper use and printing the company also implemented a cloud based shared environment.

All food packaging delivered to GENPRO premises are eco-friendly and fully recyclable. It was decided in 2022 to ban single use plastics such as plates / plastic bottles / straws / bags and cutlery. The collection of paper, PMD, toners, batteries and electronic waste is assigned to approved recycling partners (please refer to table on page 39).

The same applies to garden trimmings that are used for producing compost. Within 2023 offices in India and Singapore will kick off a waste management system for effective segregation and treatment of waste increasing the recycling and composting rates (glass, PMD, foodwaste and others). The waste management systems are based on the lessons learned from the offices of founding GENPRO Members (i.e. the need for training in the effective use of bins, the need for training for the cleaning staff, collaboration with municipalities for appropriate usage of collected wastes etc).

06 Our Performance

ENVIRONMENTAL

GENPRO circulates a series of notices to its suppliers who are required to confirm if they have received / acknowledged / implemented the matters described in said Notices.

Supplier Notices related to waste prevention include the following:

- Green Wrapping & Packing
- Reusable-Recyclable Products
- Ban of Single Use Plastic Products
- Farm to Fork Strategy

Notices to suppliers are complemented by a series of webinars where suppliers are given a further introduction to sustainability matters. Webinar series include:

- Webinar 1.1 Sustainability Strategy
- Webinar 1.2 Green Supply Chain
- Webinar 1.4 Stores & Provisions Packing
- Webinar 1.6 International Regulations (Ship Recycling & Hazmat)
- Webinar 2.1 Sustainability & Compliance Notices
- Webinar 2.2 GENPRO 2021 & 2022 Notices
- Webinar 2.3 GENPRO Green Supply Chain – Best Practices
- Webinar 2.4 Sustainability Maturity and Responsiveness Assessment
- Webinar 2.5 GENPRO Farm to Fork
- Webinar 2.6 GENPRO Sustainability Balanced Scorecard
- GENPRO Sustainability Onboarding

GENPRO ensures that its terms and conditions related to product specifications, quality definitions, shelf life, and product guarantees are clearly communicated to its contracted suppliers.

Environmental Performance Data

	Total	Per Employee
Energy (kwh)	31,354	1,306.4
Emissions from fuel consumption - Scope 1 (tCO2)	0	0
Emissions from electricity Scope 2 (tCO2)	18.5	0.77
General Waste (kg)	2,386*	119**
Recycling - Batteries & Toner (kg)	102*	5**

Energy consumption, emissions & waste produced

* data disclosed for Cyprus and India

**per capita calculated for Cyprus and India employees

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Our Performance

ENVIRONMENTAL

Suppliers' Environmental Performance

GENPRO recognises that its biggest environmental footprint is through suppliers' operations and therefore adopts approaches that ensure the protection of the environment.

Listed on the right are GENPRO's environmental policies to which all suppliers should adhere to upon joining GENPRO's marine supply chain network.



All suppliers should (where applicable):

- ▶ comply with energy and waste reduction measures
- ▶ adhere as applicable to Regulation (EU) No. 1257/2013 of the European Parliament and of the Council of 20 November 2013 on Ship Recycling (EU SRR)" and "Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships, 2009 SR/CONF/45 (HKC)
- ▶ have policies in place to ensure the practice of green wrapping, packing and using environmentally friendly wrapping and packing materials
- ▶ collect wrapping material post supply
- ▶ include reusable-recyclable products in supplier's portfolio
- ▶ promote the use and supply of recyclable and reusable products instead of products made of single use plastics (SUPs)
- ▶ provide sustainably produced food supplies and embrace the Farm to Fork concept
- ▶ reduce virgin material in products and eliminate product toxicity
- ▶ reduce energy and water consumption
- ▶ adopt energy and fuel saving equipment and machinery
- ▶ be certified with ISO 14001:2015 or describe the way they manage their environmental system
- ▶ implement ISO 26000:2010

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Our Performance

ENVIRONMENTAL



GENPRO's specified purchasing requirements for the delivery of goods and services to vessels include the company's commitment to protect the environment and, thus expect its suppliers to support the company's efforts.

The below is stated in the requirements which are signed by all GENPRO contracted suppliers:

When making supply and provisioning arrangements, suppliers should consider the products being procured in terms of the waste they will generate. Options that should be considered to decrease the amount of such waste include:

- using supplies that come in bulk packaging, taking into account factors such as adequate shelf-life (once a container is open) to avoid increasing garbage associated with such products.
- using supplies that come in reusable or recyclable packaging and containers and avoiding the use of disposable cups, utensils, dishes, towels and rags and other convenience items whenever possible.
- avoiding supplies that are packaged in plastic, unless a reusable or recyclable plastic is used.
- collecting all packaging materials (i.e., wooden pallets, plastic shrink wrap) from vessels whenever possible.
- the use of containers which can be lifted by the ships' cranes, discharged and then returned to the supplier is to be preferred.

06 Our Performance

ENVIRONMENTAL

Related Supplier Notices:

- Green Wrapping Material Packing Techniques
- Virgin Material Reduction & Product Toxicity Elimination
- Reusable-Recyclable Products Introduction
- Ban of Single Use Plastic Products
- Energy & Water Consumption Reduction Policy
- Fuel and Energy Saving Equipment & Machinery Procurement
- Farm to Fork Strategy

All GENPRO contracted suppliers are screened via a dedicated Supplier Application Form (SAF) containing Environmental Criteria. Additionally, GENPRO carries out a number of other compliance activities where suppliers are evaluated on a wide range of environmental metrics and KPIs. These activities include, but are not limited to, physical and remote audits carried out on an annual or biannual basis against predefined requirements. These include general requirements as well as sector-specific requirements which serve the purpose of specialising and extending the audit procedure. This helps to assess suppliers coming from different industries, accounting for the specificities of their business.

Additionally, in 2022 GENPRO carried out a Supply Chain Risk Analysis where all GENPRO suppliers were assessed with respect to their environmental impacts and the corresponding risks arising from them. More information can be found in the ESG Risk Management section of this report which can be found under the Governance pillar (see page 67).

Suppliers' Environmental Performance

Number of suppliers	270	
Percentage of suppliers screened using environmental criteria	100%	
Percentage of supplier categories assessed for environmental impacts*	100%	
<i>*GENPRO assessed Suppliers as a whole for each category i.e. at category level, instead of individually</i>		
Percentage of low, low-medium, medium, medium-high and high (significant) potential negative environmental impacts identified across GENPRO's Tier 1 supplier categories**	Level of Impact	Percentage
	Low	15%
	Low-medium	26%
	Medium	44%
	Medium-high (significant)	13%
High (significant)	2%	
<i>**GENPRO does not currently record suppliers' actual ESG performance therefore the % disclosed only concerns potential negative impacts, not actual negative impacts.</i>		

Identification of financial and operational risks and opportunities arising from climate change

Due to the very nature of its operations, GENPRO has decided to expand the scope of this material topic and instead of focusing solely on the identification of the risks and opportunities arising from climate change, to identify all ESG related risks including social and governance, not just environmental. For this reason, the company has proceeded with an ESG risk analysis of its Tier 1 supply chain. This can be found in the ESG Risk Management section under the governance pillar.

06

Our Performance

PEOPLE & SOCIETY



In this section, we present our policies and performance for the issues related to our priority area, **People and Society**, and focus on the following material topics:

- **Occupational Health and Safety**
- **Respecting Human Rights**
- **Suppliers' Corporate Social Responsibility**
- **Responsible communication practices**
- **Social contribution to the local communities in which the company operates***

**material topic was included in the report, in addition to the 'highly critical' defined topics (see page 51)*



06 Our Performance

PEOPLE & SOCIETY

Occupational Health and Safety

We take all necessary steps to provide a safe and healthy work environment.

More specifically:

GENPRO's office in Cyprus is based within its shareholders premises and therefore adheres to its shareholders Health & Safety (H&S) policies.

The policy commits to providing a safe and healthy working environment for all employees:

- Aiming for accident-free operation.
- Preventing human injury, loss of life and avoiding damage to property.
- Assessing all risks to its ships, personnel and the environment and establishing appropriate safeguards.
- Continuously promoting a safety culture.
- Preparing to respond to any kind of emergency.

The policy was designed based on the ISO 45001:2018 and includes a dedicated section on how it will be amplified and applied throughout the organisation. It is implemented as per the local legal requirements and according to the office environment.

An H&S officer is appointed, trained annually and certified in order to perform H&S risk assessments and inspections effectively.

Other related H&S actions include:

- Protection of all electrical circuits and fire detection systems.
- Active firefighting equipment.
- Analysing water quality supplied to staff on regular basis.
- Maintenance of filtration systems.
- Use of advance filters at the HVAC system and maintenance of 6-8 air changes in office area.

More information can be found in CSM's ESG Report [2021](#) (p. 57 and p.85) More information on the BSM's Health and Safety Actions can be found in BSM's ESG Report [2021](#) (p. 40-46).

Each GENPRO office has access to medical health care based on national regulations and local arrangements.

GENPRO provides staff with an ergonomic environment with healthy HVAC (heating, ventilation, air conditioning) in their office environment as well as suitable desks and chairs.

Offices in India and Singapore are certified with ISO 45001:2018 and comply with the standard's requirements. GENPRO employees follow the same occupational health and safety management system as all other BSM business units. More information on the BSM Occupational Health and Safety Management System can be found in BSM's ESG Report [2020](#) (p. 48-54) and [2021](#) (p. 40-46).

06 Our Performance

PEOPLE & SOCIETY

Occupational Health & Safety Performance

GENPRO's nature of work is office related but also entails travel for certain employees which include in-person audits. No cases of injuries were recorded during 2022. No major incidents were recorded.



GENPRO Occupational Health & Safety Indicators

**for Cyprus office*

KPI	TOTAL	MALE	FEMALE
Number of Accidents	0	0	0
Hrs worked	30,080	9,400	20,680
Employees working hrs. lost	0	0	0
Injury Rate	0	0	0
Number of occupational diseases	0	0	0
Occupational Diseases Rate (ODR)	0	0	0
Lost Day Rate (LDR)	0	0	0
Total actual absentee days lost (Sick leave days due to work-related injury or ill health)	0	0	0
Absentee Rate (AR)	0	0	0
Number of fatalities from injuries	0	0	0
Rate of fatalities (from injuries)	0	0	0

GENPRO's Members' Health & Safety

Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	79%	
Incidents of non-compliance concerning the health and safety impacts of products and services	4	
	Resulting in a warning	Resulting in a termination of the agreement
	3	1

06 Our Performance

PEOPLE & SOCIETY

Respecting Human Rights

It is increasingly recognised that human rights are essential to achieving sustainable development. Human rights are the basic rights and freedoms that belong to every person in the world regardless of nationality, gender, age, religion, language, or any other status, and are based on values such as dignity, fairness, equality, respect and independence. GENPRO recognises the inalienable right of every employee to protect their human rights and promotes respect for these rights in the workplace.

GENPRO promotes the protection of human rights and creates an environment of equality, respect and justice, where cooperation among staff is encouraged. In addition, GENPRO encourages staff to maximise their performance whilst cultivating a sense of self-confidence. GENPRO has established a policy against Modern Slavery which states its commitment to respecting human rights and refraining from any activity, or entering into a relation with any entity, which supports or encourages any form of modern slavery. The commitment makes reference to and therefore covers the rights set out in the UN International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. The policy focuses particularly on types of modern slavery like human trafficking, descent-based slavery, child slavery, servitude and forced or compulsory labour.



Other related Human Rights policies include:

- Equal & Fair Employment Policy – the policy ensures that employment decisions are based solely on qualifications, experience, competence, and performance, without regard to gender, race, age, national origin, or any other characteristic and taking into account any conflict of interest that might be present.
- Modern Slavery & Anti-Exploitation Policy – the policy strictly prohibits any form of exploitation, including human trafficking, child labour, forced labour, and commercial sex acts, globally and without exception. The company also prohibits business with agencies or recruitment companies requiring fees from prospective employees and ensures that no employee is required to pay for employment consideration or mobilisation.
- Zero Tolerance Policy – the policy ensures that employees, job applicants, customers, clients, and anyone associated with the company are protected from acts, activities, and behaviours such as bullying, harassment, exploitation, drug and alcohol use, offensive materials, and other prohibited acts outlined in the policy.
- Hybrid Working Policy - the policy offers employees flexible workplace options, with clear guidance on working hours provided to all.

06 Our Performance

PEOPLE & SOCIETY

Diversity, Equality and Inclusion

Diversity Equality & Inclusion are basic human rights and here at GENPRO, we embrace them at all levels both internally throughout our hierarchy and externally across our supply chain network. We always ensure that all employees are respected and provided with equal opportunities for education, personal and professional development, regardless of their gender, age, nationality and religion based on their individual needs. We strive to provide a working environment free from all forms of discrimination while at the same time promoting the principle of equal pay for equal work. Any form of sexism, racism and discrimination is not tolerated.

The company is committed to the elimination of all forms of discrimination and ensures a working environment in which everyone is treated with dignity and respect at all times. In order to tackle any incidents of discrimination, the company actively encourages its employees to bring incidents, including those that affect others, to its attention without delay to the top management, adopting reporting procedures conducted in absolute confidentiality. To help the company meet this goal, the company has an open-door policy, by which employees are encouraged to report work-related concerns.

The company encourages employees to come forward and make their concerns known to the company. The company may enforce disciplinary action and/or dismiss any employee that breaches the Company's policies and/or procedures. No incidents of discrimination have been brought forward to date.

Diversity within the governance bodies

	MALE	FEMALE	UNDER 30 YEARS OLD	30-50 YEARS OLD	OVER 50 YEARS OLD	MINORITY / VULNERABLE GROUPS
ADB	4	0	0	2	2	0
	100%	0%	0%	50%	50%	0%
BOD	3	2	0	2	3	0
	60%	40%	0%	40%	60%	0%
MANAGEMENT	3	5	0	5	3	0
	37.5%	62.5%	0%	62.5%	37.5%	0%

Gender Equality

Here at GENPRO, we believe that gender equality creates added value to our organisation. This is evidenced by the number of women working in leading positions within our work culture.

Number of Personnel per management level

	TOTAL		TOTAL
	M	F	
TOTAL	7 29.2%	17 70.8%	24
Officer (Staff)	3 23.1%	10 76.9%	13
Line Manager (Supervisory Staff)	4 44.4%	5 55.6%	9
Board of Directors	3 60%	2 40%	5

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Our Performance

PEOPLE & SOCIETY



Women’s International Shipping and Trading Association (WISTA)

GENPRO is an active member of WISTA Cyprus with its very own Managing Director elected on the WISTA Board of Directors in 2022 for a two-year term. WISTA was founded in 1974 and is a global professional platform and networking association whose members derive from the shipping, trading and logistics sectors. WISTA’s vision is to promote diversity and empower women to lead through their unique perspectives and competencies, with the conviction that gender diversity is key in providing a sustainable future for the shipping industry. It now has close to 4,000 individual members in over 50 different countries. The Cyprus branch was formed in 2012. This national association promotes business relations and networking for its members locally and internationally, as well as education by organising seminars, workshops and conferences. In addition to seeking to minimise the women’s leadership gap, WISTA Cyprus also seeks to encourage younger generations in the maritime industry.

Providing Opportunities to Younger Generations

GENPRO has previously been honoured with the 2021 YoungShip Cyprus Company Award, for its commitment to sustainability, diversity and developing the next generation of maritime professionals.

Young maritime professionals from Cyprus nominated companies who they believe are clearly dedicated to supporting the development of their young employees. The award was presented to GENPRO as a testament to the company’s DNA, roadmap and future vision toward sustainability, for “empowering” today’s youth and making sustainability and diversity cornerstones of its business.

YoungShip Cyprus is part of YoungShip International, a non-profit organisation that represents people up to the age of 40 who work in shipping and the maritime industry globally with more than 35 branches around the world. Established in 2012, the Cyprus branch was set up to promote dialogue, youth empowerment, environmental awareness, diversity and continues dialogue between members and the local stakeholders (maritime community, government bodies, agencies and organisations). GENPRO encourages its employees to join such organisations and currently has two employees who are active members.

Child Protection

The company promotes a culture of zero tolerance towards child labour and refrains from conducting and/or maintaining business relationships with suppliers who they suspect and/or consider to have incidents of child labour. No young workers are exposed to hazardous work, and we demand strict adherence to GENPRO’s Modern Slavery Policy and enforcement of the policy in our entire suppliers pool. GENPRO condemns all forms of child exploitation. The prohibition of child labour lies on the basis of any business relationships between GENPRO and other suppliers and service providers. GENPRO is committed to enforcing child labour laws and respecting children’s rights.

06 Our Performance

PEOPLE & SOCIETY

Suppliers' Corporate Social Responsibility

GENPRO aligns its culture and values with its external partners and suppliers taking into account their corporate behaviour. All GENPRO contracted suppliers are required to have policies and procedures pertaining to human rights, such as diversity, equality and inclusion, health and safety as well as modern slavery.

Prospective and acting suppliers are required to demonstrate social responsibility in all aspects of their operations and in the products that they supply. This includes adhering to measures for raising awareness and preventing the participation of associates in acts of bribery and corruption, anti-competitive behaviour, etc. All materials supplied on board GENPRO member vessels are required to be accompanied by the necessary Declarations of Conformity and Material Declarations as per the requirements derived from the maintenance of the inventory of hazardous materials on board its members' fleet. Suppliers are screened with the use of a dedicated SAF (Supplier Application Form) containing Social Screening Criteria (ISO 26000:2010, SA 8000:2014).

Related Suppliers' Notices:

- COVID-19 Measures
- Policy against Modern Slavery
- Equal Employment and Gender Equality Policy
- Farm to Fork Strategy

Additionally, GENPRO has conducted a Supply Chain Risk Analysis where all GENPRO's suppliers were assessed with respect to their social impacts and the corresponding risks arising from them. More information can be found in the ESG Risk Management section of this report which can be found under the Governance pillar (see page 61).

Suppliers' Social Performance

Number of suppliers*	270	
Percentage of suppliers screened using social criteria	100%	
Percentage of supplier categories assessed for social impacts	100%	
*GENPRO assessed suppliers as a whole for each category i.e. at category level, instead of individually		
Percentage of low, low-medium, medium, medium-high and high (significant) potential negative social impacts identified across GENPRO's tier 1 supplier categories	Level of impact	Percentage
	Low	8%
	Low-medium	12%
	Medium	57%
	Medium-high	23%
	High (significant)	0%
Note: GENPRO does not currently record suppliers' actual ESC performance therefore the % disclosed only concerns potential negative impacts		

06 Our Performance

PEOPLE & SOCIETY

Responsible Communication

GENPRO provides clear information to its members and suppliers regarding its services including issues such as pricing, terms & conditions and other obligations. There is a clear process for after-sales service, grievance management and dispute resolution. We systematically measure the degree of our members' satisfaction and improvements are made where needed.

The below Policies are available in the Integrated Management System:

- Communication Policy – the policy ensures that appropriate communication processes are established and that communication, internal and external, is taking place in alignment with the Integrated Management System.
- Social Media Policy – the policy provides clear guidance to all employees with regards to the use of social media for corporate purposes. The policy is shared upon commencement of employment.

	Number of Incidents
Non-compliance with regulations and/or voluntary codes concerning product and service information and labeling	0
Non-compliance with regulations resulting in a fine or penalty	0
Non-compliance with regulations resulting in a warning	0
Non-compliance with voluntary codes which involved GENPRO's terms & conditions (incidents of noncompliance in which the organisation was determined not to be at fault excluded)	11
Non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship	0



06 Our Performance

PEOPLE & SOCIETY

Social Contribution and Interaction

LMCG (Let's Make Cyprus Green)

GENPRO proudly supports Cyprus local NGO [Let's Make Cyprus Green](#). Let's Make Cyprus Green was established in Limassol in 2017. The mission of the non-profit organisation is to spread awareness to the public about the negative human impact on the planet, in particular the harm caused by excessive and improper disposal of waste, and the use of plastic. GENPRO fully supports and promotes the ongoing initiatives of LMCG which include, Cleanup Events, Refill Cyprus, Bin Your Butt, Love the Earth festival and many more.

YoungShip Cyprus

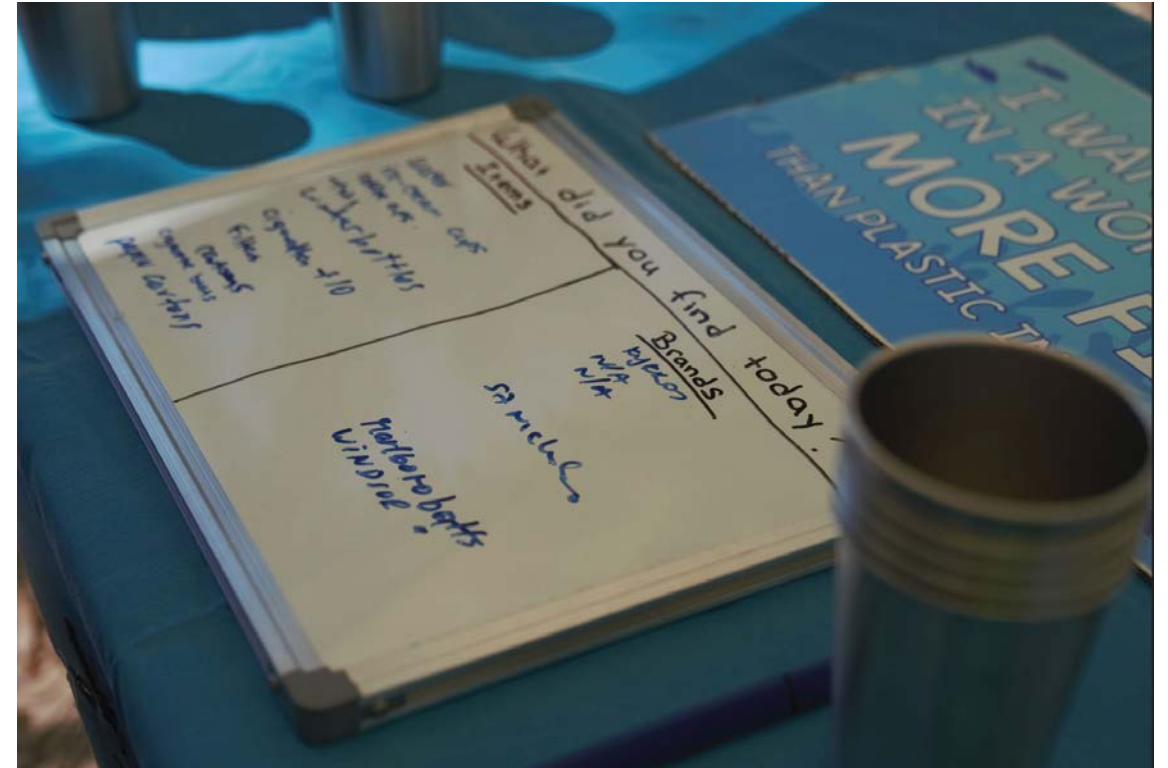
GENPRO was invited to participate to the Annual General Meeting of YoungShip Cyprus held on 29th March 2022. During the event, GENPRO gave a presentation on the topic: 'Sustainability: A Simple Word for a Complex Equation'.

Community Events

On 7th May 2022, the GENPRO team and friends successfully planted 250 trees in Limassol, Cyprus. On 3rd June the GENPRO Singapore team also participated in a beach clean up.

International Day of Charity

On International Day of Charity, 5th September 2022, GENPRO Cyprus supported families in need, by buying school supplies for children of all ages entering another academic year.



City Friends

On 19th November 2022, the GENPRO Cyprus team along with City Friends Club, 16 volunteer divers from Blue Thunder Diving and friends successfully cleaned the beach area and seabed along part of the Limassol beachfront in Cyprus.

Friends of the Limassol Children's Home

On 16th and 17th December 2022, GENPRO hosted a 24-hour Exercise Charity Event which kicked off with a Row Challenge and a series of 11 different fitness classes. The funds collected were donated to local NGO 'Friends of the Limassol Children's Home' in Cyprus.

06 Our Performance

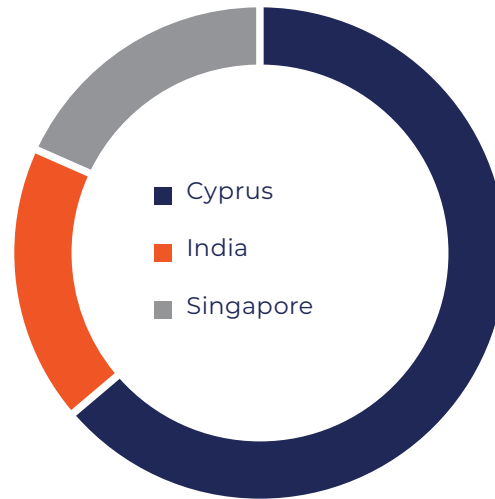
PEOPLE & SOCIETY

Office Personnel Statistics

Number of Personnel per region, gender and contract type

	Cyprus	India	Singapore	Total
Number of personnel based on work contract and gender				
Total	16	4	4	24
Male	5	2	0	7
Female	11	2	4	17
Permanent Personnel				
Total	16	4	4	24
Male	5	2	0	7
Female	11	2	4	17
Temporary Personnel				
Total	0	0	0	0
Male	0	0	0	0
Female	0	0	0	0
Full-time Personnel				
Total	16	4	4	24
Male	5	2	0	7
Female	11	2	4	17

Number of Personnel



Number of Personnel per region, age

	Cyprus	India	Singapore	Total
Number of personnel per age group				
Total	16	4	4	24
Under 30 years old	3	0	1	4
30-50 years old	11	3	1	15
Above 50 years old	2	1	2	5

06 Our Performance

PEOPLE & SOCIETY

Office Personnel Statistics

Number of Leavers and New Hires per region, age and gender

	Total
Number of Leavers during FY22 (Dismissed or gave resignation)	
Total	4
Male	3
Female	1
Under 30 years old	1
30-50 years old	2
Above 50 years old	1
Number of new hires during FY22 per age and gender	
Total	6
Male	1
Female	5
Under 30 years old	4
30-50 years old	0
Above 50 years old	2

Number of Personnel per management level

	Cyprus		India		Singapore		Total		Total
	M	F	M	F	M	F	M	F	
Number of personnel per management level									
Total	5	11	2	2	0	4	7	17	24
Officer (Staff)	3	6	0	2	0	2	3	10	13
Line Manager (Supervisory Staff)	2	4	2	0	0	1	4	5	9
Board of Directors	3	1	0	0	0	1	3	2	5

Personnel per Management Level



06 Our Performance

GOVERNANCE



In this section, we present our policies and performance for the issues related to Governance.

- Corporate Governance Structure
- Anti-corruption & Anti-competitive Behaviour policies and practices
- Regulatory Compliance
- Cyber Security & Personal Data Protection
- ESG Risk Management
- GENPRO's Financial Performance
- Sustainable Procurement Practices
- Service Quality
- Innovation



06 Our Performance

GOVERNANCE

GENPRO Corporate Governance Structure



The GENPRO Advisory Board is comprised of four non-executive and independent members with advisory responsibility and a two-year tenure who all possess full competency for their assigned roles and responsibilities. Members of the Advisory Board are eligible for re-appointment upon conclusion of their term.

Advisory Board members are appointed by the shareholders of the company. A shareholder appointing an Advisory Board member does so in writing to the Advisory Board and the Board of Directors stating necessary information including:

- a. Full name and date of birth.
- b. Name of the person appointing a member of the Advisory Board.
- c. The professional qualifications of the Advisory Board member.
- d. A statement of appointed persons affiliation with the shareholder and details of affiliation with current members of the Advisory Board, Board of Directors or key management of the company which may conflict with the company's interests.

Advisory Board members are nominated by the shareholders of the company taking into consideration their competencies, independence and diversity and are ultimately selected based on the nominees' capacity to deliver against shareholders' strategies and policies of the organisation. Appointing a Director as an Advisory Board member is not permitted.

The Board of Directors is comprised of four executive members, two males and two females with clearly assigned roles and responsibilities in the organisation along with Profit & Loss responsibility.

The members of the Board of Directors are selected by the Advisory Board Members based on their qualifications and experience and in line with a set of strategic requirements of the organisation by its shareholders.

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The Advisory Board sits above the Board of Directors and its main objective is to direct and consult the Board of Directors as and when needed depending on the company policies and objectives, as outlined in the company's Articles of Association.

The Advisory Board has an advisory role while the Board of Directors is assigned the responsibility for day-to-day management and consequently the responsibility to develop, approve and update the organisation's purpose, value or mission statements, strategies, policies, and goals related to sustainable development.

The Board of Directors sets in place policies, procedures, values and long-term planning to meet the mission of the organisation.

The Advisory Board steers, consults and monitors by participating quarterly, and as needed, in strategy meetings attended by Board of Directors and Advisory Board Members. Strategy meetings' agendas include the following:

- Budget Review
- Profit & Loss Status
- Commercial & Business Development Updates

The Materiality Analysis has been one of the most accurate and effective means for involving all stakeholders including the highest Governance Body (Advisory Board) and the Board of Directors. This is a first step towards cultivating and developing an inclusive and meaningful process at the core of the GENPRO governance approach.

Among the measures taken to advance the collective knowledge, skills and experience of the highest Governance Body on sustainable development, the Compliance & Sustainability department organised two Compliance and Sustainability Events called Green and Blue Day where distinguished speakers presented and discussed related topics.

GENPRO additionally issues a monthly sustainability related quarterly e-newsletter named Sustainability Buoy, which aims to promote a holistic sustainability culture amongst GENPRO's suppliers and service providers. The GENPRO Bulletin is released on a quarterly basis containing exclusive updates for its members relating to company news, commercial matters, supply chain updates and industry trends.

The outcome of the various initiatives under the Sustainability Action Plan are reviewed quarterly by the Board of Directors and follow up actions are determined for the next year based on conclusions drawn.

The processes used to evaluate the performance of the Advisory Board in overseeing the management of the organisation's impacts on the economy, environment, and people are the following:

- appraisal and annual evaluation by the shareholders
- set of defined KPI's as set by the shareholders

06 Our Performance

GOVERNANCE

Grievance Mechanisms and Raising Critical Concerns

Every department within the organisation follows a structured approach in communicating any critical concerns to the top management (Managing Director and Director). The process is similar and entails the review of any critical concern received, the assessment of the concern and its importance and thereafter the communication to the Managing Director and Director of the concern's full case including, amongst other types of information, the department's respective recommendations. The means to communicate such concerns is via e-mail. In addition to the traditional ways of communicating internally any critical concern, the following departments have dedicated tools both for receiving and/or communicating feedback and/or complaints:

- Commercial Department
- Compliance & Sustainability Department
- Business Development and Marketing Department

Dedicated Tools:

- Annual Compliance & Sustainability Report
- Supplier Audit Reports
- Supplier Compliance & Sustainability Balanced Scorecard
- Supplier Feedback Form
- Member Feedback Form



06 Our Performance

GOVERNANCE

The organisation follows a structured and dedicated process within its Integrated Management System (IMS) in order to handle and escalate critical concerns to the Managing Director who holds the responsibility assigned by the Highest Governance Body to run the organisation. These processes recognise as a communication hub the Commercial, Marketing & Business Development Departments respectively responsible for developing and maintaining the company's relationship with the suppliers and members.

GENPRO's Integrated Management System (IMS) states that all employees have a duty to report information about a situation that appears to them to be unlawful or unethical. The IMS encourages employees to turn to their immediate Line Manager for guidance, or in the case where that's uncomfortable or inappropriate for an employee, turn to the human resources representative or top management.

The company's management system contains three dedicated feedback and complaints communication and handling mechanisms as per the following standard operating procedures (SOPs):

- Supplier Feedback and/or Complaint Handling
- Member Feedback and/or Complaint Handling (Commercial)
- Member Feedback and/or Complaint Handling (Marketing & Business Development)

The company recognises the two types of complaints based on their source deriving from either its members and/or suppliers. The communication of the concerns from their respective source may come via e-mail, phone calls, registered mail or through the company's web portal. The suppliers and members are also provided dedicated forms to communicate their feedback and/or complaints in a structured manner:



- Through notifications received from contracted suppliers via the "Supplier Feedback Form"
- Through notifications received from member(s) (clients) of the organisation via the 'Member Feedback Form'

GENPRO tracks the effectiveness of the grievance mechanisms by adhering to the NCR (Non-Conformity Reporting) protocol in place.

Number of Critical Concerns Raised:

- During 2022 we have identified 61 cases related to pricing, product shortages, and other incidents having contributed to disruptions within the organisation's supply chain of financial and/or operational nature.
- Suppliers' price increases and product shortages were certainly the major critical concerns during 2022.
- The global supply chain went into further crisis, initially caused by the COVID-19 pandemic and followed by the war in Ukraine, causing extensive disruptions on the commodity markets and on the already high prices.

06 Our Performance

GOVERNANCE

Anti-corruption & Anti-competitive Behaviour Policies and Practices

The BOD enforces and implements the following Policies and Procedures as a comprehensive set of measures able to ensure incidents of corruption are prevented and mitigated:

- **Conflict of Interest Policy**

The company maintains a Conflict of Interest Policy by which the organisation is responsible for monitoring and reporting identified cases to the BOD and the Advisory Board representing the Shareholders. In addition, external certified auditors are employed once per annum to conduct their independent audit and report back to the Board of Directors.

- **Code of Conduct**

GENPRO has a Code of Business Ethics and Conduct that is communicated with all employees upon employment.

- **Anti-Bribery / Anti-Corruption Policy**

All suppliers and employees upon employment are required to sign anti-bribery and anti-corruption documentation before registration in, the GENPRO system.

- **Internal & External Financial Audits**

GENPRO has dedicated standard operating procedures (SOPs) to facilitate internal and external audits. GENPRO's annual financial performance is checked by both internal and external audit processes based on the company's financial statements. The audits serve the purpose of establishing a systematic and controlled way of ensuring the completion and correctness of GENPRO's annual financial statements.

- **Zero Tolerance Policy**

The policy ensures that employees, job applicants, customers, clients, and anyone associated with the company are protected from acts, activities, and behaviours such as bullying, harassment, exploitation, drug and alcohol use, offensive materials, and other prohibited acts outlined in the policy.

The GENPRO commercial standard operating procedures (SOP's) which include business review, tender and evaluation, are some of the measures employed to avoid anti-competitive behaviour. GENPRO communicates its anti-corruption policies and procedures as well as providing related training to all of its employees across its offices.

NUMBER AND NATURE OF CONFIRMED INCIDENTS OF CORRUPTION	0
INCIDENTS IN WHICH EMPLOYEES WERE DISMISSED OR DISCIPLINED FOR CORRUPTION	0
INCIDENTS WHEN CONTRACTS WITH BUSINESS PARTNERS WERE TERMINATED OR NOT RENEWED DUE TO VIOLATIONS RELATED TO CORRUPTION	0
PUBLIC LEGAL CASES REGARDING CORRUPTION BROUGHT AGAINST THE ORGANIZATION OR ITS EMPLOYEES DURING THE REPORTING PERIOD	0
NUMBER OF LEGAL ACTIONS REGARDING ANTI-COMPETITIVE BEHAVIOUR AND VIOLATIONS OF ANTI-TRUST AND MONOPOLY LEGISLATION IN WHICH THE ORGANIZATION HAS BEEN IDENTIFIED AS A PARTICIPANT	0

06 Our Performance

GOVERNANCE

Regulatory Compliance

GENPRO is committed to achieving compliance with all statutory local and international requirements and maintains robust processes to ensure all our managed assets and offices comply with their regulatory responsibilities. We aim to meet or often exceed all contractual and legal obligations. The company maintains a regularly updated registry of legislation coming into force and undertakes analysis of upcoming changes to ensure proactive implementation of requirements and early notification of clients when changes may affect core operations. To that end our members' fleet provides appropriate information in respect to economic, environmental, and social impacts that can be linked to compliance with certain types of regulations, laws, and codes. The information received is for example, linked to compliance with regulations, national laws, and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational enterprises.

Total number of incidents of non-compliance with regulations and/or voluntary codes concerning environmental laws and regulations, by:	0
Incidents of non-compliance with regulations resulting in a fine	0
Incidents of non-compliance with regulations resulting in non-monetary sanctions	0
Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:	0
Total monetary value of significant fines	0
Total number of non-monetary sanctions	0
Cases brought through dispute resolution mechanisms	0

Cyber Security & Personal Data Protection

GENPRO's cyber security measures focus on the following areas:

- GENPRO adheres to BSM and CSM Cyber Security policies which are in place for all offices.
- The Communication Policy ensures that appropriate communication processes are established and that communication, internal and external, is taking place regarding the effectiveness of the Integrated Management System.
- The Social Media Policy provides clear guidance to all employees with regards to the use of social media for corporate purposes.

Customers' Privacy

Complaints concerning breaches of customer privacy and losses of customer data	0
Identified leaks, thefts, or losses of customer data	0
Identified substantiated complaints	0

06 Our Performance

GOVERNANCE

ESG Risk Management

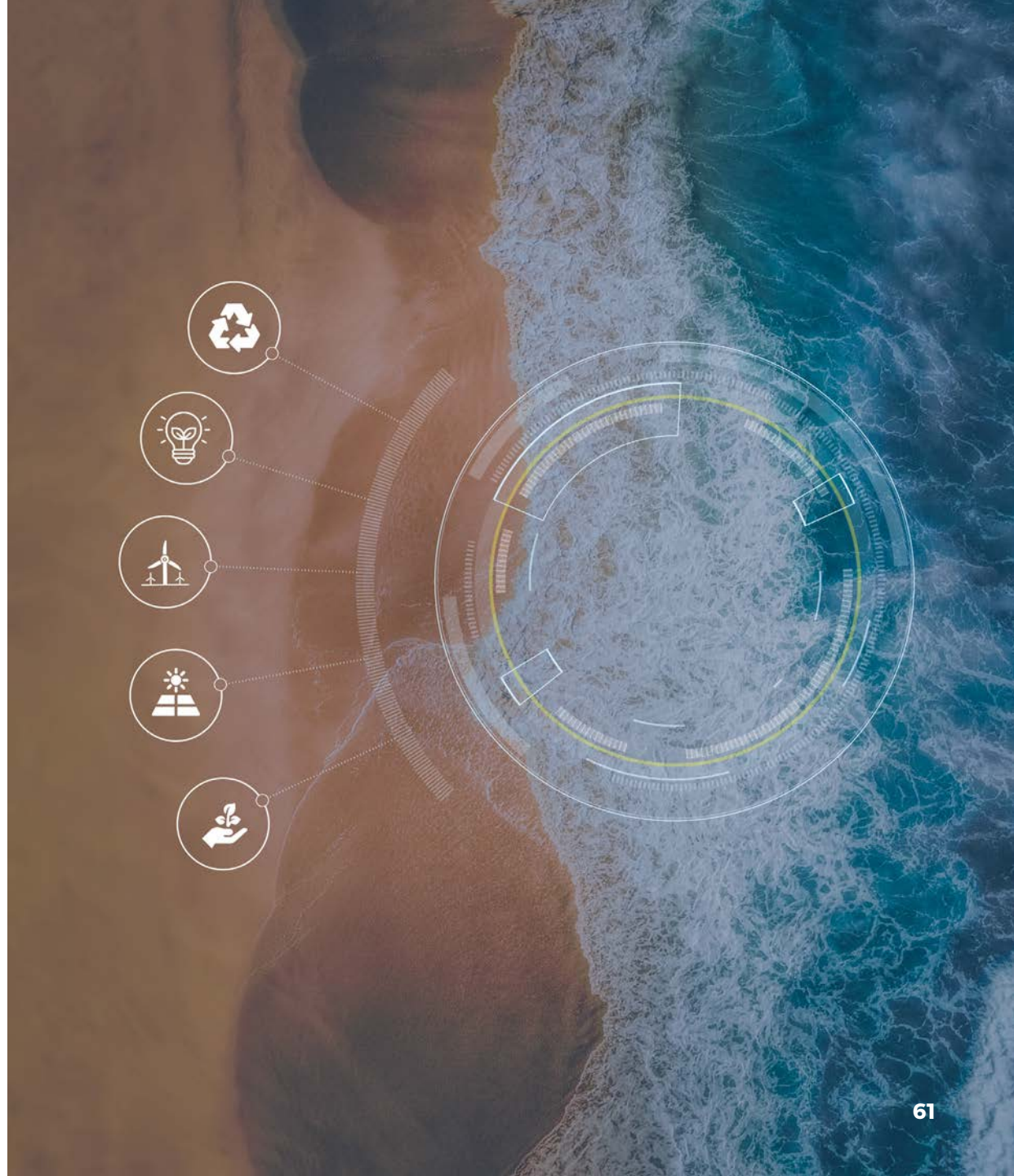
Supply Chain Risk Analysis

As a procurement company, GENPRO's impact on the economy, environment, and people, is mainly through its suppliers. Being a service provider, it neither has a large environmental or social footprint and that was clear in the materiality analysis GENPRO conducted where governance issues arose as most critical. Nevertheless, having partners and suppliers all over the world with a wide range of services and products delivered, it was important to identify and prioritise any actual or potential risks that arise within its supply chain network in order to mitigate or avoid altogether their likelihood of occurrence, safeguarding members' resilience but also taking advantage of any opportunities through this process.

The aim of this analysis is the elimination of potential risks, foreseeing challenges and getting better equipped for future supply chain disruptions such as the ones we were asked to deal with recently; the COVID-19 Pandemic, the war in Ukraine, a shift towards localisation, volatility in global financial markets, the climate and energy crisis etc. This analysis also aims to create cost savings that of course clients and shareholders will welcome.

To help this process, GENPRO carried out a Supply Chain Risk Analysis. By analysing crucial supplier sustainability information and evaluating associated impacts, GENPRO was able to form an initial understanding of both its direct and its indirect impact pertaining to its supply chain, focusing on its Tier 1 suppliers in particular.

Additionally, in carrying out this exercise, the organisation has ventured beyond what best practices prescribe, and has identified the positive impacts which come with GENPRO's measures and initiatives currently in place as well as under consideration for the future.



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METHODOLOGY

The methodology followed in the Supply Chain Evaluation exercise comprised of the following three main steps:

- Step 1:** Mapping the supply chain and its sustainability aspects;
- Step 2:** Identifying associated impacts and risks for the company, environment and people;
- Step 3:** Linking to existing GENPRO measures and considering new ones to address identified risks.

In step 1, suppliers' operations per supplier category were mapped against their associated sustainability aspects (or topics), as laid out by GENPRO's materiality assessment performed in June 2022 and as per the updated GRI reporting standards being followed for GENPRO's 2022 sustainability report.

In step 2, the impact of each aspect was determined, accounting for both the impact on the environment and people as well as the impact on the company itself i.e. the supplier and in turn GENPRO and its members. Taking the two-fold impact into consideration, the probability and magnitude of the impact occurring determined the level of risk, as demonstrated by the Risk Matrix presented below.

		Magnitude		
		1. Not significant	2. Moderate	3. Severe
Probability	3. Almost certain	Medium	M - High	High
	2. Possible	Low-M	Medium	M - High
	1. Rare	Low	Low - M	Medium

Figure 1: GENPRO Supply Chain Evaluation - Risk Matrix

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In step 3, all identified risks were prioritised in descending order of risk level and then mapped against GENPRO’s supplier measures addressing said risks, as well as any additional measures deemed fit for improving the process.

In parallel to the above approach, and to also account for factors beyond company control, GENPRO additionally performed a Climate Change Socioeconomic (CCS) Risk Analysis, examining risk and exposure to natural disasters and geopolitical crises. This involved mapping all active suppliers’ countries of operations against the level of CCS risk present in each country. To do so in a credible and internationally recognised manner, the European Commission-developed INFORM Climate Change Risk Index and its results were used to conduct the overall exercise. Available at [INFORM Climate Change](https://www.informclimatechange.com/).

It is important to note that the risk calculated represents inherent risk but not effective risk. That is, the risk which the supply chain, and in turn GENPRO and its members, are exposed to, before accounting for the measures that are in place to address or minimise the risks. Such measures were only listed at the current stage and are planned to be quantified in terms of their risk mitigation as a next step.

To perform the above exercises, data on all active GENPRO suppliers was used with specific focus on their supplier category, types of operations and location(s) of operations.

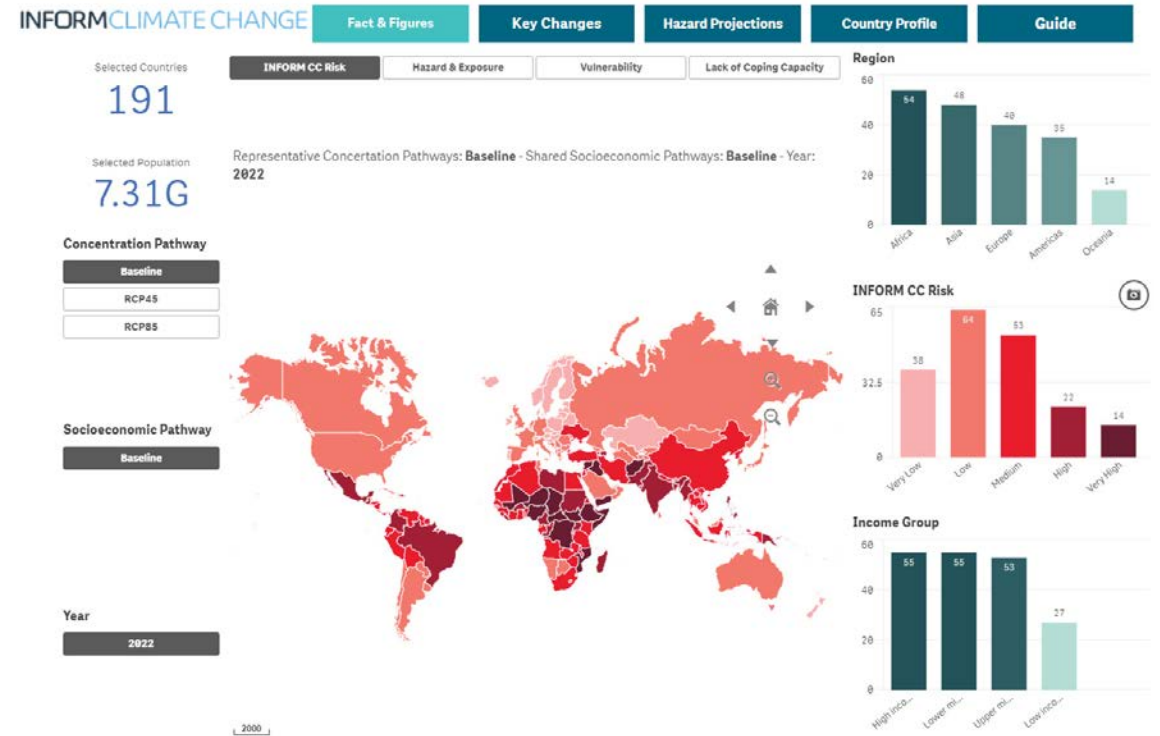


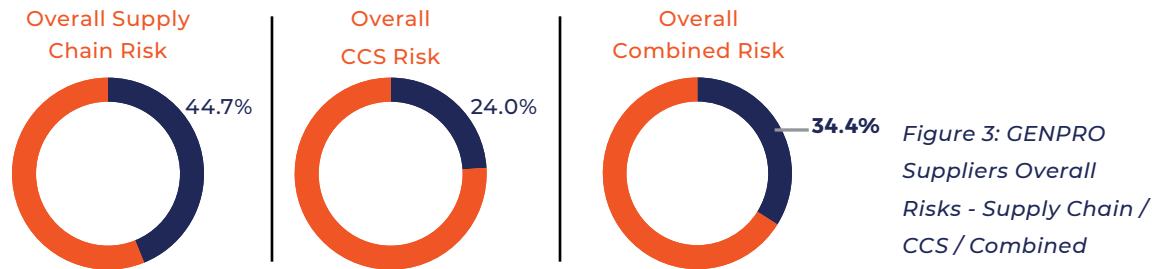
Figure 2: INFORM Climate Change Risk Index (screenshot)

06 Our Performance

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KEY FINDINGS

The two exercises produced detailed results for Supply Chain and CCS risk carried throughout GENPRO’s supply chain. Risk was calculated at Supplier Category level, allowing for the overall risk (currently at Tier 1 level) to be determined across all supplier categories. An Overall Combined Risk of 34.4% was also determined by applying equal weight to an Overall Supply Chain Risk of 44.7% and Overall CCS Risk of 24.0%. While already a relatively low inherent risk, the effective risk is expected to fall even lower in the next steps planned for this process where the measures in place at GENPRO’s suppliers and their mitigating impact will be accounted for.



A breakdown of the results per supplier category provided an insightful set of findings pertaining to the Supply Chain Risk. Although medium risk, i.e. 40%-60%, is the highest level of risk observed at Category level throughout the supplier categories. However, medium-high and high risks can be found at a deeper level, where risk is analysed at the level of suppliers’ operations. These individual risks will act as the priority targets for assessing the adequacy of the measures in place and the need for new ones, ultimately aiming to minimise Overall Risk.

Additionally, the results were given a different perspective by accounting for the top nine ranking supplier categories in terms of cost. A general tendency of increasing levels of risk can be observed in the higher ranks, indicating the potential for significant risk being present. While maintaining high risk in the supply chain can directly affect members’ risk around their own sustainability performance, it can also create equally high risk to members’ commercial performance through higher vulnerability to supply disruptions, dependence on scarce resources, reputational damage, etc. Even so, such a deduction would be difficult and unclear to make at this point given only inherent risk was assessed. The effective risk, to be calculated in the updated version of the exercise, could prove to be lower in the higher-ranking supplier categories given that a positive correlation between their higher commercial performance and sustainability readiness is likely to be observed.

Lastly, the countries hosting GENPRO’s suppliers were colour-coded based on their CCS risk, producing the world map provided below.

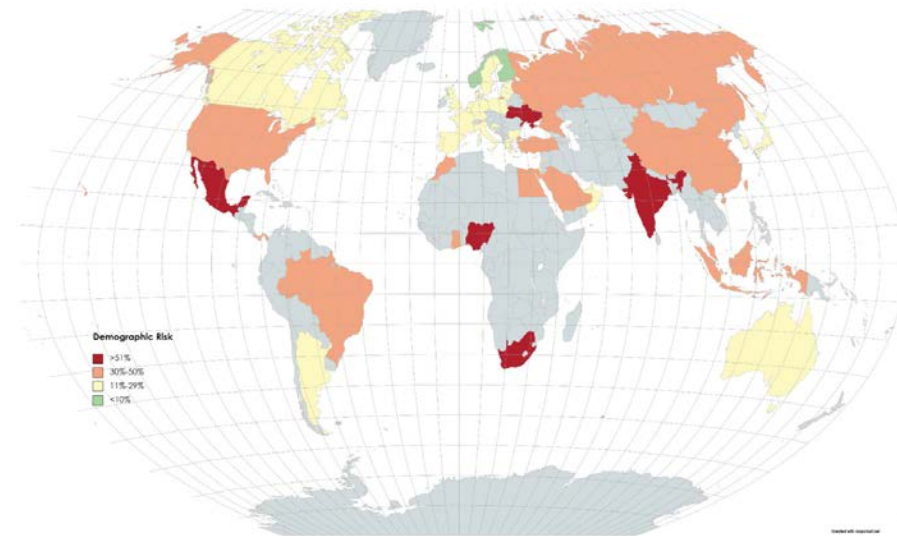


Figure 8: World map of countries with GENPRO’s suppliers colour-coded as per demographic risk

06 Our Performance

GOVERNANCE

Sustainable Procurement Practices and Service Quality

Sustainable Procurement Practices and Service Quality is apparent throughout the report due to the nature of the company.

Additionally, in our company’s commitment to practising sustainable procurement for our own operational needs, we place significant emphasis on procuring goods and services from local suppliers in order to support local economies and minimise our procurement practices environmental footprint.

	CYPRUS	SINGAPORE	INDIA	GLOBAL TOTAL
PERCENTAGE OF THE PROCUREMENT BUDGET SPENT ON SUPPLIERS LOCAL TO THE GROUP'S OPERATION (PERCENTAGE OF PRODUCTS AND SERVICES PURCHASED LOCALLY)	54%	56%	97%	65%
PERCENTAGE OF THE PROCUREMENT BUDGET SPENT ON SUPPLIERS ABROAD TO THE GROUP'S OPERATION (PERCENTAGE OF PRODUCTS AND SERVICES PURCHASED ABROAD)	46%	44%	3%	35%
ORGANISATION'S GEOGRAPHICAL DEFINITION OF 'LOCAL' (LOCAL TO THE AREA)	Cyprus	Singapore	India	
ORGANISATION'S DEFINITION OF 'KEY AREAS OF OPERATION'	Cyprus	Singapore	India	

Innovation

Digital Signing Platform - GENPRO implemented a digital platform to enhance its agreement signing process and digitise transactions. This solution has not only increased efficiency but also reduced paper usage, contributing to the company’s sustainability goals.

Sharepoint – GENPRO adopted the Microsoft SharePoint platform to streamline its business processes and enhance collaboration among employees. The platform's advanced features and capabilities helped GENPRO improve its operations, leading to increased productivity, efficiency, and overall alignment with its sustainability goals.

Product Quality Identities (PQIs) – 4,413 PQIs were drafted in 2022. These are detailed, concise documents that clearly label all of a product’s specifications. Their unique attributes reflect the buyer’s quality expectations on item level. PQIs aim to simplify and standardise members’ quality expectations for all products procured. They also make suppliers’ supply chains more efficient as well as make their Commercial-Procurement-Operational KPIs more manageable. PQIs and optimise vendors’ production and/or trading operations by achieving consensus on visible and well-defined product quality characteristics.

Digital Commercial Monitoring Platform – aiming to complete its development in 2023, GENPRO invested significant time and resources in 2022 planning towards the development of its own tailored digital platform. The platform will facilitate a large scope of the organisation's daily operations resulting in further streamlining and optimising the commercial, accounts and, compliance & sustainability department processes.

07

Memberships & Roles

1. Let's Make Cyprus Green – GENPRO is a member
2. WISTA CYPRUS – GENPRO MD is a member of the board
3. IMPA SAVE – GENPRO is a member
4. YoungShip – GENPRO employees are members



07 GRI CONTENT INDEX

STATEMENT OF USE	GENPRO has reported in accordance with the GRI Standards for the period January 2022 - December 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None Apply

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION (Section Title, page)	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	"About this report", "Our Company / History"p. 03			
	2-2 Entities included in the organization's sustainability reporting	"About this report", p. 03			
	2-3 Reporting period, frequency and contact point	"About this report", p. 03 & "Feedback", p. 82			
	2-4 Restatements of information	--			
	2-5 External assurance	--			
	2-6 Activities, value chain and other business relationships	"Our Company", p. 06-07	2-6d	Not applicable	This is GENPRO's first report.
	2-7 Employees	"Our Performance / Society / Diversity, Equality and Inclusion", p. 47 & "Our Performance / Society / Office Personnel Statistics", p. 52-53	2-7-b-iii, 2-7-d, 2-7e	Not applicable	GENPRO does not employ non-guaranteed hours employees. There is no contextual information needed as the numbers were collected via head count. There are no significant fluctuations in the number of employees to report because this is GENPRO's first report.
	2-8 Workers who are not employees	--	2-8	Not applicable	GENPRO does not employ workers who are not employees.

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION (Section Title, page)	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	"Our Approach to Managing Our Priorities / Our Sustainability Governance", p. 13 & "Our Performance / Governance / Corporate Governance Structure", p. 55	2-9-c-vi	Not applicable	Apart from women, GENPRO does not currently monitor the participation of other underrepresented groups within its highest governance body. The company will proceed with identifying any relevant underrepresented groups and disclose their participation in the coming years.
	2-10 Nomination and selection of the highest governance body	"Our Performance / Governance / Corporate Governance Structure", p. 55-56			
	2-11 Chair of the highest governance body	"Our Performance / Governance / Corporate Governance Structure", p. 55-56			
	2-12 Role of the highest governance body in overseeing the management of impacts	"Our Performance / Governance / Corporate Governance Structure", p. 55-56			
	2-13 Delegation of responsibility for managing impacts	"Our Approach to Managing Our Priorities / Our Sustainability Governance", p. 55-56			
	2-14 Role of the highest governance body in sustainability reporting	"Our Approach to Managing Our Priorities / Our Sustainability Governance", p. 13 & "Our Approach to Managing Our Priorities / Our Sustainability Governance", p. 55-56			
	2-15 Conflicts of interest	"Our Performance / Governance / Anti-corruption & Anti-competitive Behaviour policies and practices", p. 56, 59			

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION (Section Title, page)	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	"Our Performance / Governance / Grievance Mechanism and Raising Critical Concerns & Number of Critical Concerns Raised", p. 57-58			
	2-17 Collective knowledge of the highest governance body	"Our Performance / Governance", p. 56			
	2-18 Evaluation of the performance of the highest governance body	"Our Performance / Governance / Corporate Governance Structure", p. 56	2-18		
	2-19 Remuneration policies	--	2-19	Confidentiality constraints	GENPRO is a private company with financial disclosure constraints
	2-20 Process to determine remuneration	--	2-20	Confidentiality constraints	GENPRO is a private company with financial disclosure constraints
	2-21 Annual total compensation ratio	--	2-21	Confidentiality constraints	GENPRO is a private company with financial disclosure constraints
	2-22 Statement on sustainable development strategy	"Letter from the Managing Director", p. 04			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION (Section Title, page)	OMISSION		
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General disclosures					
GRI 2: General Disclosures 2021	2-23 Policy commitments	"Our Approach to Managing Our Priorities / Our Sustainability Governance", p. 13 / "Our Approach to Managing Our Priorities / Our Sustainability Strategy", p. 28-30, "Our Approach to Managing Our Priorities / Internal ESG Policies" p. 34-35 & "Our Performance / People and Society / Respecting Human Rights" p. 46	2-23c	Confidentiality constraints	Currently, GENPRO shares its policy commitments with its members and supply chain.
	2-24 Embedding policy commitments	"Our Approach to Managing Our Priorities / Our Sustainability Strategy", p. 31-32, "Our Approach to Managing Our Priorities / Our Sustainability Strategy / Sustainability Road Map", p.36			
	2-25 Processes to remediate negative impacts	"Our Approach to Managing Our Priorities / Our Sustainability Strategy", p. 33-36 & "Our Performance / Governance / Grievance Mechanism and Raising Critical Concerns & Number of Critical Concerns Raised", p. 57-58			
	2-26 Mechanisms for seeking advice and raising concerns	"Our Performance / Governance / Grievance Mechanism and Raising Critical Concerns & Number of Critical Concerns Raised", p. 57-58			
	2-27 Compliance with laws and regulations	"Our performance / Governance / Regulatory Compliance", p. 60			
	2-28 Membership associations	"Memberships & Roles", p. 66			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION (Section Title, page)	OMISSION		
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General disclosures					
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	"Our Approach to Managing Our Priorities / Identifying, Communicating and Understanding our Stakeholders", p. 21-24			
	2-30 Collective bargaining agreements	--	2-30	Not applicable	GENPRO's employees are not covered by collective bargaining agreements
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	"Our Approach to Managing Our Priorities / Materiality Assessment", p. 25-26			
	3-2 List of material topics	"Our Approach to Managing Our Priorities / Materiality Assessment", p. 27			
Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Our Performance / Governance / Sustainable Procurement Practices and Service Quality", p. 65			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	"Our Performance / Governance / Sustainable Procurement Practices and Service Quality", p. 65			
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Our Performance / Governance / Anti-corruption & Anti-competitive Behaviour policies and practices", p. 59			

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION (Section Title, page)	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics					
Anti-corruption					
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	"Our Performance / Governance / Anti-corruption & Anti-competitive Behaviour policies and practices", p. 59	205-1-a	Information unavailable/ incomplete	This information will be made available in the coming years
	205-2 Communication and training about anti-corruption policies and procedures	"Our Performance / Governance / Anti-corruption & Anti-competitive Behaviour policies and practices", p. 59			
	205-3 Confirmed incidents of corruption and actions taken	"Our Performance / Governance / Anti-corruption & Anti-competitive Behaviour policies and practices", p. 59-60			
Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Our Performance / Governance / Anti-corruption & Anti-competitive Behaviour policies and practices", p. 59			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	"Our Performance / Governance / Anti-corruption & Anti-competitive Behaviour policies and practices", p. 59-60	206-1b	Not applicable	There are no outcomes, decisions or judgements of legal actions to disclose

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION (Section Title, page)	OMISSION		
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Material topics					
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Our Performance / Environment / Energy Management", p. 38-39			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	"Our Performance / Environment / Energy Management", p. 38-39	302-1a, 302-1b	Not applicable	The organisation has no direct consumption of fuels of any kind
	302-2 Energy consumption outside of the organization	"Our Performance / Environment / Energy Management", p. 38-39			
	302-3 Energy intensity	"Our Performance / Environment / Energy Management", p. 39			
	302-4 Reduction of energy consumption	--	302-4	Not applicable	This is GENPRO's first report
	302-5 Reductions in energy requirements of products and services	--	302-5	Not applicable	This is GENPRO's first report
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Our Performance / Environment / Energy Management", p. 38-39			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION (Section Title, page)	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics					
Emissions					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	--	305-1	Not applicable	The organisation has no direct emissions
	305-2 Energy indirect (Scope 2) GHG emissions	"Our Performance / Environment / Energy Management", p. 38-39			
	305-3 Other indirect (Scope 3) GHG emissions	--	305-3	Information unavailable / incomplete	This information will be made available in the coming years
	305-4 GHG emissions intensity	"Our Performance / Environment / Energy Management", p. 39			
	305-5 Reduction of GHG emissions	--	305-5	Not applicable	This is GENPRO's first report
	305-6 Emissions of ozone-depleting substances (ODS)	--	305-6	Not applicable	The organisation does not directly use ozone depleting substances. Refrigerants and other ODS will be monitored in the coming years
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	--	305-7	Not applicable	The organisation does not perform any activities that produce NOx and SOx

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Material topics					
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Our Performance / Environment / Waste Management", p. 38-39			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	"Our Performance / Environment / Waste Management", p. 38-39			
	306-2 Management of significant waste-related impacts	"Our Performance / Environment / Waste Management", p. 38-39			
	306-3 Waste generated	"Our Performance / Environment / Waste Management", p. 39			
	306-4 Waste diverted from disposal	"Our Performance / Environment / Waste Management", p. 39			
	306-5 Waste directed to disposal	"Our Performance / Environment / Waste Management", p. 39			

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION (Section Title, page)	OMISSION		
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Material topics					
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Our Performance / Environment / Suppliers' Environmental Performance", p. 40-42			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	"Our Performance / Environment / Suppliers' Environmental Performance", p. 40-42			
	308-2 Negative environmental impacts in the supply chain and actions taken	"Our Performance / Environment / Suppliers' Environmental Performance", p. 40-42			
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Our Performance / Society / Occupational Health and Safety", p. 44-45			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	"Our Performance / Society / Occupational Health and Safety", p. 44-45			
	403-2 Hazard identification, risk assessment, and incident investigation	"Our Performance / Society / Occupational Health and Safety", p. 44-45			
	403-3 Occupational health services	"Our Performance / Society / Occupational Health and Safety", p. 44-45			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION (Section Title, page)	OMISSION		
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Material topics					
Occupational health and safety					
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	"Our Performance / Society / Occupational Health and Safety", p. 44-45			
	403-5 Worker training on occupational health and safety	"Our Performance / Society / Occupational Health and Safety", p. 44-45			
	403-6 Promotion of worker health	"Our Performance / Society / Occupational Health and Safety", p. 44-45			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	"Our Performance / Society / Occupational Health and Safety", p. 44-45			
	403-8 Workers covered by an occupational health and safety management system	"Our Performance / Society / Occupational Health and Safety", p. 44-45			
	403-9 Work-related injuries	"Our Performance / Society / Occupational Health and Safety", p. 44-45			
	403-10 Work-related ill health	"Our Performance / Society / Occupational Health and Safety", p. 44-45			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION (Section Title, page)	OMISSION		
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Material topics					
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Our Performance / Society / Diversity, Equality and Inclusion", p. 47			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	"Our Performance / Society / Diversity, Equality and Inclusion", p. 47			
	405-2 Ratio of basic salary and remuneration of women to men	--	405-2	Confidentiality constraints	GENPRO is a private company with financial disclosure constraints
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Our Performance / Society / Diversity, Equality and Inclusion", p. 47			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	"Our Performance / Society / Diversity, Equality and Inclusion", p. 47			
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Our Performance / Society / Respecting Human Rights", p. 46 & "Our Performance / Society / Child Labor", p. 48			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	"Our Performance / Society / Respecting Human Rights", p. 46 & "Our Performance / Society / Child Labor", p. 48-49			

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Material topics					
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Our Performance / Society / Respecting Human Rights", p. 46			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	"Our Performance / Society / Respecting Human Rights", p.46 & 49			
*Local Communities					
GRI3: Material Topics 2021	3-3 Management of material topics	"Our Performance / Society / Social Contribution", p. 51			
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessment, and development programs	"Our Performance / Society / Social Contribution", p. 51			
	413-2 Operations with significant actual and potential negative impacts on local communities	"Our Performance / Society / Social Contribution", p. 49 & 51			
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Our Performance / Society / Suppliers' Corporate Social Responsibility", p. 49			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	"Our Performance / Society / Suppliers' Corporate Social Responsibility", p. 49			

***Additional material topics disclosures**

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Material topics					
Supplier social assessment					
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	"Our Performance / Society / Suppliers' Corporate Social Responsibility", p. 49 & "Our Performance / Governance / ESG Risk Management", p. 61-64			
Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Our Performance / Society / Occupational Health and Safety", p. 44-45			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	"Our Performance / Society / Occupational Health and Safety", p. 44-45			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	"Our Performance / Society / Occupational Health and Safety", p. 44-45			
Marketing and labeling					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Our Performance / Society / Responsible communication", p. 50			

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Statement of use

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Material topics					
Marketing and labeling					
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	--	417-1	Not applicable	GENPRO ensures that all its suppliers comply with its own ESG requirements
	417-2 Incidents of non-compliance concerning product and service information and labeling	"Our Performance / Society / Responsible communication", p. 50			
	417-3 Incidents of non-compliance concerning marketing communications	"Our Performance / Society / Responsible communication", p. 50			
Customer privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	"Our Performance / Governance / Cyber Security & Personal Data Protection", p. 60			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	"Our Performance / Governance / Cyber Security & Personal Data Protection", p. 60			

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We Welcome Your Feedback



Dear reader,

Thank you for taking the time to learn more about GENPRO's sustainability efforts. We hope you found this Report informative.

We appreciate all forms of feedback and welcome your comments. You may send your feedback to marketing@gen-pro.com

Contact

GP General Procurement Company Ltd (GENPRO)

Maria Theodosiou
Managing Director

Tel: +357 25 843 221 (Cyprus)
Email: M.Theodosiou@gen-pro.com

Clara Chan
Director

Tel: +65 6309 5010 (Singapore)
Email: C.Chan@gen-pro.com

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