

13.02.2018

I am pleased to confirm that Gepra LTD reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, Anti-Corruption and Woman Empowerment Principles.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and Woman empowerment and its principles into our business strategy, culture and daily operations, as well as in communications with our stakeholders. We also commit to sharing this information with our stakeholders and the general public using our primary channels of communication.

Sincerely yours,

Ekaterine Zhvania

Director



Human Rights: We support human rights and equal treatment for all regardless of race, color, sex, language, religion and other status. Gepra creates safe working facilities for all employees and protects workers from workplace harassment, such as: physical, verbal, sexual and psychological harassment; we observe all law and regulations protecting the privacy of employees, vendors, customers and partners;

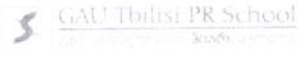
We create a Supplier Code of Conduct which explicitly supports gender equality, and we communicate the Code with all suppliers.

We created a complaint mechanism for employees in case of abuse of human rights and labour rights (discrimination, sexual harassment, etc.), and we communicated it with staff.

We conduct training programmes for all employees on gender equality issues, **sexual harassment and other forms of gender-based violence** through partnerships with civil society or other institutions.

Labour: All decisions made by Gepra LTD are based on relevant and objective criteria. Our policy of employment surrounds all aspects of the employment relationships, including hiring and promotion, offering training opportunities, wage, and salary administration. We ensure that our company does not participate in any forms of forced or bonded labour.

We conduct Annual Surveys to assess employee satisfaction, analyze data per sex, and act upon obtained results. GEPRA conducts an internal survey (as a stand-alone survey or part of a staff satisfaction survey) on the training needs and priorities of female and male employees and uses the result for planning trainings and capacity development. We have an internal training system we call



Mentoring, in frames of which any staff member can conduct trainings and consequently everyone can learn from one other.

The company proactively informs both female and male employees about their rights in respect to parental leave, including new hires, and encourages men to take parental leave, as well.

Environment: Gepra LTD avoids any kind of environmental damage and ensures all emergency procedures necessary for company safety. **Anti-corruption:** Gepra LTD ensures that internal procedures support the company's anti-corruption commitment, and maintains a strict code of ethics in all our business transactions. We do not engage in corrupt activities by any business associates and outside partners. **Measurements of outcomes:** Planning to inform all our employees and partners regarding the principles of Global Compact and to permanently inform all parties regarding our achievements in these fields; Creation and support of a waste management program;

Woman Empowerment Principles:

We established sex-disaggregated baseline data on current suppliers and we actively reach out to and include women as suppliers and vendors. The company's New Year's gifts are produced by local women's businesses.