

November 2, 2020

To our stakeholders:

I am pleased to confirm that **Georgia Legal Consulting Company (GLCC) LLC** reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

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

Sincerely yours,

Aleksandre Kamushadze

Director



COMMUNICATION ON PROGRESS (COP)

Period covered: January 1, 2019 - December 31, 2019

1. DESCRIPTION OF ACTIONS

Human Rights

Georgian Legal Consulting Company (GLCC) was established in 2007 and offers dynamic and result oriented legal assistance.

GLCC is the leader in real estate, construction and development business. Currently we provide legal services to more than 35% of all the real estate and construction business in Georgia, We also lead the legal service in health care industry advising 6 major hospitals in Georgia, our clients also include major financial institutions, multi-million dollar investment funds, large agriculture productions, communication companies, international non-governmental organizations and government entities.

- GLCC supports and respects the protection of internationally proclaimed human rights;
- GLCC makes sure that it is not complicit in human rights abuses.
- GLCC staff members are protected from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats through our internal regulations;
- GLCC offers individual approach to each client, focused on satisfying client's needs;

In 2019, we took the following actions to ensure the protection of Human Rights:

Throughout the year of 2019, GLCC has actively engaged in the provision of its legal service to a variety of stakeholders, including small, medium and large businesses;

In 2019, GLCC was named among top Georgian firms by Legal 500, which represents an international guide to best law firms;

GLCC took part in the workshop organized by Georgian Farmers' Association (another member of Global Compact Network Georgia) and UN Women and made a presentation on a pro-bono basis on the new draft law on agro-tourism. The law on agro-tourism will have its impact on the development of new small and medium family guesthouses in Georgia as well as access to finance for SMEs in the field, therefore it is important that SMEs are aware about the law and they have their input.

Labour

In terms of Labour, GLCC maintains and promotes international labor standards not only in its corporate environment as well as among its clients and during its consultations and legal service for clients.

- GLCC staff members are provided safe, suitable and sanitary work facilities;
- GLCC maintains international labor standards and ensures that it does not participate in any form of forced or bonded labour;
- GLCC ensures that that employment-related decisions are based on relevant and objective criteria;

In 2019, we took the following actions to ensure the protection of Labour Rights:

GLCC engaged in a 3-day training organized by International Labour Organization and the Association of Employers of Georgia and provided training a pro-bono basis on the topic "Promoting Opportunities in Social Dialogue and Labour Relations".

GLCC helped businesses in Georgia with the complex legal environment and introduced the modern standards of legal assistance in Georgia.

Shalva Tskhakaia, the founding partner of the law firm GLCC, is also the Chairman of the Legal Committee of the Georgian Employers' Association. Consequently, the firm is fully involved in the refinement and development of labor legislation.

Environment

GLCC promotes the protection of environmental standards and reduction of its environmental footprint with its initiatives internally and externally.

- GLCC supports a precautionary approach to environmental challenges;
- GLCC undertakes initiatives to promote greater environmental responsibility;

In 2019, we took the following actions to ensure the protection the environment:

- The firm refused to consume polyethylene items in the office. Today, the company uses paper cups in its office and shares this initiative with business partners and clients.
- The company annually participates in environmental planting campaigns and joins initiatives.

Anti-Corruption

GLCC works against corruption in all its forms, including extortion and bribery.

In 2019, we took the following Anti-Corruption actions:

- The company conducted trainings on anti-corruption topics for business associations and various target groups.
- The company made a presentation on anti-corruption at business meetings on tax issues.

3. MEASUREMENT OF OUTCOMES

It should be noted that the company shares and respects gender equality. As part of its operations, the firm adheres to the principles of gender equality and the company is staffed with almost equal numbers of people of both sexes. The company employs people of different ages. It should be especially noted that the firm actively cooperates with higher education institutions and develops a new generation of lawyers through internship programs.

Your company is a people-centered business. Accordingly, the company primarily cares about its employees. The firm co-sponsors the employee healthcare package and finances it at 50%.