



شركة الخليج لصناعة البتروكيماويات (س.م.ب.)
Gulf Petrochemical Industries Co. (BSC)



UN GLOBAL COMPACT COMMUNICATION ON PROGRESS

Including the Food and Agriculture Business Principles (FAB 6), the Women's Empowerment Principles (WEPs), and the Sustainable Development Goals (17 SDGs).

The New Normal

2020

Gulf Petrochemical Industries Co. (GPIC) becomes part of the global transformation for a sustainable future by committing to the United Nations Global Compact's ten principles in the realms of Human Rights, Labour, Environment and Anti-Corruption.



We are a member of the GRI Community since 2014 and support the mission of GRI to empower decision makers everywhere, through GRI Sustainability Reporting Standards and its multi-stakeholder network, to take action towards a more sustainable economy and world.



GPIC is a Responsible Care Company certified for RC 14001 since July 2010. We are committed to the safe, ethical and environmentally sound management of the petrochemicals and fertilizers we make and export. Stakeholders' well-being is always a key priority at GPIC.



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P/E001/101//21
1 January 2021

H.E. António Guterres
Secretary General
United Nations
New York, NY 10017
United States of America

Your Excellency,

Subject: GPIC's Letter of Commitment to United Nations Global Compact

Warm greetings and best wishes from Gulf Petrochemical Industries Company (GPIC), Kingdom of Bahrain.

2020 has been an extremely challenging year amidst COVID-19 and whilst much has changed within the world and within our Company over the past year, our commitment to the UNGC Ten Principles and the Sustainable Development Goals has remained firm.

As a participant in the UNGC since 2012, we disclose our progress on the implementation of the Ten Principles and the activities we are carrying out in support of the 2030 development agenda.

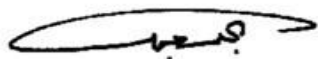
Our Communication on Progress increases transparency and accountability, and pushes us to continue to improve on our performance and ensures that by being a UNGC signatory company, we live up to the expectations set by the Compact and the United Nations.

At the global level, GPIC leadership and employees attended the Uniting Business Live Forum hosted virtually by UN Global Compact in September 2020. As part of the same event and at the call of the United Nations Global Compact, we signed on to a Statement from Business Leaders for Renewed Global Cooperation to demonstrate support for inclusive multilateralism.

We believe, the world will not emerge from the COVID-19 crisis the same as it entered. Yet as we start to look beyond it, I am optimistic. Over the past year the GPIC family have demonstrated our values, our purpose and our culture of compassion and teaming more than ever before. I am humbled by the countless positive actions, big and small, that our GPIC people have taken to help each other and the society, in order to tackle the COVID-19 crisis.

As we look beyond the pandemic, I believe that we can do better than returning to normal – I am confident that working together, we can build a better working world.

Yours sincerely,



Dr. Abdulrahman Jawahery
President GPIC

Gulf Petrochemical Industries Company

Overview

Shareholders	<ul style="list-style-type: none">• Gulf Petrochemical Industries Company (GPIC) is a leading joint venture setup and owned by the Oil and Gas Holding Company (Nogaholding) ,Kingdom of Bahrain, SABIC Agri-Nutrients Investment Company, Kingdom of Saudi Arabia and Petrochemical Industries Company (PIC), Kuwait.
Date Incorporated	<ul style="list-style-type: none">• December 1979
Number of Employees	<ul style="list-style-type: none">• 444 employees as on 31 Dec. 2020
Principal Place of Business	<ul style="list-style-type: none">• Sitra, Kingdom of Bahrain
Core Products	<ul style="list-style-type: none">• 1200 MT/D Ammonia, 1200 MT/D Methanol, 1700 MT/D Granular Urea.
Key Markets	<ul style="list-style-type: none">• China, Taiwan, South Korea, India, South Africa, USA, Thailand, Australia
Scale of the Organisation	<ul style="list-style-type: none">• Medium
Total Capitalisation	<ul style="list-style-type: none">• US\$ 159 million (100% equity)
Sales 2019	<ul style="list-style-type: none">• US\$ 308 million
Sales 2020	<ul style="list-style-type: none">• US\$ 270 million
Total Assets 2019	<ul style="list-style-type: none">• US\$ 557 million
Total Assets 2020	<ul style="list-style-type: none">• US\$ 553 million
Net Profit 2019	<ul style="list-style-type: none">• US\$ 34 million
Net Profit 2020	<ul style="list-style-type: none">• US\$ 5 million
Total Products	<ul style="list-style-type: none">• 2019 - 1,644,590 metric tonnes• 2020 - 1,632,765 metric tonnes
Certifications	<ul style="list-style-type: none">• ISO 9001 ; ISO 14001; ISO 45001; PAS; RC 14001; ISO 27001; ISO 31000; ISO 22301; ISO 17025; ISO 17020 ; ISO 50001
Memberships in Key International Organisations	<ul style="list-style-type: none">• UN Global Compact; National Safety Council (NSC - USA), Royal Society for the Prevention of Accidents (RoSPA - UK), International Fertilizer Association (IFA), Arab Fertilizer Association (AFA), Gulf Petrochemicals and Chemicals Association (GPCA), Global Reporting Initiative (GRI)
Key Awards 2020	<ul style="list-style-type: none">• Royal Society for the Prevention of Accidents (RoSPA) Patron's Award. (28 consecutive Golds)• British Safety Council International Safety Award• Arabia CSR Award- Large Category• Arabia CSR Award- Partnerships and Collaboration category (Environmental Research & Environmental awareness)• IFA Industry Stewardship Champion Gold Medal. (For more awards please refer to section "Awards")

About this Report

GPIC has been a signatory of the United Nations Global Compact (UNGC) since 2012 and is also committed to UNGC Food and Agriculture Business Principles (FAB 6) and the UNGC Women's Empowerment Principles (WEPs) since 2014.

GPIC is committed to supporting the ten principles of the UN Global Compact relating to human rights, labour standards, the environment and the fight against corruption as well as reporting and communicating annually to its stakeholders on progress made to implement these principles.

GPIC is reporting according to the UN Global Compact "Advanced Level" and describes how it meets the 21 criteria of this Level in the following areas:

- Implementation of the 10 Principles into Strategies & Operations
- Robust Human Rights Management Policies & Procedures
- Robust Labour Management Policies & Procedures
- Robust Environmental Management Policies & Procedures
- Robust Anti-Corruption Management Policies & Procedures
- Taking Action in Support of Broader UN Goals and Issues
- Corporate Sustainability Governance and Leadership

It reflects our self-assessment on how we have met the UN Global Compact Advanced Level criteria. We consider that a criterion is met when we communicated its implementation or planned implementation of one or more of the commonly accepted best practices suggested under each criterion.

As a signatory of the Women's Empowerment Principles (WEPs), GPIC furthermore reports according to the WEPs Reporting on Progress Guidance. As a way forward we have also shown our alignment and contribution to the UN's SDGs. **This is a GRI referenced report, reporting on our progress on the ten principles of UN Global Compact.**

Information in GPIC's 2021 CoP is namely compiled from our [2020 Annual Report](#), [GRI SR 2020](#), [SDG Industry matrix and other data and information from various business functions](#). Note: The financial figures for 2020 are audited however will undergo AGM approval during third week of March 2021.

GPIC's CoP is available on GPIC's Corporate website (www.gpic.com).



THE NEW NORMAL

Letter from CEO & Executive Director of the UN Global Compact to GPIC's President on 15 February 2021

“This is the age of the new normal, a time of great challenge for the global business community, but also a time of great clarity.

If the events of 2020 taught us anything, it is that our systems are more fragile and our societies even more unequal than we may have imagined. Business-as-usual is no longer an option in the context of a devastating pandemic and an international economic meltdown.

Instead, this is a moment for principles, resilience, innovation and collaboration on the road to a sustainable recovery and a healthier, more inclusive world. The UN Global Compact is doing its part to realize that vision of a brighter future, the future envisioned by the 2030 Agenda for Sustainable Development.

Business leaders who sign on to the UN Global Compact make a commitment to align their business strategies and practices with our Ten Principles spanning human rights, labour, the environment and the fight against corruption. By integrating these universal principles of responsibility and sustainability into their core operations and across their value chains, companies are also contributing to the achievement of the 2030 Agenda.

It is my honour to serve as the CEO and Executive Director of the Global Compact at this singular time. In May 2020, UN Secretary-General António Guterres announced my appointment to succeed Lise Kingo, who had led the organization so ably for the preceding five years.

When I assumed the post in mid-June, my charge was clear: to raise the collective level of responsible business ambition to new heights in this Decade of Action to deliver the Sustainable Development Goals.

My first months in office were a period of intense re-examination and reflection, focusing on the role of business in the world's recovery from an unprecedented set of crises. Today I look ahead, fully aware of how much work we still have to do and enormously optimistic that, together, we will prevail.

My optimism is based, in large part, on the resolute purpose and principle displayed by the 12,000+ participating businesses and 3,000+ non-business signatories of the UN Global Compact in 160 countries — as well as our 69 country-based local networks.

Ever since the COVID-19 pandemic struck early last year, we have seen an extraordinary response by many responsible businesses working in partnership with Governments and other concerned stakeholders. In the spirit of multilateralism and the 75th anniversary of the United Nations, the UN system also mobilized swiftly in 2020 to support the most vulnerable communities.

At the same time, the UN Global Compact took major strides forward despite obstacles posed by the pandemic during our 20th anniversary year.

Through SDG Ambition, for example — one of our global impact initiatives — we have engaged with some 600 businesses in 65 countries to set measurable corporate targets aligned with the SDGs.

To accelerate business action on achieving net-zero carbon emissions, we have fostered the continued growth of the Business Ambition for 1.5°C campaign, along with our partners in the Science Based Targets initiative. More than 400 companies have now joined this campaign.

The UN Global Compact also advocated strongly in 2020 for mandatory due diligence to protect human rights

and labour rights in the private sector. And our Target Gender Equality programme is advancing women's rights — starting at the top — in 300 participating companies.

In addition, we called upon business leaders to pay special attention to the dangers of corruption exacerbated by COVID-19, underscoring the need for vigilance, transparency and accountability.

From these programmatic initiatives to dynamic virtual events such as our Leaders Summit in June 2020 and Uniting Business LIVE — a three-day forum held during the UN General Assembly session in September — the Global Compact continues to convene business leaders in support of the Ten Principles and the 2030 Agenda.

As a result of the business community's ongoing commitment to making positive change, even under difficult circumstances, we saw our largest-ever annual increase in membership. More than 2,000 companies signed on during 2020.

This growth provides further grounds for optimism. So does the new strategic plan that the UN Global Compact has adopted for 2021 through 2023.

With the Ten Principles as its foundation, our new strategy highlights several shifts that will accelerate continuous, tangible progress on corporate sustainability and responsibility. Such progress is essential for the success of both the 2030 Agenda and the Paris Agreement on climate change.

As we have learned dearly, pandemics do not recognize national borders. Neither does the climate crisis. Therefore, any sustainable recovery from the human and financial toll of COVID-19 must place a premium on global climate resilience.

In the runup to the COP26 climate conference later this year, there is an historic consensus among business leaders calling for Governments to link their COVID-19 recovery plans to meaningful climate action. The UN Global Compact has and will continue to play a central role in building that consensus.

To be sure, even before COVID-19, the world was off track to meet many of the SDGs. Now, the pandemic threatens the gains we have made — but also brings our options into stark relief. In this new normal, businesses must choose between recovering better together or losing ground by failing to embrace new partnerships and innovations.

Some 1,300 CEOs from more than 100 countries said as much in September, through a powerful Statement from Business Leaders for Renewed Global Cooperation. “Now is our opportunity,” they asserted, “to learn from our collective experiences, to realign behind the mission of the UN and steer our world onto a more equitable, inclusive and sustainable path.”

Thank you for joining us on that path. Let us forge ahead, united in the business of a better world, to achieve the transformational change we need in 2021 and beyond.”

Yours Sincerely,

Sanda Ojiambo
CEO & Executive Director
United Nations Global Compact

GPIC's – Sustainability Journey

40 Years of Excellence in Corporate Sustainability

1979-2020

- 1979 - GPIC established as a joint venture between NOGA Holding - Kingdom of Bahrain, SABIC - Kingdom of Saudi Arabia, PIC - State of Kuwait.
- 1985 - Ammonia and Methanol plants commissioned with a capacity of 1000 MT/D each.
- 1989 - Ammonia and Methanol plants debottlenecked to a capacity of 1200 MT/D each.
- 1995 - GPIC certified for Quality Management System ISO 9000.
- 1996 - GPIC established its first Fish Farm close to the seawater outfall.
- 1998 - GPIC commissioned its 1700MT/D Granular Urea plant which also reduces about 0.5 million tonnes of CO2 emissions per annum.
- 1999 - GPIC certified for Environmental Management System ISO 14001.
- 2001 - GPIC commissions its Bird Sanctuary at the entrance of its complex.
- 2004 - GPIC certified for Occupational Health and Safety Assessment Specification (OHSAS) BS 18001 standard.
- 2004 - In partnership with Ministry of Education GPIC launches its Environmental Research programme for school students.
- 2006 - GPIC certified for Information Security Management System (ISMS) ISO 27001.
- 2006 - GPIC wins the Sir George Earle Trophy from RoSPA, UK for SHE excellence.
- 2006 - GPIC launched its “International Dilmun Environmental” Award in partnership with RoSPA-UK.
- 2008 - GPIC wins the R.W Campbell Award from NSC, USA for SHE excellence.
- 2008 - GPIC wins HRH Princess Sabeeka Award for Empowerment of Bahraini Women.
- 2009 - GPIC commissions its first 450 MT/D Carbon Dioxide Recovery plant that reduces 0.12 million CO2 emissions annually.
- 2010 - GPIC becomes Responsible Care® RC-14001 certified.
- 2011 - GPIC installs its first solar heating unit.
- 2012 - GPIC issues its first GRI 3.1 Sustainability Report and attains an Application Level ‘B’.
- 2012 - GPIC becomes a permanent member of UN Global Compact.
- 2013 - GPIC becomes ISO 31000 Risk Management and ISO 22301 Business Continuity certified.
- 2013 - GPIC commissions its new HP Steam boiler and Sodium Hypochlorite units.
- 2014 - GPIC launches renewable energy programme to install solar panel in buildings.
- 2014 - GPIC receives IFA Protect and Sustain Product Stewardship programme “Excellence Award”.
- 2014 - GPIC issues its second GRI 3.1 Sustainability Report with an Application Level of ‘A’.
- 2014 - GPIC certified to ISO 17025 - General Requirements for the Competence of Testing and Calibration Laboratories.
- 2014 - GPIC partners with Global Reporting Initiative to become GRI organizational stakeholder.
- 2014 - GPIC's President declares support for UNGC Food and Agriculture Business Principles (FAB 6).
- 2014 - GPIC's President declares support for UNGC Women's Empowerment Principles (WEPs).
- 2014 - GPIC wins HRH Princess Sabeeka Award for Empowerment of Bahraini Women.
- 2015 - GPIC President becomes IFA Chairman.





- 2015 - GPIC President becomes AFA Chairman.
- 2015 - GPIC achieves ISO 50001 Energy Management System Certification.
- 2015 - GPIC wins the prestigious Shaikh Mohammed bin Rashid Al Maktoum Business Excellence. Award for Most Outstanding Performance in the manufacturing category.
- 2015 - GPIC wins the Human Resource Excellence®, “Gold Standard of Excellence” Certification.
- 2015 - GPIC President receives the RoSPA Archangel Award in 2015 for his outstanding contribution to Health, Safety and Environment.
- 2015 - GPIC wins the Best Responsible Care Company Award in GCC from the Gulf Petrochemicals and Chemicals Association (GPCA).
- 2015 - GPIC wins the Arabia CSR Award -in Large Category.
- 2015 - GPIC wins the Arabia CSR Award in Partnership & Collaboration Category.
- 2015 - GPIC President re-elected as AFA Chairman for another term.
- 2015 - GPIC Chairman and GPIC President were awarded Bahrain Competency Medal of the First Class by HRM The King.
- 2016 - GPIC wins the Arabia CSR Award in Large Category.
- 2016 - GPIC wins the Arabia CSR Award in Partnership & Collaboration Category.
- 2016 - GPIC issues its first National Greenhouse Gas Inventories report based on IPCC Guidelines for the year 2014 - 2015.
- 2016 - GPIC issued its third GRI Sustainability and UNGC COP report in June 2016.
- 2016 - GPIC GMM attended the Marrakesh Climate Conference COP22.
- 2016 - GPIC wins the Women in Leadership Award presented to the Human Resources Superintendent - from the Bilateral US-Arab Chamber of Commerce.
- 2016 - GPIC wins Mohammed Bin Rashid Al Maktoum Business Excellence Award – 9th Cycle.
- 2016 - GPIC wins Mohammed Bin Rashid Al Maktoum Business Innovation Award - 1st Cycle.
- 2016 - GPIC aligns its long-term goals, corporate yearly goals and departmental goals with the UN’S 17 SDGs.
- 2016 - GPIC combined annual production of 1,617,422 metric tonnes the highest since inception.
- 2017 - GPIC issues its second National Greenhouse Gas Inventories report based on IPCC Guidelines for the year 2016.
- 2017 - GPIC President honoured with the Italian Presidential Decree of Knight – Order of the Star of Italy, from the President of the Italian Republic.
- 2017 - GPIC issues its yearly UNGC COP report in May 2017.
- 2017 - GPIC gets its SR 2016 benchmarked through GRI.
- 2017 - GPIC wins the Arabia CSR Award in Large Category for the third consecutive year.
- 2017 - GPIC wins the Arabia CSR Award – second runner up in Partnership & Collaboration Category.
- 2017- GPIC President wins the CSR personality of the year award in the Arab region from Arabia CSR.
- 2017- GPIC takes part in the GRI standards launch event in Abu Dhabi.
- 2017- GPIC wins the Queen Elizabeth II Gold Category RoSPA Award.
- 2017- GPIC signed an EPC contract to construct a 22 MTPD Urea Formaldehyde Plant.
- 2017- GPIC achieves more than 27 million man-hours without a lost time accident
- 2018- GPIC President awarded with NSC “ CEO who gets it” Award
- 2018- GPIC wins GPCA Responsible care Award in the Health and Safety
- 2018- GPIC completes its transition to ISO 14001:2015 and ISO 9001:2015





- 2018- GPIC wins the King Hamad award of youth empowerment for achieving the SDGs.
- 2018- GPIC wins Gold medal for SHE excellence from IFA
- 2018- GPIC wins the KSA environment Award
- 2018- GPIC completes its biggest ever turnaround safely and successfully in April 2018
- 2018- GPIC wins the Arabia CSR Award in large category for the fourth consecutive time
- 2018- GPIC commissions its Urea Formaldehyde plant in December.
- 2019- GPIC achieves more than 32 million without a lost time accident and continuing
- 2019- GPIC wins three prestigious awards -HRH Mohammed Bin Rashid Al Maktoum of Dubai, UAE: Business Award - 10th Cycle; Business Award – Most Outstanding Performance Award – 10th Cycle; Business Innovation Award – 2nd Cycle
- 2019- GPIC the Best Company in the Middle East for Procurement Risk Management’ and was awarded by the ‘M/s Frankfurt Middle East GmbH.
- 2019- GPIC won two safety awards from ROSPA-The International sector award and the Chemical Industry sector award.
- 2019- GPIC issued its 8th UN Global Compact communication on progress report in March.
- 2019- GPIC inaugurates the one of its kind Cyber Security Lab.
- 2019- GPIC establishes a Neem tree garden at GPIC with 150 trees.
- 2019- GPIC won the Arabia CSR Award for the 5th consecutive year
- 2020-Royal Society for the Prevention of Accidents (RoSPA) Patron's Award. (28 consecutive Golds)
- 2020-British Safety Council International Safety Award.
- 2020-Arabia Corporate Social Responsibilities Award- Large Category from UAE.
- 2020-Arabia Corporate Social Responsibilities Award- Partnerships and Collaboration (Environmental Research) Category from UAE.
- 2020-Arabia Corporate Social Responsibilities Award- Partnerships and Collaboration (Environmental Awareness) Category from UAE.
- 2020-IFA Industry Stewardship Champion Gold Medal.
- 2020-Procurement Hero Award 2020 from the Middle East Procurement Conference.
- 2020-The President Nominated as Advocate Ambassador for International Efforts to Combat the New Corona virus Pandemic 19 from the Regional Social Responsibility Network.
- 2020-The President awarded Honorary Membership by the International Union for Social Responsibility.
- 2020- GPIC President at the UNGC Private Sector Forum demonstrated support for the United Nations and inclusive multilateralism by signing onto the powerful Statement from Business Leaders for Renewed Global Cooperation.

GPIC's Long-Term Sustainability Goals - A Vision for the Long-Term



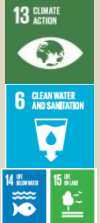

Over the past, we have set and implemented goals that were critical to improve our environmental, health, safety, economic and social performance and governance. However, we aimed to look beyond the horizons and incorporate significant long-term goals that will help us meet our ambitions around sustainability and provide our organization and our stakeholders with the recognition for their efforts.

Our long-term goals aim to make a greater impact via scaling up our contribution and efforts towards the UNGC principles, and in helping us align our organization's impact as a positive contributor towards the strategic 'Bahrain's Economic Vision 2030'. We have also shown alignment to the UN's Sustainable Development Goals.





Area	Sustainability Goals	Target	Performance 2020	Remarks	SDG	
PEOPLE	Safety, Health, Security	Protection of Human Health, Safety	Zero Lost Time Accidents	Zero Lost Time Accidents	<p>GPIC achieved more than 33 million man hours without a lost time accident. Fire plans of 15 high risk scenarios were prepared and mock drills carried out regularly.</p> <p>COVID-19 related precautionary and mitigating measures were implemented to limit the spread of infections. Administering of COVID-19 vaccine has started and 30% of our employees have been vaccinated and is continuing.</p>	
		To ensure availability and readiness of security systems at 100% all the times	100% Security readiness	100% security readiness with zero security breaches	Regular security exercises and mock drills were carried out to ensure preparedness. Security enhancement capital project is in progress as per the road map.	
	Corporate Social Responsibility	Supporting community and community initiatives	Strategic Philanthropy: Sustained financial contributions to NGOs, Educational institutions, charity organizations etc.	100% financial contributions as planned	Strategic Philanthropy continued as part of being a good corporate citizen. GPIC contributed US\$ 1 million dollars to the National drive to combat COVID-19	
			Outreach: Achieve yearly target of schools environmental awareness lectures	17 Environmental School awareness lectures completed out of scheduled 32 .	Below target due to COVID 19 preventive measures and restrictions on in-person lectures.	

			Innovation: Sustained support to GPIC/Ministry of Education Environmental Research Programme for schools	2019-2020 Cycle could not be completed due to COVID 19 restrictions from March 2020 onwards	.2019-2020 cycle was suspended due to COVID-19 restrictions however virtual sessions have started for the 2020-2021 cycle.	
		Commitment to 1)UN Global Compact(UNGC) Principles 2) Food and Agriculture Business Principles (FAB)3)Women's Empowerment Principles(WEPs) 4) UN's 17 SDGs	Ensure implementation of the universally accepted 10 principles of the UNGC & the 6 FAB Principles, WEPs and the SDGs	GRI report 2019/UNGC COP 2019 issued March 2020 and UNGC COP 2020 issued February 2021	Yearly reporting to UNGC - Communication on Progress(COP) and the Biennial GRI Sustainability reporting. Alignment of GPIC business functions with the SDGs.	 
	Learning and Growth	Development of Human Capital	Achieve yearly target of qualifying local talent to take responsible positions within the Company	7,832 training hours for local employees were achieved in 2020	The drop in training hours as compared to previous years is because of COVID 19 preventive measures and restriction on in-person training.	

Area		Sustainability Goals	Target	Performance 2020	Remarks	SDG
PLANET	Environmental Sustainability	Expand the use of renewable energy at GPIC	Provide Solar Energy to non-process area buildings	A 3MW solar farm at GPIC is under study	GPIC has earmarked an area for a 3 MW solar farm as part of NOGA'S 80 MW solar project. Currently the project is under study by NOGA.	
		Phase out Ozone depleting and global warming potential HCFC 's including R-22 as refrigerants from GPIC	Replace R-22 Refrigerant AC units	In progress. The new units for local control rooms of Syngas, CO2 and MUG will be replaced in November 2021.	AC's with R-22 are being replaced with better alternatives	

		Reduce Green House Gas (GHG) emission levels	Reduce GHG emissions below 2014 levels for the existing plants	In progress. Total GHG emissions for 2020 (IPCC guidelines) is 1.12 million tonnes of CO2e.	<p>Ensure efficient and continued operation of carbon dioxide recovery plant.</p> <p>Maintain the current greenery projects and explore further expansion.</p> <p>Maintain efficient and continued operation of all the plants to have minimum possible flaring and venting of GHGs mainly carbon dioxide and methane.</p>	
		Optimize energy consumption so that every saleable tonne of product is attained within the target level of energy consumption	Energy consumption <= 7.9 Gcal/MT of combined saleable product	7.42 Gcal /MT CDR boiler has been stopped and the excess steam from urea plant is being used resulting in a natural gas saving of 2770 KNm3/year	<p>Maintain all equipment to operate efficiently and effectively.</p> <p>Explore & implement projects with energy conservation potential with focus on significant energy uses.</p>	
		To ensure Compliance to Environmental Legislation	100% compliance to Bahrain Environmental Legislation	100 % Compliance to Environmental legislation and timely submission of compliance reports on emissions, effluents, waste and chemicals	No cases of non- compliance.	
		Reduce water consumption	Increase recycle / Reuse of waste water streams	Specific process water consumption per ton of product has reduced in 2020 due to efficient run of plants.	Explore & implement projects with water conservation potential	

Area	Sustainability Goals	Target	Performance 2020	Remarks	SDG	
PROFIT	Economic Sustainability	Maintaining the financial Health of the Company	Target Debt to Equity Ratio to optimum lowest	1 : 6 Target exceeded due to lower debt	Optimize costs, inventories, expenditures and resource utilisation to maintain financial health of the company.	
		Implementation of GPIC Corporate Strategic plan 2030	Tap in potential areas of Growth	Project opportunities in overseas countries being studied	Implementation of GPIC Corporate Strategic plan 2030, tapping in potential areas of Growth.	

		Debottlenecking of existing facilities for improved energy efficiency and enhanced production capacities	The Debottlenecking (DBNII) Project study revealed that the project was not feasible and been cancelled.	Explore all opportunities to enhance production of all the production plants, improve efficiencies by adopting energy saving and conservation concepts throughout the complex, and also to explore major enhancement opportunities that aim at optimising production cost and improve efficiency.	 
Business Process Excellence	Optimizing plants (Ammonia, Methanol and Urea) availability	Actual on-stream factor >= budget on stream factor	99.8% on stream factor in 2020.	Enhance reliability and efficiency of plants and ensure Optimum Plants availability.	 

Sustainability Leadership and Governance:

Sustainability at GPIC:

Our Sustainability Strategy

GPIC's sustainability strategy is centered on the United Nations' pillars of sustainable development: People, Planet, Prosperity, Partnerships and Peace. We measure our success on social responsibility, care for the environment and prosperity. This can only be achieved through partnerships and in a peaceful environment.

In developing our sustainability strategy, we ensure a close-knit integration between the stakeholders' interest, important environmental concerns and our core business.

Our business model is based on principles of sustainable development as we appreciate that all our operations and activities impact, either directly or indirectly, the welfare of all our stakeholders as well as the environment.

Our sustainability focus areas

Economic Vitality:

First and foremost, we consider ourselves as a corporate citizen of Bahrain. As such, we ensure that our business model is geared towards Bahrain's economic needs. We create opportunities for a much wider community than our direct suppliers and customers, helping us to fulfill the economic promise to the nation as a whole.

Business Continuity:

We believe that the real key to profitability is being reliable and maintaining business operations within our market conditions. To achieve this, we have crafted our strategies, prioritised our investments, maintained our assets and developed our human talent to ensure responsible operations and business continuity.

Business Growth:

We believe that in order to add value for our shareholders and to remain competitive and sustainable in this ever evolving and challenging global market, we have to grow. In line with this outlook, we had developed a strategic plan ranging until the year 2020. The subject plan has been revised and updated as the GPIC Corporate Strategy Plan 2030. A high level council, GPIC 2030 Strategy Implementation Council (SIC) has been formed whose main objective is to ensure the implementation of the GPIC Corporate Strategy Plan 2030.

Human Talent Development:

At GPIC, we are mindful that our success relies very heavily on our ability to attract, recruit and retain the highest quality of human talent. Without our people, our reputation would not be what it is today, so we focus on nurturing them and developing them throughout our careers.

Women's Empowerment:

GPIC has a responsibility to be a role model for empowering women in Bahrain's industrial sector. GPIC will pursue its strategic priority to employ more women in various positions, as allowed by the laws of Bahrain. We have also established an Equal Opportunity Council to oversee practices of fairness between men and women, and to ensure adherence to women's rights.

Engagement with Regional and International Organizations:

With the aim to be proactively involved and to contribute towards knowledge sharing and professional networking, GPIC participates in several organizations at a national, regional and international level. GPIC's leadership is involved in promoting sustainable development and agriculture on both a local and global level and is actively engaged with policy makers.

Social Progress:

Another set of stakeholders we have identified are the communities that host our business and our people. We are aware of the fact that negligence in our business could cause damage to our surrounding communities. As such, it is our responsibility to cater to their needs and be aware of their interests. At the same time, the safety of all our employees, contractors and host communities is also paramount.

At GPIC, corporate social responsibility is all about how we manage our core business processes to produce an overall positive impact on society.

Our social investment strategy is crafted with a commitment to the idea that our stakeholders include a much broader category than only our people, shareholders or financial investors. We have an unwavering commitment to invest in helping address the social needs firstly of our neighbouring communities, but also of Bahrain as a whole.

At GPIC, we believe in giving back to communities, addressing not just their immediate needs but also their long term ability to lead healthy and productive lives. This is why we have invested heavily in providing and supporting education, technical /vocational training and health care. Furthermore, we ensure that our social investments reach every segment of the Bahraini society in need.

Environmental Sustainability and Climate Change:

As the world's climate begins to change, no company can afford any longer to ignore the impact it has on the environment. We have committed ourselves to some of the most stringent of standards when it comes to environmental management because we believe that the way any organisation manages environmental issues is a crucial measure of their standards of corporate social responsibility, competitiveness and vision. As part of our continual improvement and in addition to taking responsibility of our own environmental footprint, we have been accredited to Environmental Management System ISO 14001, Responsible Care management system RC 14001 and ISO 50001 Energy Management System.

Life Cycle Perspective:

Some of the GPIC's significant environmental impacts can occur during the sourcing of raw material, manufacturing process, transport, delivery, use and final disposal of its product or service. By providing information, GPIC can potentially prevent or mitigate adverse environmental impacts during these life cycle stages. GPIC considers the extent of control or influence that it can exert over activities, products and services considering a life cycle perspective.

GPIC and the Sustainable Development Goals:

In September 2015, 193 Member States of the United Nations adopted 17 new Sustainable Development Goals (SDGs) to make our world more prosperous, inclusive, sustainable and resilient. These SDGs represent an unprecedented opportunity for companies such as ours, to align their own sustainability goals with the broader societal aspirations at hand. Hence, we are diligently mainstreaming the SDGs with our own Corporate Sustainability objectives and purpose. Through our ambitious short term and long-term initiatives, we are not only spreading awareness and action on the SDGs amongst our employees, but passing this realization and understanding within the wider community and region.

In essence, our sustainability strategy highlights the commitment to manage the entire business in a manner that does not focus only on profits, but also on factors of social responsibility. We believe that being successful is about sharing opportunities; it is about trying to be successful in making the world a little bit better, by creating 'win-win-win' situation for us, our stakeholders and the planet.

COVID 19: Our Response

Maintaining the safety and health of our employees, their families and our contractors and continued business resilience during 2020 amidst the COVID-19 pandemic was our biggest challenge and achievement.

We have so far successfully tackled the challenge of COVID-19 through robust risk management, resilience and discipline. We proactively identified the pandemic outbreak caused by COVID-19 as one of the GPIC's enterprise risks using the Bow-tie methodology, setting a number of preventive and mitigating measures to deal with the risk. During the past 10 months, GPIC had a total of 19 positive cases who are fully recovered.

Following are the key lessons learned

- Ingenuity, agility, resilience and flexibility are the key
- Team work helps in a coordinated response to tackle the pandemic
- Prepare for the worst, include pandemic as ERM risks
- Remote work is doable and effective
- Communication is key
- Invest in technology, digitization
- Have a Plan B
- Personal hygiene is important
- Follow a precautionary approach as far as the pandemic is concerned

GPIC's Response

- Business continuity plan was developed to ensure the safety of the workforce and the continuity of the business.
- Crisis Management Team (CMT) chaired by the President was established to manage the Pandemic Outbreak
- To date 92 directives have been issued related to the COVID-19 and associated steps to limit the spreads of infection
- Work from Home (WFH) system activated during these critical period for the majority of the general day workers.
- Sleeping in house facilities prepared for shift staff as part business continuity plan.
- All Working from Home employees are being monitored by regular video conferencing and phone calls to ensure their availability at all times.
- We have established two 24/7 hot-lines for our employees and their families in case of need or emergency.
- All employees returning from overseas are being told to self- isolate at home for 10 days.
- All female employees have been told to Work from Home, in order to protect them and their families.
- All employees have been directed to be vigilant with regards to Cyber Security.
- Electronic and vertical learning programme for graduates engineers and trainees has been issued.
- Mandatory Precautionary Measures for Protecting the GPIC Workforce at the Workplace and at Home has been reinforced.
- Thoroughly disinfecting all offices and facilities at GPIC complex on a weekly basis during the weekend.
- The temperature of everyone entering the complex is taken before they are allowed to enter the complex and sanitising hands. Wearing of face masks on entering the complex is compulsory.

- Gatherings of more than 2 people is prohibited within the complex, with the exception of maintenance in the plants.
- Coordination with other major companies in Bahrain and our partners PIC and SABIC is ongoing and on a regular basis to share information, knowledge and best practices.
- Workforce business continuity plan is prepared and ready for implementation whenever required.
- Installation of portable rapid deployable thermal imaging fever screening system “FevIR Scan”.
- Employees have been urged to register to “BeAware Bahrain” Application launched by the National COVID 19 Taskforce.
- Partitioning sheets have been provided in vehicles and no one is permitted to sit with the driver in plant vehicles
- Special accommodation has been taken on lease by the company for the regular contractors so that they they do not stay in labour camps.
- Employees are advised to wear face masks and maintain social distancing while being present at various areas around the complex .Common areas include hallways, offices, and kitchens etc. that include more than one individual .
- Employees has been advised to perform their prayer rituals alone in offices or workplace using their private mat. The General prayer is closed till further notice.
- Following the re-opening of commercial shops and rejuvenation of the economic activities, employees have been urged to be more careful and stay at home and apply all precautionary guidelines more than ever as the re- opening of commercial activities does not mean things are back to normal.
- Employees have been reminded and urged to stay vigilant and take precaution measures to protect them self and their family members.
- Return To Workplace instructions has been issued.
- In view of increasing number of European suppliers who went on lock down/ shutdowns, close review is done with user's departments, especially those related to Turnaround Capital Projects.
- Vendor General Meetings and Negotiation meetings are being conducted through on line virtual conferencing.
- GPIC employees encouraged to actively participate in COVID-19 National Vaccination Campaign.

Risk Management

GPIC supports a precautionary approach related to environment and development. Being a member of UN Global Compact, the Company is committed to all the ten principles including principle number 7 which states that “Businesses should support precautionary approach to environmental challenges”.

As a responsible corporate citizen, GPIC continues to use a well -defined process for assessing and managing risks in the face of uncertainty. This process is science-based, ensuring decision-making includes an appropriate evaluation of risk and benefits. It applies to current products as well as those being contemplated for future development.

GPIC views the Precautionary Principle as an application of the principles of risk assessment and risk management. Risk assessment includes hazard identification, characterization exposure assessment and risk assessment. Risk management encompasses the identification, selection and implementation of alternative actions for addressing risk through the control of identified hazard(s) and/or exposure.

The company’s operations could be affected by various risks, some of which are beyond its control. Corporate-level identification and management of risk is systematically accomplished using an Enterprise Risk Management approach. The most significant risk factors that could affect our business are included in our Enterprise Risk Register. These thirteen risks cover the significant risks ranging from financial to operational, Safety, Health and Environment, reputational, cyber security, marketing, shareholders, raw material availability, market volatility, human talent recruitment and retention etc.

The Company assesses financial risk from many perspectives. Examples include the potential impact of weather-related events, access to credit, and volatility in purchased feedstock and energy costs. Risk management results are regularly communicated internally with a formal annual review with the Board of Directors and the Audit, Finance and Risk Committee. GPIC’s Internal Audit Function plays a major role in ensuring ethical business functions.

All the ERM risks are regularly reviewed and updated as deemed necessary. During 2020 all the 10 ERM risk were reviewed and the risk profile updated in relation to COVID-19 pandemic.

Companies in the competitive Oil and Gas Sector had to work twice as hard during 2020 to keep up with the rapid and ever changing developments due to the Coronavirus pandemic. This resulted in them employing new and innovative processes and procedures to maintain safe and sustainable operations.

The pandemic encouraged companies to enhance their operations to keep pace with the global changes by further developing their Management and operational processes. It also ensured they became more lean and sustainable.

These companies took the initiative to develop and improve alternative plans and expand their practical and Management strategies to be able to achieve better results at the lowest possible cost and in the shortest possible time. This happened in parallel to implementing stringent procedures to protect the workforce from the pandemic and ensure safe and sustainable operations.

The company’s Business Resilience Committee, in coordination with the Executive Management Team, played a prominent role in managing the crisis brought on by the pandemic and followed up on the smallest details to minimize risks that were identified.

The committee has carried out a thorough study that included all Management and operational processes with a focus on analyzing the risk associated with the pandemic. The committee conducted a review and worked to implement all the plans that were previously prepared. This was in conjunction with closely following up and coordinating with the appropriate authorities. This included following all government guidelines and laws and to ensure GPIC’s conformity with the current COVID-19 situation.

Risk of Economic uncertainty impacted every industry and sector during 2020 amidst COVID-19. This provided a challenge and opportunity to GPIC to maintain business continuity through streamlined and efficient operations , cost optimization initiatives and ensuring health , safety and availability of its workforce through strict adherence to COVID-19 related guidelines.

GPIC's leadership and the corporate board are firmly committed to sustainable growth year on year. Our expansion aspirations for this organic growth and in the petrochemical market, is firmly built on emergent operational capacity and cultivating our global customer base. We have a talented workforce and supportive business environment which will allow us to continue to grow our global footprint. We also firmly believe that our competitive cost of doing business, combined with our solid partnerships and relationships, at the local, regional and international level, are some of the reasons we anticipate expansion plans to be under way in the near future.

During 2020, in spite of challenging climatic conditions and the sea water temperature peaking to +39 degC, at its sea water intake, GPIC was able to maintain all its plants at the highest level of safety, productivity and reliability.

Our risk management portfolio has become more robust since we have taken on board the Business Continuity Management system ISO-22301. We have combined both the ERM and BCM under the umbrella of Resilience committee. All the Business Impact analysis and the Business Continuity plans are reviewed and exercised regularly across the organization .COVID-19 pandemic has been added as a new ERM risk in February 2020.

Supply Chain

GPIC being a Responsible Care certified Company and IFA protect and Sustain product stewardship certified company puts great emphasis on maintaining safety, health, security and environmental excellence throughout the product life cycle.

GPIC operates in an integrated manufacturing environment. Basic raw materials are processed through many stages to produce ammonia, methanol and granular urea.

The main raw material that feed the integrated production of the Company's three products is natural gas. The Company purchases natural gas from Tatweer ,mainly to produce ammonia and methanol and also to generate electricity and steam. GPIC also purchases electric power to supplement internal generation. The products from ammonia production process which are mainly liquid ammonia and gaseous carbon dioxide are used as raw material for the manufacture of granular urea.

The three products are exported globally by our marketers who are also our shareholders SABIC Agri-Nutrients Investment Company Saudi Arabia and PIC Kuwait. These products are transported by sea. Proper handling of these products is critical to avoid harm to people's health or to the environment and we are committed to quality, safety and sustainability throughout our operations. GPIC Purchasing collaborates with suppliers around the world to help our businesses meet their objectives for profitability, growth, innovation, diversity and sustainability. GPIC Purchasing looks for suppliers that demonstrate a commitment to reliable, high-quality supply relationships embody highly responsible, ethical business practices, including sustainable labor practices. As an enhancement, in 2014, Responsible Care aspects related to minimum Safety, Health and Environment requirements have been added in the pre-qualification criteria of services contractors. This criteria requires contractors to provide their SHE policies, training records, previous accident/ incident records, hazardous waste management license and certification etc.

In light of the current COVID-19 situation several counter measures were taken to ensure sustainability of supply chain. In view of increasing number of European suppliers who went on lock down/ shutdowns, close review ,follow up and alternate arrangements are part of the mitigating measures.

Stakeholders

Now in our fourth decade with operations at our manufacturing facility in Bahrain and exports that span the globe, we believe stakeholder engagement is vital to ensure that we understand not only the demands of a rapidly evolving marketplace, but the expectations of society. For GPIC, engagement with our stakeholders is a continual process.

Following are the key stakeholder groups that we engage with:

1. Shareholders
2. Employees
3. The Local Community
4. Government and Regulators
5. Suppliers and contractors
6. Distributors
7. The Media
8. Non-Profit Organizations and Academia
9. Regional/International Organizations
10. Customers
11. Banks

(For details on our engagement process please refer to our GRI SR 2020)

Materiality

Our materiality mapping process has been proven to be a significant step on our sustainability journey in reinforcing to us that all aspects of our business matter to our stakeholders. At GPIC we have a fairly unique position as an organization. We are the only native petrochemical organization in the Kingdom of Bahrain, and two of the significant producers in the region are key investors in our organization. We have found that because the community (business and local population) in Bahrain are intrinsically integrated/interlinked within the Kingdom, there is high consistency in terms of all issues identified being of high priority.

The issues identified fall under key development areas, and can be included under key themes of focus which we monitor, evaluate and develop on a continuous basis. All aspects listed from our materiality process are key elements of our organizational strategy with impacts within and outside our organization. Our material aspects are as below;

1. Air Pollution
2. GHG Emissions and Climate Change
3. Water Pollution
4. Environmental Awareness
5. Energy Saving
6. Sustainability
7. CSR

8. Health & Safety
9. Education, Training & Development
10. Process & Product Safety
11. Philanthropy
12. Innovation
13. Reputation
14. Waste Management (Hazardous And Non-Hazardous)
15. Human Rights & Labour Rights
16. Equal Rights (Women Empowerment)
17. Partnership & Collaborations
18. Corporate Governance
19. Ethical Business Practices
20. Bio-Diversity
21. Profitability
22. Business Continuity
23. Raw Materials & Resources (Natural Gas)
24. Community Engagement & Awareness
25. Anti-Corruption
26. Customer Satisfaction
27. Water Conservation

(For details on Materiality mapping and assessment please refer to our GRI SR 2020)

External Assurance

We believe that external assurance significantly enhances the credibility of any report. Therefore for this report we have evidence of external assurance from credible international partners for some of the indicators listed below. For instance, our financial performance is audited by external auditors and their audit statement is part of our Annual Financial Report.

Most of our business functions are also certified by relevant bodies, for example GPIC is certified for 14 Management System Certifications. Our laboratory, inspection and instrument maintenance functions are certified through ISO 17025 and ISO 17020.

Our environmental monitoring (emissions and effluents) is verified by the environmental inspectors from Supreme Council for Environment, Bahrain.

Our urea storage and export facilities and processes are assured by The Department of Agriculture, Fisheries and Forestry (DAFF) Australian Quarantine Inspection Services (AQIS).

Our production and export quantities and quality are verified by third party surveyors such as M/S SGS. Our year end production and inventories are verified by third party.

Our plant equipment is assured by insurance bodies including statutory requirements.

All our external assurance providers are assisted by our internal control processes that report to our Board of Directors through the Audit and Risk Committee. However, we intend getting our next GRI Report, targeted for 2022, to be externally assured comprehensively.

Making the SDGs a Reality at GPIC



GPIC's triple bottom line business approach, now transformed to the 4P's (planet, people, profit, partnerships) aligns strongly to the UN SDGs. GPIC is a proud supporter of the global goals and has contributed in all the phases, right from the participatory process of My World to setting up meaningful indicators, sharing best practices on SDG aligned projects and programs through the UN Global Compact and KPMG's Industry Matrix. Aligning corporate goals both short term and long term with the relevant SDGs. Mainstreaming SDGs in business functions. Linking SDGs with our Capex projects and modifications through our MOC system is one of our latest initiatives. Sharing our sustainability performance publicly through GRI sustainability reports and encouraging others to do the same.

As we continue to advance our thinking and work to address the SDGs, we will update our initiatives in our sustainability reports and the UN Global Compact's Communication on Progress Reports.

Since the first quarter of 2020, we are facing the challenge of COVID -19 pandemic and have taken proactive measures to ensure well-being of our employees and their families, in fact the whole community and the sustainability of our operations.



COVID -19 and the SDGs

Our world today is dealing with a crisis of monumental proportions. The novel coronavirus is wreaking havoc across the globe, upending lives and livelihoods. The cost of the pandemic in terms of loss of human lives is painful, but the effects on the global economy and on sustainable development prospects are also worrying.

GPIC is mindful of the fact that while we must scale up the immediate health response to curb the spread of COVID-19, the response to the pandemic cannot be de-linked from the SDGs. Indeed, achieving the SDGs will put us on a firm path to dealing with global health risks and emerging infectious diseases.

Achieving SDG 3 (Good Health & well-being) will mean strengthening the capacity of countries for early warning, risk reduction and management of national and global health risks.

The proactive steps that GPIC has taken since the start of COVID-19, highlights how seriously the company is taking the COVID -19 challenge and in doing so is also addressing the SDG 3 and other Sustainable Development Goals.

GPIC believes that amid the coronavirus pandemic, the SDGs will help us build back better. The challenges posed by COVID-19 should rather spur us to accelerate and deepen our efforts during this Decade of Action to 'recover better', and build a healthier, safer, fairer and a more prosperous world.

We proudly present our eleven steps that are instrumental in making the SDGs a reality at GPIC.

11 Steps GPIC has taken to Contribute to the SDGs

Step 1 - Leadership Commitment towards Sustainability and SDGs

We have entered a new era where we are engaging more with leading global corporate sustainability initiatives such as the UN Global Compact and focusing more on Leadership, Collaboration and Innovation and Youth empowerment so that we can serve the people of this nation and the world in a better way.

Dr. Abdulrahman Jawahery
GPIC President

Step 2- GPIC employees took part in the Participatory process through MY WORLD survey in 2013

GPIC's employees were involved in the participatory process for the SDGs through UN's global My World survey that received more than 7 million votes from around the world, with approximately 75% of participants under 30 years of age.

Step 3-GPIC promotes awareness of SDGs within the Organization

GPIC Sustainability Reporting committee are conducting awareness presentations to GPIC Employees.

Step 4-GPIC compares its business practices with the SDGs and its targets first quarter 2016

GPIC's Sustainability Reporting committee compared GPIC's current business practices to see how they compare and align to the 17 SDGs.

The result was encouraging to know that in one way or another GPIC practices are contributing to the SDGs.

Step 5-GPIC aligned its Corporate sustainability goals with the SDGs and its targets in 2017.

GPIC has mainstreamed SDGs in its business and has shown alignment with its Corporate Goals since 2017.

Step 6-GPIC aligned its Departmental sustainability goals with the SDGs and its targets in 2017.

GPIC has mainstreamed SDGs in its business and has shown alignment with its Departmental Goals since 2017.

Step 7-GPIC aligned GRI indicators with the SDGs in its GRI Sustainability Report 2016 - 2018

GPIC aligned the Sustainable Development Goals (SDGs) to GRI standards relevant disclosures/ indicators, UNGC principles and GPIC 's contribution. These linkages are based on a more detailed analysis available on the SDG Compass website (www.sdgcompass.org).

Step 8-GPIC provided its SDG related Industry Matrix best practice to UNGC based on UNGC Survey

To solicit examples of how companies are positively contributing to the SDGs through their core business operations and to capture ideas on future opportunities for shared value. GPIC has provided a number of best practices and one is the carbon dioxide recovery project that addresses SDG #12 and 13.

Step 9-GPIC promotes awareness of SDGs within the Community

GPIC Sustainability committee and the Youth committee are conducting awareness presentations to Bahrain's School children.

Step 10-GPIC has started to link its initiatives, technical reports with the SDG's



GPIC has started to show linkage to SDGs in technical reports. For example, the Company's waste recycling report was linked to target 12.5 of SDG 12 "Responsible Consumption and Production".



Step 11-GPIC has linked its technical and non- technical projects with the SDG's




At GPIC, now the SDGs are part of the workflow for all the Capex and Modifications as part of the MOC system.

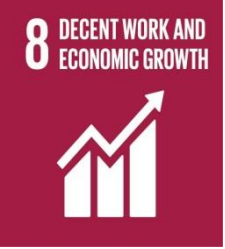



Linking the SDGs and GRI and GPIC's contribution




The following table links the Sustainable Development Goals (SDGs) to GRI standards relevant disclosures, topics, UNGC principles and GPIC 's contribution. These linkages are based on a more detailed analysis available on the SDG Compass website (www.sdgcompass.org) and also the document from UNGC "




SDGs	UNGC Principles	GRI Disclosures/ topics	GPIC's contribution
	<p><u>UNGC Principle #1,2,3,4,5,6</u></p>	<p><u>GRI 103-2, 202-1, 203-2, 413-2</u></p>	<p>NO POVERTY: Contributing to economic growth, job creation and trade; Producing fertilizer that increases income of farmers worldwide. GPIC has injected USD 5.292 billion into the Bahrain economy since inception.</p>
	<p><u>UNGC Principle #1,2,7,8,9</u></p>	<p><u>GRI 201-1, 203-1, 203-2, 411-1, 413-2</u></p>	<p>ZERO HUNGER:</p> <p>Till 2020 GPIC has produced more than 14.3 million tonnes of granular urea since 1998 and a total of more than 43.9 million tons of ammonia, methanol and granular urea since 1985.</p> <p>Work with International Fertilizer Association(IFA) and Arab Fertilizer Association on training and capacity building on sustainable agriculture, effective fertilizer use to increase food production;</p> <p>Issued use of Urea fertilizer booklet to Bahraini Farmers ;In continuation to Promoting the UN "International Year of Pulses" 2016 campaign and integrating pulses into the GPIC canteen menu, GPIC celebrated the Global Pulses Day in January 2017 encouraging employees to make pulses part of their food habits; GPIC & IFA President promotes Pulses Day in schools in Bahrain and sponsors UNESCO schools exhibition in 2016</p>

	<p><u>UNGC Principle #1,2,3,4,5,6,10</u></p>	<p><u>GRI 203-2, 305-1, 305-2, 305-3, 305-6, 305-7, 306-1, 306-2, 306-3, 306-4, 403-2, 403-3</u></p>	<p>GOOD HEALTH AND WELL BEING: Health and Safety for employees, their families and contractors; Full health insurance and health campaigns; Health training and lectures. • GPIC’s First Aid training and Community outreach programme with National Safety Council(NSC)-USA which started in 2012 is continuing and to date we have trained more than 400 employees, contractors, industrial and university students, summer camp children, employees’ wives and others.</p> <p>Defensive driving training, campaigns on” Mobiles free driving” to save lives. COVID -19 Pandemic related proactive & preventative measures targeting employees , contractors and the community at large. Encouraging employees and their families to take the COVID-19 Vaccination. So far 30% of GPIC Employees have received the vaccination.</p> <p>GPIC contributed \$1 million in support of the Feena Khair campaign. A national level initiative to tackle the Coronavirus (Covid-19).</p>
	<p><u>UNGC Principle #1,2</u></p>	<p><u>GRI 102-27, 404-1</u></p>	<p>QUALITY EDUCATION: Training opportunities for employees and industrial trainees; Supporting InJaz and Ministry of Education programs; Providing scholarships and honoring high achieving students; Giving international lectures and presentations to other industries and institutions. Due to COVID-19 in person training was transformed to virtual training including webinars.</p>

 <p>5 GENDER EQUALITY</p>	<p>UNGC Principle <u>#1,2,3,4,5,6</u></p>	<p>GRI 103-2, 201-1, 203-1, 401-1, 401-3, 404-1, 404-3, 405-1, 405-2, 406-1, 414-1, 414-2</p>	<p>GENDER EQUALITY: Women are represented in training, events, committees, audits, etc... Equal opportunities council includes equal remuneration and promotion of women in the workplace; GPIC committed to UN Global Compact Women’s Empowerment Principles WEPs in 2014. Initiatives include showing support to Government’s initiative of declaring 2017 as the year for Bahraini Women working in the Engineering field. To contribute to this initiative GPIC had included a number of women engineers in all the phases of its new project” the installation of a UF 85 plant” GPIC has elevated the Equal opportunities committee to the Equal opportunities council. First woman manager at GPIC,HR and Corporate Communications Manager. Our female procurement superintendent won the Procurement Hero Award 2020 from the Middle East Procurement Conference, In 2019, a female worker became a member of GPIC Labour Union Board Members, making her the first women to win this chair since the founding of the Labour Union committee.</p>
 <p>6 CLEAN WATER AND SANITATION</p>	<p>UNGC Principle <u>#1,2,7,8,9</u></p>	<p>GRI 303-1, 303-2, 303-3, 304-1, 304-2, 304-3, 304-4, 306-1, 306-2, 306-3, 306-5</p>	<p>CLEAN WATER AND SANITATION: GPIC’s Long Term Sustainability Goals include water conservation; Energy efficiency (water+energy nexus); Campaigns to reduce water use. By design most of the process water, steam condensates streams are recycled after treatment.</p>
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>UNGC Principle <u>#1,2,7,8,9</u></p>	<p>GRI 201-1, 203-1, 302-1, 302-2, 302-3, 302-4, 302-5</p>	<p>AFFORDABLE CLEAN ENERGY: GPIC’s Long Term Sustainability Goals include increasing renewable energy and energy efficiency; ISO 50001 certification; Ongoing projects and campaigns to save energy; Installation of Energy efficient lighting LEDs continues. Since 2013, we have installed 7223 LEDs both in process and non- process areas resulting in an energy savings of 1554.3 MWH/Y and a GHG emission reduction by 780TONS CO2e/Y. In 2020 alone we installed 619 LEDs with an energy savings of 67.95 MWH/Y and a GHG reduction by 39.19 TONS CO2e/Y. A 3 MW Solar plant is being studied as part of NOGA’s 80 MW Solar project at Bahrain.</p>

 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p><u>UNGC Principle #1,2,3,4,5,6</u></p>	<p><u>GRI 102-8, 102-41, 103-2, 201-1, 202-1, 202-2, 203-2, 301-1, 301-2, 301-3, 302-1, 302-2, 302-3, 302-4, 302-5, 303-3, 401-1, 401-2, 401-3, 402-1, 403-1, 403-2, 403-3, 403-4, 404-1, 404-2, 404-3, 405-1, 405-2, 406-1, 407-1, 408-1, 409-1, 414-1, 414-2</u></p>	<p>DECENT WORK AND ECONOMIC GROWTH: Providing jobs, contribution to Bahrain’s economy and supporting local contractors; Sponsoring events in the community to boost economic growth. GPIC has injected since inception more than US\$ 4.598 billion in the national economy.</p>
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p><u>UNGC Principle #3,4,5,6,7,8,9</u></p>	<p><u>GRI 201-1, 203-1</u></p>	<p>INDUSTRY, INNOVATION & INFRASTRUCTURE: Innovation Committee campaigns and activities; Support innovation in the community (e.g. university research, InJaz innovation camp. Innovation related to SDGs. schools environmental research In acknowledgement of its great strides towards innovation, GPIC has won the Mohammed Rashid bin Maktoum Business Innovation Award numerous times. GPIC has constructed and commissioned a new Urea Formaldehyde(UF 85) at its facility in 2018.</p>
 <p>10 REDUCED INEQUALITIES</p>	<p><u>UNGC Principle #1,2,3,4,5,6,10</u></p>	<p><u>GRI 203-2, 405-2</u></p>	<p>REDUCE INEQUALITIES: Responsible Care protects wellbeing of all people involved with the company’s business; Sharing expertise with all industry regardless of size or position; equal employment opportunities; Injaz – working with all schools to develop skills and knowledge. Since most of the world’s poor are subsistence farmers, fertilizers help farmers to increase their incomes.</p>
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p><u>UNGC Principle #1,2,7,8,9</u></p>	<p><u>GRI 203-1</u></p>	<p>SUSTAINABLE CITIES AND COMMUNITIES: GPIC’s Long Term Sustainability Goals are in line with Bahrain’s Vision 2030; Contributing to Bahrain’s community and events (exhibitions, farmers’ market, etc.).</p>

	<p><u>UNGC Principle #7,8,9</u></p>	<p><u>GRI 204-1, 301-1, 301-2, 301-3, 302-1, 302-2, 302-3, 302-4, 302-5, 303-3, 305-1, 305-2, 305-3, 305-6, 305-7, 306-1, 306-2, 306-3, 306-4, 417-1</u></p>	<p>RESPONSIBLE CONSUMPTION & PRODUCTION: Resource efficiency; Energy conservation and efficiency, high on-stream factor resulting in less venting and flaring. Maintaining air and water quality. Continuously increasing recycling and reuse (e.g. cardboard recycling began in 2015); Ongoing campaigns to reduce waste and encourage recycling; currently underway with several optimization projects around sustainable resource efficiency. Sustainability Reporting and advocating it as part of target 12.6.</p>
	<p><u>UNGC Principle #7,8,9</u></p>	<p><u>GRI 201-2, 302-1, 302-2, 302-3, 302-4, 302-5, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7</u></p>	<p>CLIMATE ACTION: Bahrain committed to reducing its CO2 emissions at the UN COP 21 conference in Paris (2015).; GPIC shared its CO2 emission reduction initiatives at the National level and the same were included in Bahrain’s INDC submitted to UNFCCC prior to COP21 agreement. Post COP 21, GPIC is working with NOGA on measuring and managing its CO2 emissions; GPIC has issued five annual reports on GHG inventory based on IPCC guidelines 2016-2020. Carbon Dioxide Recovery (CDR) and Urea plants are main contributors to CO2 emission reduction at GPIC. 1.4 million tons of CO2 have been captured by CDR since 2009.</p>
	<p><u>UNGC Principle #7,8,9</u></p>	<p><u>GRI 304-1, 304-2, 304-3, 304-4, 305-1, 305-2, 305-3, 305-4, 305-5, 305-7, 306-1, 306-3</u></p>	<p>LIFE BELOW WATER: Seawater outfall monitoring to protect sea life; Maintaining the GPIC Fish Farm where since inception more than 1million fish have been harvested and released to the deep sea, GPIC follows strict marine standards for shipping products internationally; Regular monitoring of ground water through bore wells ensures no pollution is taking place.</p>

	<p>UNGC Principle #7,8,9</p>	<p>GRI 304-1, 304-2, 304-3, 304-4, 305-1, 305-2, 305-3, 305-4, 305-5, 305-7, 306-3, 306-5</p>	<p>LIFE ON LAND: Engaging with Supreme Council for Environment on developing Bahrain’s Biodiversity Strategy and online biodiversity database; Increasing employee awareness on biodiversity.</p> <p>Biodiversity related projects at GPIC (Bird sanctuary, fish farm, mangroves plantation, date palm trees , Olive trees, Neem trees and green areas).</p> <p>Participating in UN ‘s Green Wave Campaign since 2015 , distributing 3,600 saplings in 90 schools since inception.</p>
	<p>UNGC Principle #1,2,3,4,5,6,10</p>	<p>GRI 102-16, 102-17, 102-21, 102-22, 102-23, 102-24, 102-25, 102-29, 102-37, 103-2, 205-1, 205-2, 205-3, 206-1, 307-1, 406-1, 408-1, 410-1, 414-1, 414-2, 415-1, 416-2, 417-1, 417-2, 418-1, 419-1</p>	<p>PEACE JUSTICE AND STRONG INSTITUTIONS: Aligned with human rights and labour laws; Working with National Institute of Human Rights(NIHR) and Judicial Council to train and develop their staff.</p>
	<p>UNGC Principle #1,2,3,4,5,6,7,8,9,10</p>	<p>GRI 203-2</p>	<p>PARTNERSHIPS FOR THE GOALS: Ongoing partnerships (e.g. UN Environment, Ministry of Education, InJaz, universities); founding of GPCA; working with the National Institute of Human Rights NIHR), Judicial High Council, IFA, AFA, UN Global Compact, GRI, RoSPA, National Safety Council, Nebosh etc. and encouraging other companies to do the same.(For detailed list refer to the section on partnerships within this report) In 2020 GPIC President at the UNGC Private Sector Forum demonstrated support for the United Nations and inclusive multilateralism by signing onto the powerful Statement from Business Leaders for Renewed Global Cooperation.</p>

GPIC/ UNGC Advanced COP Self- Assessment 2020

Implementing the Ten Principles into Strategies & Operations				
GC Scope or Principle	Criteria for GC Advanced Level	GPIC Approach	Where To Find Out More	Reference to GRI disclosures and topics
<p>Scope: Implementing the Ten Principles into Strategies & Operations</p>	<p>Criterion 1: The COP describes mainstreaming into corporate functions and business units</p>	<p>Our commitment to responsible business is embedded into our business agenda through our vision and mission and core values, articulated in our corporate governance and sustainability strategy. We are integrating sustainability into our strategy and innovation to help drive business growth. We are working with our customers and suppliers, engaging employees and forging new partnerships. Our management structures to help us fulfill our commitment are integrated into our organisational framework.</p> <p>GPIC adopted the United Nations pillars of Sustainable Development: People, Planet, Profit, and Partnership; in which our success factors are measured based on our performance in these areas. UNGC 10 Principles are part of our goals and governance and we have already aligned our business priorities with the 17 UN SDGs.</p> <p>Our Plan spans our entire portfolio of products, mainly ammonia, methanol and granular urea to all countries in which we sell our products and it applies across the whole value chain – from the sourcing of raw materials to our production, storage and exports.</p>	<p>-GPIC Corporate Governance(An updated version issued in 2020) https://www.gpic.com/media/Publication/other/CorporateGovernance.aspx</p> <p>- Code of Ethics https://www.gpic.com/media/Publication/other/CodeofEthics2016.aspx</p> <p>- Sustainability framework (GPIC SR 2020)</p> <p>-GPIC ISO and other Certifications https://www.gpic.com/company/OURPOLICIES/</p>	

			<p>- GPIC Policies on HSE and Responsible Care https://www.gpic.com/company/OURPOLICIES/</p> <p>- GPIC Annual Reports https://www.gpic.com/media/Publication/?c=12</p> <p>- GPIC’s Vision, Mission and Corporate Values https://www.gpic.com/company/VisionMissionValues/</p>	
	<p>Criterion 2: The COP describes value chain implementation.</p>	<p>Our Responsible business ethics embodies our commitment to conduct business with integrity, openness, and respect for universal human rights and core labour principles throughout our operations. It advocates a “beyond compliance approach to our supply chain”.</p> <p>Our pre-qualification criteria for suppliers include certifications such as ISO 14001 and Responsible Care and our IFA P&S product stewardship addresses the above. We are working on to make Gulf SQAS qualification as a pre-requisite for our logistics service providers.</p>	<p>- GPIC Sustainability Report 2020</p> <p>- GPIC Policies on HSSE and Responsible Care https://www.gpic.com/company/OURPOLICIES/</p> <p>- Code of Ethics https://www.gpic.com/media/Publication/other/CodeofEthics2016.aspx</p>	

			- GPIC Annual Reports https://www.gpic.com/media/Publication/?c=12	
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Human Rights Management Policies & Procedures

GC Scope or Principle	Criteria for GC Advanced Level	GPIC Approach	Where To Find Out More	Reference to GRI disclosures /topics
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>Principle 2: Businesses should make sure that they are not complicit inhuman rights abuses</p>	<p>Criterion 3: The COP describes robust commitments, strategies or policies in the area of human rights.</p>	<p>We are committed to driving fairness by further building human rights across our operations, and advancing human rights in our supply chain, continuously improving and promoting best practice. Our approach is to uphold and promote human rights in three ways:</p> <ol style="list-style-type: none"> 1. in our operations by upholding our values and standards 2. in our relationships with our suppliers, customers and other business partners and, 3. by working through external initiatives, such as the UNGC <p>We continue to build our employees’ and workers’ awareness and knowledge of human rights, encouraging them to speak up, without retribution, about any concerns they may have.</p> <p>We are a signatory to the United Nations Global Compact and our President publicly commits to the UNGC 10 principles. We are committed to respecting all</p>	<p>GPIC Code of Ethics https://www.gpic.com/media/Publication/other/CodeofEthics2016.aspx</p> <p>COVID-19 and GPIC Response on page 16-17 of UNGC COP 2020.</p>	<p>GRI 412-3 GRI 412-2 GRI 406-1 GRI 407-1 GRI 408-1 GRI409-1 GRI 103-2</p>

		<p>internationally recognised human rights as relevant to our operations</p> <p>Our legal section keeps updates on regulations and our new code of ethics document is aligned to UNGC's four areas and is publicly available on our website.</p>		
	<p>Criterion 4: The COP describes effective management systems to integrate the human rights principles</p>	<p>Human right principles are embedded in our corporate governance policy which is regularly updated. Our employees also undergo regular trainings related to human rights, labour rights and women rights. Our governance and policies sets mandatory requirements on human and labour rights for our suppliers and includes a continuous improvement ladder. Mandatory requirements are entry level for doing business, then advancing to good/best practice over time – from doing no harm to doing good.</p> <p>The Board of GPIC is responsible for ensuring adherence to these commitments and our senior management has responsibility for overseeing their implementation and ensuring that any breaches of our Code of Business Principles are investigated.</p>	<p>GPIC Corporate Governance https://www.gpic.com/media/Publication/other/CorporateGovernance.aspx</p>	
	<p>Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration</p>	<p>We have established grievance mechanism internally (both individual and collective) including an SOP on Industrial relations. External stakeholders can raise their concerns, grievances through various channels provided for feedback.</p> <p>We recognise that we must take steps to identify and address any actual or potential adverse impacts with which we may be involved whether directly or indirectly through our own activities or our business relationships. We manage these risks by integrating the responses to our due diligence into our policies and internal systems, acting on the findings, tracking our actions, and communicating with our</p>		

		stakeholders about how we address impacts.		
Labour Management Policies & Procedures				
GC Scope or Principle	Criteria for GC Advanced Level	GPIC Approach	Where To Find Out More	Reference to GRI disclosures /topics
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>Principle 4: The elimination of all forms of forced and compulsory labour.</p> <p>Principle 5: The effective abolition of child labour.</p> <p>Principle 6: The elimination of discrimination in respect of employment and</p>	<p>Criterion 6: The COP describes robust commitments, strategies or policies in the area of labour</p> <p>Criterion 7: The COP describes effective management systems to integrate the labour principles</p>	<p>We have committed to creating a framework for fair compensation, and help employees take action to improve their health (physical and mental), nutrition and well-being. We will reduce workplace injuries and accidents in our facilities. GPIC also takes care of employees’ families and community well-being through guidance, structured programs and medical insurance.</p> <p>In addition to labour policies that strongly respect employee rights we incorporate global best practices in HR development including wellbeing campaigns, benefits to labour, capacity building of employees/contractors that has won us number of HR Awards.</p> <p>We live by the principles of diversity and inclusion and work to embed these firmly into our day-to-day business decisions via our talent management and people processes.</p> <p>All company goals are under the ownership of specific employees; the company's labour union is actively engaged in meetings/ activities; the grievance mechanism procedure is accessible to all.</p>	<p>Sustainability Report 2020 https://www.gpic.com/responsibility/SustainabilityReport/</p> <p>COVID-19 and GPIC Response on page 16-17 of UNGC COP 2020</p> <p>COVID-19 and GPIC Response on page 16-17 of UNGC COP 2020.</p>	<p>GRI404-1 GRI404-3 GRI407-1 GRI413-1 GRI413-2 GRI408-1 GRI406-1</p>

occupation				
	Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration	<p>Employees can report concerns to their Line Manager /HR section or the Legal and Compliance Supervisor.</p> <p>Prior to approving suppliers, references and if necessary site visits are conducted to ensure their adherence to good labour practices and standards; labour standards are included in business contracts.</p>	<p>GPIC Code of Ethics</p> <p>https://www.gpic.com/media/Publication/other/CodeofEthics2016.aspx</p>	

Environmental Management Policies & Procedures

GC Scope or Principle	Criteria for GC Advanced Level	GPIC Approach	Where To Find Out More	Reference to GRI disclosures /topics
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges.</p> <p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.</p> <p>Principle 9: Businesses should encourage the development and diffusion of</p>	<p>Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship</p>	<p>GPIC views the Precautionary Principle as an application of the principles of risk assessment and risk management. Risk assessment includes hazard identification, characterization, exposure assessment and risk assessment. Risk management encompasses the identification, selection and implementation of alternative actions for addressing risk through the control of identified hazard(s) and/or exposure. Environmental stewardship as well as the specific principles such as the precautionary principle are strongly emphasized in our environmental and responsible care policies, environmental and sustainability strategy, long term and the annual goals and contracts with businesses.</p> <p>Sustainability and in particular environmental sustainability is strongly embedded in our Mission statement which is To produce high quality petrochemical and fertiliser products; to grow through successful partnerships</p>	<p>-Environment section of GPIC SR 2020</p> <p>-Environmental section of UNGC COP 2020</p>	<p>GRI 302-4 GRI302-3 GRI304-1 GRI305-1 GRI305-2 GRI305-4 GRI306-2 GRI306-3 GRI307-1</p>

environmentally friendly technologies.		and joint ventures; to optimise the business in a safe, sustainable and cost effective manner; to embrace knowledge, harness innovation and utilise best applicable technologies and practices; to boost Stakeholders share value to train and develop the Human Capital to realise their full potential.		
	Criterion 10: The COP describes effective management systems to integrate the environmental principles	Our environmental management system (EMS) underpins our environment strategy. GPIC employees must comply with all the policies, procedures and rules and regulations for occupational safety and health and environmental care (SHE). Based on ISO 14001, our environmental management systems are designed to achieve continuous improvement.	-Environment section of GPIC SR 2020 -Environmental section of UNGC COP 2020. -GPIC Environmental strategy(available on www.gpic.com)	
	Criterion 11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	We have developed a set of metrics to assess our environmental impacts across the value chain covering: greenhouse gas (GHG) emissions, water, waste and energy efficiency. We also deliver tools, techniques and awareness, and share best practice directly with the people responsible for reducing the environmental impact of our manufacturing operations. Environmental auditing programmes have been implemented within each section to help sites achieve continuous improvement in environmental performance and the findings are inputs to our management review process to continually improve our performance.	-Environment section of GPIC SR 2020. -Environmental section of UNGC COP 2020	
Anti-Corruption Management Policies & Procedures				
GC Scope or Principle	Criteria for GC Advanced Level	GPIC Approach	Where To Find Out	Reference to GRI

			More	disclosures
<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>Criterion 12: The COP describes robust commitments, strategies or policies in the area of anti-corruption</p>	<p>GPIC has a zero tolerance approach to bribery in any form: it is committed to being a no-bribe business & eradicating any practices or behaviors in this regard. This zero tolerance policy extends to GPIC's employees, contractors, third parties, through which or with whom we do business, irrespective of financial values involved. We operate with a broad definition of corruption which includes fraud and financial misrepresentation, conflicts of interest, bribery, anti-trust activity, misuse of information and misrepresentation of the company or its assets.</p> <p>Our Corporate Governance policy and our code of conduct includes anti-corruption; our segregation of duties framework eliminates conflicts of interest.</p>	<p>Anti-corruption section of GRIC SR 2020 and also UNGC COP 2020</p>	<p>GRI205-1 GRI205-2 GRI205-3</p>
	<p>Criterion 13: The COP describes effective management systems to integrate the anti-corruption principle</p>	<p>Our systems are regularly audited internally and externally; we train our employees in areas such as procurement fraud, anti-money laundering, procurement auditing. etc.</p> <p>Our Audit, Finance, Risk committee and the Internal Audit function plays a major role in ensuring ethical business practices.</p>	<p>GPIC Internal Audit function charter (available on request)</p>	
	<p>Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption</p>	<p>Our Segregation of duties framework is externally audited; our corporate governance policy and our new code of ethics, aligned to UNGC ten principles is publicly available on GPIC website.</p> <p>Our Audit, Finance, Risk committee and the Internal Audit function plays a major role in ensuring ethical business practices.</p>		
<p>Taking Action in Support of Broader UN Goals and Issues</p>				
GC Scope or Principle	Criteria for GC Advanced Level	GPIC Approach	Where To Find Out More	Reference to GRI disclosures

Scope: Taking Action in Support of Broader UN Goals and Issues	Criterion 15: The COP describes core business contributions to UN goals and issues	<p>We are a signatory to the Global Compact and are committed to upholding its Principles across our business. In 2014 we endorsed the Women’s Empowerment Principles, collaboration between the UN Global Compact and UN Women and are also committed to the FAB 6 principles. Our GRI Sustainability report 2020 which is also our previous COP highlights how our long term sustainability goals are aligned to the SDGs and what is GPIC's current contribution to the 17 Global Goals. We endorse the SDGs on our website and on the tail of emails. In 2017 we have also aligned our annual corporate and departmental goals to the SDGs and have a system in place for linking our technical and non- technical projects with the SDGs.</p>	<p>GPIC and its alignment and contribution to the SDGs (UNGC COP 2020)</p> <p>UNGC SDG Industry matrix- GPIC examples</p>	
	<p>Criterion 16: The COP describes strategic social investments and philanthropy</p> <p>Criterion 17: The COP describes advocacy and public policy engagement</p> <p>Criterion 18: The COP describes partnerships and collective action</p>	<p>Our long term sustainability goals include strategic philanthropy such as the Bahrain Farmers market, International garden show, Injaz Bahrain and we are open to new CSR opportunities as they arise. GPIC President who also served as IFA President is involved with UN Committee on World food security, UN SD Summit and UNEP GEO 6 HLG, we are also engaged in Bahrain's COP 21 related activities including carbon management. We encourage others to follow suit. Globally we are involved in fertilizer industry associations' leadership and working groups and locally our latest partnership with UNEP is for Green Wave for Biodiversity tree planting campaign.</p>		

Corporate Sustainability Governance and Leadership

GC Scope or Principle	Criteria for GC Advanced Level	GPIC Approach	Where To Find Out More	Reference to GRI disclosures
Scope: Corporate Sustainability Governance and	Criterion 19: The COP describes CEO commitment	<p>GPIC President endorses and is committed to the UNGC Principles and UN SDGs and promotes sustainability at international</p>	<p>Letter of commitment from GPIC’s</p>	

Leadership	and leadership	platforms and in correspondences with stakeholders. In 2020 GPIC President at the UNGC Private Sector Forum demonstrated support for the United Nations and inclusive multilateralism by signing onto the powerful Statement from Business Leaders for Renewed Global Cooperation.	president
	Criterion 20: The COP describes Board adoption and oversight	The Board is aware of our Long Term Sustainability goals and the Annual sustainability goals and these are one of the inputs while approving the capital expenditure projects. Our Sustainability report is also approved by Chairman, MD and the President.	GPIC long term and annual corporate goals
	Criterion 21: The COP describes stakeholder engagement	In 2015/2016 we embarked on our most extensive stakeholder engagement to date and invited them to highlight material issues from a list that included all UNGC areas of importance. In 2019 & 2020 we carried out a high level review of our material issues by engaging with more than 100 internal and external stakeholders.	GPIC GRI Sustainability Report 2020 https://www.gpic.com/responsibility/SustainabilityReport/

The Ten Principles

The UN Global Compact's ten principles in the areas of human rights, labour, the environment and anti-corruption enjoy universal consensus and are derived from:

- The Universal Declaration of Human Rights
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development
- The United Nations Convention Against Corruption

The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment and anti-corruption:

Human Rights

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- **Principle 2:** make sure that they are not complicit in human rights abuses.

Labour

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- **Principle 4:** the elimination of all forms of forced and compulsory labour;
- **Principle 5:** the effective abolition of child labour; and
- **Principle 6:** the elimination of discrimination in respect of employment and occupation.

Environment

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- **Principle 8:** undertake initiatives to promote greater environmental responsibility; and
- **Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

Source: UNGC

UNITED NATIONS GLOBAL COMPACT PRINCIPLES

Human Rights

Primary linkages between UNGC Principle 1 and Principal 2 on Human Rights and the SDGs and the contribution that these can make towards achievement of the SDGs. We believe that by respecting and supporting universal principles, UN Global Compact business participants like GPIC can play an important role in helping to realize the SDGs.

		GPIC's Contribution	
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	SDG1: End poverty in all its forms everywhere	Contributing to economic growth, job creation and trade; Producing fertilizer that increases income of farmers worldwide. GPIC has injected USD 5.292 billion into the Bahrain economy since inception.
Principle 2	Businesses should make sure that they are not complicit in human rights abuses	SDG2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture	<p>ZERO HUNGER:</p> <p>Till 2020 GPIC has produced more than 14.3 million tonnes of granular urea since 1998 and a total of more than 43.9 million tons of ammonia, methanol and granular urea since 1985.</p> <p>Work with International Fertilizer Association(IFA) and Arab Fertilizer Association on training and capacity building on sustainable agriculture, effective fertilizer use to increase food production;</p>

		<p>SDG3: Ensure healthy lives and promote well-being for all at all ages</p>	<p>GOOD HEALTH AND WELL BEING: Health and Safety for employees, their families and contractors; Full health insurance and health campaigns; Health training and lectures. • GPIC’s First Aid training and Community outreach programme with National Safety Council(NSC)-USA which started in 2012 is continuing and to date we have trained more than 400 employees, contractors, industrial and university students, summer camp children, employees’ wives and others. Defensive driving training, campaigns on” Mobiles free driving” to save lives. COVID -19 Pandemic related proactive & preventative measures targeting employees , contractors and the community at large. Encouraging employees and their families to take the COVID-19 Vaccination. So far 30% of GPIC Employees have received the vaccination. GPIC contributed \$1 million in support of the Feena Khair campaign. A national level initiative to tackle the Coronavirus (Covid-19).(refer to COVID-19- GPIC Response section on page 16-17 of UNGC COP 2020)</p>
		<p>SDG4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<p>QUALITY EDUCATION: Training opportunities for employees and industrial trainees; Supporting InJaz and Ministry of Education programs; Providing scholarships and honoring high achieving students; Giving international lectures and presentations to other industries and institutions. Due to COVID-19 in person training was transformed to virtual training including webinars.</p>

		<p>SDG5: Achieve gender equality and empower all women and girls</p>	<p>GENDER EQUALITY: Women are represented in training, events, committees, audits, etc... Equal opportunities council includes equal remuneration and promotion of women in the workplace; GPIC committed to UN Global Compact Women’s Empowerment Principles WEPs in 2014. Initiatives include showing support to Government’s initiative of declaring 2017 as the year for Bahraini Women working in the Engineering field. To contribute to this initiative GPIC had included a number of women engineers in all the phases of its new project” the installation of a UF 85 plant” GPIC has elevated the Equal opportunities committee to the Equal opportunities council. First woman manager at GPIC,HR and Corporate Communications Manager. Our female procurement superintendent won the Procurement Hero Award 2020 from the Middle East Procurement Conference, In 2019, a female worker became a member of GPIC Labour Union Board Members, making her the first women to win this chair since the founding of the Labour Union committee.</p>
		<p>SDG6: Ensure availability and sustainable management of water and sanitation for all”</p>	<p>GPIC’s Long Term Sustainability Goals include water conservation; Energy efficiency (water+energy nexus); Campaigns to reduce water use. By design most of the process water, steam condensates streams are recycled after treatment.</p>
		<p>SDG7: Ensure access to affordable, reliable, sustainable and modern energy for all</p>	<p>Since 2013, we have installed 7223 LEDs both in process and non- process areas resulting in an energy savings of 1554.3 MWH/Y and a GHG emission reduction by 780TONS CO2e/Y. In 2020 alone we installed 619 LEDs with an energy savings of 67.95 MWH/Y and a GHG reduction by 39.19 TONS CO2e/Y. A 3 MW Solar plant is being studied as part of NOGA’s 80 MW Solar project at Bahrain.</p>

		SDG8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Providing jobs, contribution to Bahrain’s economy and supporting local contractors; Sponsoring events in the community to boost economic growth.
		SDG10: Reduce inequality within and among countries	Responsible Care protects wellbeing of all people involved with the company’s business; Sharing expertise with all industry regardless of size or position; equal employment opportunities; Injaz – working with all schools to develop skills and knowledge. Since most of the world’s poor are subsistence farmers, fertilizers help farmers to increase their incomes.
		SDG11: Make cities and human settlements inclusive, safe, resilient and sustainable	GPIC’s Long Term Sustainability Goals are in line with Bahrain’s Vision 2030; Contributing to Bahrain’s community and events (exhibitions, farmers’ market, etc.).
		SDG16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	PEACE JUSTICE AND STRONG INSTITUTIONS: Aligned with human rights and labour laws; Working with National Institute of Human Rights(NIHR) and Judicial Council to train and develop their staff.

		<p>SDG17: Strengthen the means of implementation and revitalize the global partnership for sustainable development</p>	<p>PARTNERSHIPS FOR THE GOALS: Ongoing partnerships (e.g. UN Environment, Ministry of Education, InJaz, universities); founding of GPCA; working with the National Institute of Human Rights NIHR), Judicial High Council, IFA, AFA and encouraging other companies to do the same.</p> <p>In 2020 GPIC President at the UNGC Private Sector Forum demonstrated support for the United Nations and inclusive multilateralism by signing onto the powerful Statement from Business Leaders for Renewed Global Cooperation.</p>
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Human Rights

Engrained in our organizational fabric, and formalized by our signing of the United Nations Global Compact, is our un-wavering attention to human rights in all our business activities.

GPIC believes that respect for the dignity, rights and aspirations of all people is a cornerstone of business excellence.

“Man has the fundamental right to freedom, equality and adequate conditions of life, in an environment of a quality that permits a life of dignity and well-being, and he bears the solemn responsibility to protect and improve the environment for present and future generations.” 1972 Stockholm Declaration principle 1.

Human Rights: Our Commitment

GPIC joined the UN Global Compact in July 2012, the world’s leading corporate citizenship initiative and is committed to implementing its 10 principles and the broader UN development goals.

GPIC’s President, who has previously served as a board member of the “National Institution for Human Rights (NIHR) Board of Commissioners” and participated in policy making and consultations related to human rights at national level says that respecting the rights of all is an integral part of our Corporate governance policy, the Bahrain’s Labour law and the UN Global Compact principles and we aim to encourage protection of human rights through organization wide policies.

Human Rights and Environmental Protection in light of the SDGs

The adoption of the 17 Sustainable Development Goals (SDGs) represents an unprecedented moment in human history for global governance and the protection of human rights (individuals) and our planet (the environment). Both humans and the environment are the center of the 2030 Sustainable Development Agenda.

“Climate change is one of the greatest threats to human rights of our generation, posing a serious risk to the fundamental rights to life, health, food and an adequate standard of living of individuals and communities across the world” UN

“Human beings are at the centre of concerns for sustainable development. They are entitled to a healthy and productive life in harmony with nature” Principle 1- Rio

Please refer to the section” Making the SDGs a Reality at GPIC” in the beginning of the report.

Human Rights: Women Empowerment

(For details refer to WEPs section in this report)

GPIC aims to remain as a role model in empowering women with in Bahrain’s industrial sector. We pursue our strategic priority to employ more women in various positions as allowed by the laws of Bahrain. We have also established an Equal Opportunities Committee, which is now elevated to a Council, to oversee practices of fairness between men and women and to ensure adherence to the human rights of women. GPIC continues in its commitment of support to the UN Women’s Empowerment Principles (WEPs), signed in 2014 by Dr. Abdulrahman Jawahery GPIC’s President.

- GPIC has been recognized as a role model in empowering women in Bahrain's industrial private sector, and we have a strategic priority to employ more women in various positions as allowed by the laws of Bahrain.
- The Gender ratio at GPIC and the number of women trainees having increased over the years is a testimony of the leadership's commitment towards women empowerment.
- Women employees were given the facility to work from home throughout 2020 amidst the COVID-19 pandemic.
- Women employees were provided with shorter working hours amidst the COVID-19 pandemic with special care for pregnant ladies.
- GPIC women employees are part of many cross functional working committees and we have several dedicated working committees such as the Ladies working Committee and the Social Activities Committee.
- A special parking space has been provided for pregnant ladies and also for the special needs at GPIC as one of the new initiatives.
- During turnaround 2018, the women employees played a major role in contributing towards the success of implementing a number of key projects. They were actively involved in our core pre-turnaround activities, meeting and discussions with vendors, supervision, attending technical and troubleshooting meetings.
- GPIC has recently constructed and commissioned a new UF 85 plant and a number of Bahraini Women Engineers were engaged in all the phases of the Project.

[The below excerpt from GPIC President's E-mail to JGC CEO and President is a testimony of engagement of GPIC women employees in the new project.](#)

"I would like to thank you for mentioning our female Engineers, whom you will try to involve as much as possible in the project. The welfare of our team at GPIC, in terms of hands-on experience, exposure and equal opportunity to our female employees, is one of our top priorities for a sustainable future of the company and our beloved Kingdom of Bahrain. It is most reassuring that you recognise this and we all look forward to working with your team at JGC." Dr. Jawahery

- At the GPIC's recreational club, the summer camp for employees' children allow married women employees to continue with their professional careers, while their children are cared for by a group of professional care givers.
- At GPIC there are 42 working committees and we have a mandate that ensures women participation within every committee.
- We have provided maternity medical insurance to our women employees since 2012.
- In 2016 GPIC Youth committee was formed, whose chairperson was a female employee.
- As per Bahraini law, a female employee is entitled to maternity leave on full pay for 60 days. Upon returning she is eligible for 2 hours maternity care in the first year. As an additional benefit above and beyond the law GPIC provides 1 hour maternity care periods until the baby completes second year to enable working mothers to attend to their children's needs. Our medical center staff are NSC certified in CPR which includes modifications for pregnant women and teach that course to both male and female employees on a regular basis.

GPIC President's statement of support for the UNGC Women's Empowerment Principles December 2014

CEO Statement of Support and Form for Signing

We, business leaders from across the globe, express support for advancing equality between women and men to:

- Bring the broadest pool of talent to our endeavours;
- Further our companies' competitiveness;
- Meet our corporate responsibility and sustainability commitments;
- Model behaviour within our companies that reflects the society we would like for our employees, fellow citizens and families;
- Encourage economic and social conditions that provide opportunities for women and men, girls and boys; and
- Foster sustainable development in the countries in which we operate.

Therefore, we welcome the provisions of the Women's Empowerment Principles – Equality Means Business, produced and disseminated by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and the United Nations Global Compact. The Principles present seven steps that business and other sectors can take to advance and empower women.

Equal treatment of women and men is not just the right thing to do – it is also good for business. The full participation of women in our enterprises and in the larger community makes sound business sense now and in the future. A broad concept of sustainability and corporate responsibility that embraces women's empowerment as a key goal will benefit us all. The seven steps of the Women's Empowerment Principles will help us realize these opportunities.

We encourage business leaders to join us and use the Principles as guidance for actions that we can all take in the workplace, marketplace and community to empower women and benefit our companies and societies. We will strive to use sex-disaggregated data in our sustainability reporting to communicate our progress to our own stakeholders.

Please join us.

CEO Name: Dr. Abdulrahman Jawahery

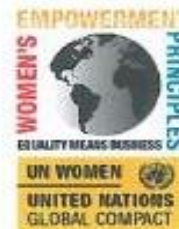
Date: 23 December 2014

CEO Signature:

(If you wish to use an electronic signature, please fill out the online form: www.wepinciples.org/Site/Home/ToSign)



United Nations Global Compact



Human Rights of Children

GPIC will uphold the human rights of children by the deliberate and methodical support of children in education, innovation, environmental awareness, health, safety, road safety, responsible care and social responsibility.

GPIC will do its utmost to protect the human rights of children in that the company will never employ children to work for it and will also do its utmost to ensure that all other business with which we have dealings do the same.

- GPIC takes strides on human rights of children by our deliberate and methodical support towards children in education, innovation, environmental awareness, health, safety, and road safety, responsible care and social responsibilities.
- GPIC employees continue to impart environmental awareness lectures to students in both public and private schools. The total number of students benefitting from this programme has risen to above 45,000 since its launch in 2001.
- For the sixteenth consecutive academic year, GPIC sponsored the Ministry of Education/GPIC Environmental Research Programme for the GPIC Environment Award for secondary school students. This award has helped build momentum and has become the best Environment Award available to secondary school students.
- Students are provided with industrial training at GPIC. Around 1000 students were provided with industrial training at GPIC in the last 5 years.
- As part of its policy and in compliance to local and international laws GPIC does not employ any children at its facilities.
- GPIC in cooperation with Bahrain's Ministry of Education provides on the job training to students between the ages of 15 and 17 to enable them gain industrial experience.
- GPIC supports InJaz (Junior Achievement) Bahrain programs for students and provides volunteers to support the programme.
- GPIC provides scholarships to employees' children and has sponsored over 100 students annually.
- GPIC employee's children are provided with stationery vouchers on yearly basis before the start of a new academic year
- High performing students (children of GPIC Employees) are awarded on yearly basis in collaboration with the GPIC's Labour union.

Human rights: Employees

GPIC will ensure respect for the human rights of our employees as established in the ILO's Declaration on Fundamental Principles and Rights at Work and the Bahrain Labour Law, including non-discrimination, prohibition of child and enforced labour, freedom of association and the right to engage in collective bargaining, prohibition of harassment, providing equal opportunity to employees, and being fair and equitable.

GPIC's goal is to achieve zero injuries and illness in the working environment as well as emphasising the off-the-job safety of all employees. Strict compliance with all applicable SHE policies, standards and practices is maintained, for the benefit of the company's human capital.

GPIC will provide a work environment that is pleasant, healthy and free from intimidation, hostility or other offensive behavior towards employees, contractors, vendors or customers. The working atmosphere will contribute to the achievement of economic and social development, while providing the opportunity for creativity and innovation.

GPIC's policy is to honour and respect the right of all employees to practice their religious beliefs with dignity. Employees will obey all local laws and regulations. The company will maintain appropriate levels of awareness to protect both the company's and employees' interests by anticipating the legal requirements that may arise from new laws and regulations, new business endeavours or modifications of existing business arrangements. GPIC's grievance handling system aims to ensure that any and all cases of grievances are filed.

We will provide equal employment opportunities to all applicants and employees. Recruitment for all employment vacancies will be based upon relevant qualifications, skills, experience and eligibility.

All decisions that directly affect an employee's employment status will be fair and equitable, in terms of:

- a) Advancement
- b) Development and training
- c) The disciplinary process

Our employees are encouraged to make suggestions or contribute ideas that help improve any aspect of the work process, including production. All such constructive ideas and suggestions will be valued, as part of motivation and innovation.

GPIC aims to ensure the confidentiality of all employee information; that personnel records, medical or any other records relating to employees are maintained accurately and securely.

We encourage all our employees to be good corporate citizens in that, at work, they will be in a suitable mental and physical condition in order to perform their duties in a safe and effective manner. The employees of the company are also encouraged as individuals to maintain good relationships with society, including participating effectively in professional societies, licensed charities and community centers in the Kingdom of Bahrain.

- GPIC provides a safe, healthy, secure, transparent and fair work environment for its employees. Our safety performance over the years is a testimony to this commitment. By end of 2020 GPIC achieved more than 33.4 million man-hours without a lost time accident. There were 7 minor first aid injuries, 1 MTOC and the TRIR was 0.17(combined for contractors and employees)

'Safety assumes special importance in the petrochemicals industry due to the nature of processes that employ flammable gases, high pressures, electrical risks and the presence of high-speed machines. For this purpose, GPIC employs a stringent risk management policy that has resulted in achieving more than 30 million hours without any lost-time accidents. GPIC's record of achievements in safety is outstanding by all standards'

Dr Abdulrahman Jawahery

GPIC President

- The labour union and all the members are included as a part of all the key cross functional committees. The communication link between the labour union and the management is through the official management/ union council and management/ union committee.
- GPIC provides comprehensive health, education, housing facilities and medical insurance to its employees and their families. For COVID-19 related support please refer to the COVID-19 response section on page 16-17 of this report.
- Mandatory use of safety glasses for all employees and contractors has been established in 2020.
- Mentoring remains one of the cornerstones of our people development initiatives. Every manager and superintendent select a protégé and impart knowledge to enhance their capacity and skills. A number of employees benefited from this guidance and counseling process. This is in addition to the development and awareness programmes held by the Company for all new employees in the areas of health, safety, environment and quality.
- Apart from the training of new graduates, GPIC in 2019 , arranged 416 training events, in-house, in Bahrain and Overseas.
- E-learning was started in 2007 at GPIC. In 2019 alone 336 E- learning hours were completed by the employees and in 2020 the E-learning hours increased to 1572 due to COVID-19 as the in person training was compensated by E-learning
- GPIC has a grievance handling system in place and all cases of grievances are filed via appropriate processes.
- GPIC security staff training on human rights were carried out.
- As part of continued improvement in the working conditions and enhancement of facilities, GPIC has provided dedicated telephone facilities in the operator cabins within all the plants.
- GPIC has always strived to support and further develop its employees, as well as encouraging them to gain knowledge wherever possible, which in turn has a positive impact on their performance and skills, as they continue to carry out their daily tasks and roles within the Company. With this in mind GPIC has registered all of its employees as members of the Bahrain National Library, Isa Culture Centre.

Employee Benefit Scheme

We ensure that our compensation and benefits' plans are in line with our overall strategy. We have also introduced a new early voluntary retirement policy for our Bahraini employees, to improve employee attainability of benefits whilst still ensuring the company's financial security and business continuity. Other benefits include a savings scheme, health insurance covering all our people and their families, loans, indemnity, etc.

Allowance & Benefits	Bahraini	Non- Bahraini
Social Allowance	Yes	Yes
Housing Allowance	Yes	Yes
Indemnity	Yes	Yes
Saving Scheme	Yes	No
Housing loan	Yes	No
Transport Allowance	Yes	Yes
Medical Insurance	Yes	Yes
Educational assistance for employees children under 18	Yes	Yes
Life insurance	Yes	Yes
Canteen food	Yes (Subsidized)	Yes (Subsidized)
Uniform & PPE	Yes	Yes
Scholarship programme for staff children	Yes	No
Emergency Loan	Yes	Yes
Shift Allowance	Yes	Yes
Telephone allowance	Yes	Yes

GPIC Employees Training Details

GRI 404-1 Average hours of training per year per employee				
Classification	2020	2019	2018	2017
Total training hours	7,382*	29,721	20,666	23,214
Total training events	208	416	321	320
Total number of employees undergone training	290 out of 451	412 out of 433	433 out of 452	465 out of 497
Total training hours for management staff	1301	4,432	2832	4,160
Total number of staff who attended management courses	217	213	258	262
Total number of staff who attended non- management courses	563	394	366	459
Total training hours for non-management staff	6,081	25,289	17,834	19,054
Total management staff trained	31	41	35	48
Total non-management staff trained	259	371	398	417
Average hours of training per year per employee for management staff	31.7	108	70.8	83.2
Average hours of training per year per employee for non-management staff	14.8	68	43.3	42.6
Total training hours for females	568	3,165	2976	3,089
Total training hours for males	6,814	26,556	17,690	20,125
Average hours of training per year per employee for female	17.2	93	83	63
Average hours of training per year per employee for male	16.3	66	43	45
Total participants in all training events	781	2,062	1506	2,225

** The reduction in training hours achieved in 2020 is due to unprecedented challenges amidst COVID-19 when the in-person training could not be continued due to safety reasons and hence the only option was virtual training.

Human rights: Suppliers and Contractors

Suppliers and Contractors will receive the same care in terms of prevention of injuries or illness as company employees. Contractors also enjoy a work environment that is as pleasant, healthy and free from intimidation, hostility or any other offensive behaviour. Our Suppliers and Contractors will be able to place their trust and confidence in GPIC's ability to conduct its affairs in a transparent and ethical manner, pursuant to a standard of fundamental honesty and fair dealing.

Those who contract to work with or supply GPIC will benefit from any conflict of interest or even the chance of one being declared at the earliest possible stage. Contractors and Suppliers will also benefit from guidance in such matters from the GPIC HR Department.

Anyone who deals with GPIC may be assured that their business will be transacted without fear of bribery or corruption as well as freedom from coercion or undue influence.

- **During 2020, numerous measures were taken to ensure safety of the contractors during the COVID-19 pandemic(please refer to our section COVID-19: Our response for a detailed outlook on page 16-17 of this report)**
- GPIC provides a safe and healthy work environment for its contractors whereby they are treated as company's employees.
- A common on-site catering facility for management, employees, and contractors alike. In case required, the contractors can also be treated at the 24 hours medical facility within GPIC.
- A dedicated air conditioned dining and rest area for contractors within GPIC.
- GPIC strictly follows the governmental regulation of suspension of work in open sun during peak summer months of July and August (12pm to 4pm). Moreover refreshments are provided to employees and contractors during the peak summer months.
- As part of its commitments to social responsibility, GPIC has introduced a clause in its standard purchase order issued to all local contractors advising them that GPIC has the right to inspect the contractor's labour camps/ housing accommodations to verify that their rights are respected, and the facilities provide acceptable living standards.
- GPIC does not differentiate between its own employees and contractors and looks after their safety, health and well being
- GPIC has started the IMIST (International Minimum Industry Safety Training) which supports the global Oil and Gas Industry to meet safety initiative targets by further enhancing the capacity and safety knowledge of the contractors. In 2019, 11 contractors completed 264 hours of certified IMIST training.
- During the 2018 turnaround, contractors were provided with subsidized priced food all through the turnaround period.
- Contractors have been provided with high quality safety equipment.
- More than 4,000 Reusable Eco friendly bags were provided to contractors.
- Hundreds of contractors were rewarded for their safe work practices during the turnaround.
- During the turnaround period, it was ensured that refreshments was made available on a 24 hours basis for the contractors.
- Contractors are given opportunity to provide feedback, and their personal comments to GPIC.
- All permanent contractors are included in all our social events – internal or external. This includes even the charitable activities, i.e. blood donation camps, clothes donations, etc.
- Contractors are awarded during our SHE week and Labour Day celebrations.
- Where relevant, we even include our contractors into technical meetings if there is an opportunity to share knowledge and best practices.

Contractors safety representatives are called once a month for a formal meeting and lessons learned are shared and knowledge related videos concerning HSE issues and concerns are shared.

Human rights: Community

GPIC will at all times respect the cultures, customs and values of the people in the communities in which we operate. The company will involve the community and protect its rights through open, transparent, and amicable partnership with NGOs, local charities, sports clubs, ministries, and parliamentary representatives.

The company will serve as a source of positive influence within the community by contributing, within the scope of our capabilities, to the promotion and fulfillment of community human rights through improving economic, educational, environmental and social conditions.

Further, GPIC will seek to have open dialogue with stakeholders and participate in community engagement activities. GPIC will share with the community its performance indicators and concerns. We have made our integrated Quality, Health & Safety, and Environment Policy and the Responsible Care Policy available to the public by hosting it on our company's website.

- At GPIC we consider education and development as a basic right for every human being and provides financial support, infrastructure and access to resources.
- Through our partnerships with local Non-Governmental Organizations (NGOs) such as inJAz, we play a significant role in imparting education to Bahrain's youth through various initiatives.
- We actively engage with the community through open and transparent communications; and also via partnerships with various NGOs, local charities, sports clubs, ministries, and parliamentary representatives.
- GPIC provides financial support to a number of charity organisations, NGOs, , society.
- We share all our relevant performance indicators and areas of concern with our community stakeholders.
- We ensure that we are always in compliance with the Bahrain Environmental law and limits.
- We proactively invite delegations/ representations from various community based organization to our premises all year round to ensure we have acceptance and verification from the local communities. During 2018, we had around 20 educational and social visits to the complex.
- At GPIC we ensure that we include local businesses within our core supply chain as much as possible to make sure we are support inclusive development within the national market.
- At GPIC we have a strong commitment towards the nationalization agenda to ensure that we as a business are working towards empowering the indigenous communities in Bahrain.
- We ensure that we share our bi-yearly sustainability report (GRI) and our annual UNGC COP with the community by making it publicly available via our corporate website.
- We have made our integrated Quality, Safety, Security, Health, Environment and Social Responsibility Policy available to the public via our corporate web site.

- Our employees continue to impart environmental awareness lectures to school children in Bahrain as part of their CSR initiatives.
- In 2019 GPIC trained 216 students from various local and overseas universities, institutes and schools in various departments of the Company under the supervision of qualified employees.
- GPIC's Youth Committee, organized the Royal Charity Organization Orphans Day, when 20 orphans at GPIC Club, had a day filled with fun team building exercises.
- GPIC's Youth Committee, organized a visit to the NBB home for the elderly in the occasion of Eid Al Fitr, distributing gifts and participating in recreational activities.
- In 2019, GPIC's Social Activities Committee arranged a Clothes Donation Drive at GPIC to support local charities.
- GPIC extended first aid training to employees' families and children.

Labour

Primary linkages between UNGC Principle 3,4,5,6 on Labour and the SDGs and the contribution that these can make towards achievement of the SDGs. We believe that by respecting and supporting universal principles, UN Global Compact business participants like GPIC can play an important role in helping to realize the SDGs.

		GPIC's Contribution	
Principle 3	Business should uphold the freedom of association and the effective recognition of the right to collective bargaining	SDG1: End poverty in all its forms everywhere	Contributing to economic growth, job creation and trade; Producing fertilizer that increases income of farmers worldwide
Principle 4	Businesses should work towards the elimination of all forms of child labor	SDG3: Ensure healthy lives and promote well-being for all at all ages	Health and Safety for employees, their families and contractors; Full health insurance and health campaigns; Health training and lectures. COVID -19 Pandemic related proactive & preventative measures targeting employees , contractors and the community at large. Encouraging employees and their families to take the COVID-19 Vaccination. So far 30% of GPIC Employees have received the vaccination. GPIC contributed \$1 million in support of the Feena Khair campaign. A national level initiative to tackle the Coronavirus (Covid-19).
Principle 5	Businesses should ensure effective abolition of child labor.		

Principle 6	Businesses should uphold elimination of discrimination in respect of employment and occupation	<p>SDG5: Achieve gender equality and empower all women and girls</p>	<p>Women are represented in training, events, committees, audits, etc. Equal opportunities council includes equal remuneration and promotion of women in the workplace; GPIC committed to UN Global Compact Women’s Empowerment Principles WEPs in 2014. Initiatives include showing support to Government’s initiative of declaring 2017 as the year for Bahraini Women working in the Engineering field. To contribute to this initiative GPIC had included a number of women engineers in all the phases of its new project” the installation of a UF 85 plant” GPIC has elevated the Equal opportunities committee to the Equal opportunities council. First woman manager at GPIC,HR and Corporate Communications Manager. Our female procurement superintendent won the Procurement Hero Award 2020 from the Middle East Procurement Conference, In 2019, a female worker became a member of GPIC Labour Union Board Members, making her the first women to win this chair since the founding of the Labour Union committee.</p>
		<p>SDG8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>Providing jobs, contribution to Bahrain’s economy and supporting local contractors; Sponsoring events in the community to boost economic growth.</p>

		<p>SDG9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<p>Innovation Committee campaigns and activities; Support innovation in the community (e.g. university research, InJaz innovation camp). In acknowledgement of its great strides towards innovation, GPIC has won the first Mohammed Rashid bin Maktoum Business Innovation Award in 2017</p>
		<p>SDG10: Reduce inequality within and among countries</p>	<p>Responsible Care protects wellbeing of all people involved with the company's business; Sharing expertise with all industry regardless of size or position; equal employment opportunities; Injaz – working with all schools to develop skills and knowledge. Since most of the world's poor are subsistence farmers, fertilizers help farmers to increase their incomes.</p>
		<p>SDG16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	<p>Aligned with human rights and labour laws; Our 2018 sustainability report is based on the latest GRI Standards; Working with National Institute of Human Rights(NIHR) and Judicial Council to train and develop their staff.</p>
		<p>SDG17: Strengthen the means of implementation and revitalize the global partnership for sustainable development</p>	<p>Ongoing partnerships (e.g. UN Environment , Ministry of Education, InJaz, universities); founding of GPCA; working with the National Institute of Human Rights NIHR), Judicial High Council, IFA, AFA and encouraging other companies to do the same.</p>

Engrained in our organizational fabric, and formalized by our signing of the United Nations Global Compact, is our unwavering attention to labour rights in all our business activities.

At GPIC we abide by all local legislation and strictly adhere to the United Nation's charter and principles regarding rights to workers.

Also as an organization, we believe in the value of the individual. By guiding our employees towards enriching and rewarding careers, we can achieve our desired objectives on both the financial and social aspects. In order to protect their rights as well as ensure management's responsibility towards the employees' wellbeing, the company has become one of the few in the region that permits freedom of association and actively encourages its employees to participate in collective bargaining by forming unions.

GPIC labour Union

Our commitment towards labour rights is ingrained across the organization and are agreed upon between the Executive Management and the Labour Union at the beginning of each year. GPIC is one of the first companies in Bahrain to facilitate a forum to encourage our people to voice their opinions in the form of a labour union.

The management and the labour union share a strong relationship and the two groups are partners in working committees such as: Management Labour Union High Council, Management Union Committee, SHE Council, Safety Committee, Health Committee, Environment Committee, Savings Committee, Social Committee, Training, Development and Education Sponsorship Coordination Committee, Housing Loan Committee and Special Needs Cases Committee, etc.

This arrangement ensures that the labour union representatives are involved in all key decision-making processes.

Safety of our Employees and the Host communities

GPIC considers the safety of its employees and the neighboring communities as a prime area of focus. We ensure the highest standards of health and safety at our manufacturing facilities, monitoring carefully every potential risk to our operations and our employees so that we can provide a safe working environment for our people and the community at large. We invest in projects related to safety, environmental care and the reliability of our equipment and facilities.

The company has also been certified for OHSAS 18001-2007 Occupational health and safety, PSM (Process Safety Management) and RC 14001:2008 Responsible Care Standards, the combined application of which has resulted in a system that is clearly defined, well balanced and robust in its ability to ensure the health and safety of our employees.

We have a number of committees which oversee the implementation and maintenance of our policies related to occupational safety, Process Safety and Responsible Care.

These committees include:

- Safety, Health and Environment Council.
- Safety Committee.
- Process Safety Management Committee.

- Responsible Care Committee.

In addition, we also remain committed to prohibiting the implementation of child labour or compulsory labour across our business. Our “Caring Employer” approach has cemented our reputation as a globally competitive organization that seeks to uphold the highest standards in labour practices and rights.

- GPIC stand committed to not resort to any form of forced or compulsory service
- Each employee has a current job description
- Each employee has a contract of employment stating the terms and conditions of service
- As an additional benefit to its employees GPIC introduced Morning shift allowance for shift personnel.
- A number of GPIC employees have been provided with an opportunity to improve their education and are currently studying in educational institutions in Bahrain.
 - GPIC revised and reissued its personnel policy which provides further benefits to our employees.

During Turnaround 2018 several initiatives, good practices were implemented that come under the category of GPIC's commitment to Human rights, labor rights, gender equality.

- 1) 4000+ Eco- friendly jute bags given to contractors in an effort to reduce use of plastic bags
- 2) Contractors Dining tent, air conditioned
- 3) Subsidized food to contractors at half the price, other half borne by GPIC
- 4) Every Monday and Thursday apple and bananas given to all contractors as healthy food
- 5) GPIC women employees working along with men in maintenance, engineering and environment fields.
- 6) Weekly free meal to all during the turnaround
- 7) Free tea and coffee
- 8) Contractors eat with management in GPIC Restaurant- No discrimination.
- 9) On site medical clinic
- 10) Sport Drink (**POCARI SWEAT** which has a composition that is similar to our body fluids, thus it can be absorbed faster and can quickly replace body fluids and ions) was distributed to all contractors.
- 11) Out reach to contractors for safety induction in their camps
- 12) Capacity building and awareness of contractors through daily safety meetings, tool box talks and newsletters
- 13) Recycling campaign , targeting contractors.
- 14) Several praying areas inside the complex and near the working area.
- 15) Several breaks are given during the day.

16) All types of food are provided (veg and non veg)

17) Industrial lifts installed for both ammonia and methanol reformers with a capacity of 2000kg/20 persons. Takes only 15 seconds to go to the reformer top. Convenient for people, faster, people don't get tired, improves their productivity and also small loads can be carried.

Environment

Primary linkages between UNGC Principles 7,8,9 on Environment and the SDGs and the contribution that these can make towards achievement of the SDGs. We believe that by respecting and supporting universal principles, UN Global Compact business participants like GPIC can play an important role in helping to realize the SDGs.

		GPIC's Contribution	
Principle 7	Businesses should support precautionary approach to environmental challenges.	SDG2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture	ZERO HUNGER: Work with IFA and AFA on trainings on fertilizer use to increase food production; issued use of Urea fertilizer booklet to Bahraini Farmers ;In continuation to Promoting the UN “International Year of Pulses” 2016 campaign and integrating pulses into the GPIC canteen menu, GPIC celebrated the Global Pulses Day on January 18 2017 encouraging employees to make pulses part of their food habits; GPIC & IFA President promotes Pulses Day in schools in Bahrain and sponsors UNESCO schools exhibition in 2016; GPIC has produced more than 14.3 million tonnes of granular urea since 1998 and a total of more than 43.9 million tons of ammonia, methanol and granular urea since 1985.
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility		
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.		
		SDG6: Ensure availability and sustainable management of water and sanitation for all”	GPIC’s Long Term Sustainability Goals include water conservation; Energy efficiency (water+energy nexus); Campaigns to reduce water use. By design most of the process water, steam condensates streams are recycled after treatment..

		<p>SDG7: Ensure access to affordable, reliable, sustainable and modern energy for all</p>	<p>AFFORDABLE CLEAN ENERGY: GPIC’s Long Term Sustainability Goals include increasing renewable energy and energy efficiency; ISO 50001 certification; Ongoing projects and campaigns to save energy; Installation of Energy efficient lighting LEDs continues. Since 2013, we have installed 7223 LEDs both in process and non- process areas resulting in an energy savings of 1554.3 MWH/Y and a GHG emission reduction by 780TONS CO2e/Y. In 2020 alone we installed 619 LEDs with an energy savings of 67.95 MWH/Y and a GHG reduction by 39.19 TONS CO2e/Y. A 3 MW Solar plant is being studied as part of NOGA’s 80 MW Solar project at Bahrain.</p>
		<p>SDG9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<p>Innovation Committee campaigns and activities; Support innovation in the community (e.g. university research, InJaz innovation camp). In acknowledgement of its great strides towards innovation, GPIC has won on numerous occasions the prestigious Mohammed Rashid bin Maktoum Business Innovation Award .</p>
		<p>SDG11: Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<p>GPIC’s Long Term Sustainability Goals are in line with Bahrain’s Vision 2030; Contributing to Bahrain’s community and events (exhibitions, farmers’ market, etc.).</p>

		<p>SDG12: Ensure sustainable consumption and production patterns”</p>	<p>Resource efficiency; Energy conservation and efficiency, high on-stream factor resulting in less venting and flaring. Maintaining air and water quality. Continuously increasing recycling and reuse (e.g. cardboard recycling began in 2015); Ongoing campaigns to reduce waste and encourage recycling; currently underway with several optimization projects around sustainable resource efficiency</p>
		<p>SDG13: Take urgent action to combat climate change and its impacts</p>	<p>Bahrain committed to reducing its CO2 emissions at the UN COP 21 conference in Paris (2015).; GPIC shared its CO2 emission reduction initiatives at the National level and the same were included in Bahrain’s INDC submitted to UNFCCC prior to COP21 agreement. Post COP 21, GPIC is working with NOGA on measuring and managing its CO2 emissions; GPIC has issued five annual reports on GHG inventory based on IPCC guidelines 2016-2020. Carbon Dioxide Recovery (CDR) and Urea plants are main contributors to CO2 emission reduction at GPIC. 1.4 million tons of CO2 have been captured by CDR since 2009.</p>
		<p>SDG14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>	<p>Seawater outfall monitoring to protect sea life; Maintaining the Fish Farm ; Following strict marine standards for shipping products internationally.</p>
		<p>SDG15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss</p>	<p>Engaging with Supreme Council for Environment on developing Bahrain’s Biodiversity Strategy and online biodiversity database; Increasing employee awareness on biodiversity. Biodiversity related projects at GPIC (Bird sanctuary, fish farm, mangroves plantation, date palm trees etc.).</p>

		SDG16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Aligned with human rights and labour laws; Our 2018 sustainability report is based on the latest GRI standards; Working with National Institute of Human Rights(NIHR) and Judicial Council to train and develop their staff.
		SDG17: Strengthen the means of implementation and revitalize the global partnership for sustainable development	Ongoing partnerships (e.g. UN Environment , Ministry of Education, InJaz, universities); founding of GPCA; working with the National Institute of Human Rights NIHR), Judicial High Council, IFA, AFA and encouraging other companies to do the same.

GPIC where nature and technology co-exist

GPIC has consistently demonstrated that a rapidly growing company in a highly competitive emerging market can, not only meet its environmental responsibilities, but also dramatically reduce its carbon footprint whilst simultaneously improving profitability.

As the world’s climate begins to change, no company can afford any longer to ignore the impact it has on the environment. GPIC has committed itself to some of the most stringent of standards when it comes to environmental management because it believes that the way any organisation manages environmental issues is a crucial measure of its standards of corporate social responsibility, competitiveness and vision.

At GPIC, our management approach is based on three areas: Reducing the environmental footprint of our activities, embedding environmental protection (alongside safety and health) into our operations and complying with legislation, and communicating our environmental performance to our various stakeholders as done in this report.

The Company has shown strong commitment by establishing and upholding high environmental standards while at the same time pursuing capabilities and expertise towards softening impact of our industrial activities on communities and natural environment.

This approach is aligned to the Bahrain Environmental policy, based on the precautionary principle, the polluter-pay principle, the sustainability concept, and the concept of shared responsibility, to fulfill the ultimate goals of sustainable development through harmonious action of all relevant actors.

(Refer to our environmental strategy available at www.gpic.com)

Environment: Climate Change

In an era of global climate change, GPIC greenhouse gas emissions, as well as its carbon footprint, are one of the biggest challenges we face when trying to invest in environmental sustainability.

GPIC has been able to implement some projects such as the urea plant and the carbon dioxide recovery plant that have reduced the company’s carbon footprint and greenhouse gas emissions, thereby helping to slow the pace of climate change. Carbon Dioxide Recovery (CDR) plant commissioned in 2009, captures 450 MT/Day of CO2 from methanol reformer flue gases and recycles back. Hence reducing the Company’s carbon footprint in

addition to resource efficiency and production augmentation. This project is a best example of how GPIC combines business strategy with environmental sustainability.

Environment: Energy Efficiency

The Company believes that a sustainable energy future is connected to innovative technologies and energy efficient operations where sustainable production and consumption is the area of focus.

The manufacturing of fertilizers is a relatively clean but highly energy intensive process. In a global context, the greatest environmental impact is from GHGs emitted during the production of ammonia and methanol along with the emissions from fossil fuel fired boilers and gas turbines.

GPIC has reduced its GHG emissions and improved our energy efficiency significantly since the commissioning of our first ammonia and methanol plants in 1985. At that time the total energy per tonne of the product was 11Gcal/Metric tonne, which is currently 7.34 Gcal/Metric tonne, a significant reduction through reliable operations with high on stream factor and high capacity utilization and through energy saving projects, such as the implementation of the urea plant in 1998 and commissioning of the carbon dioxide recovery unit in 2009.

Globally, it is regarded that an energy efficient Plant will emit fewer greenhouse gases as compared to the one which is not so energy efficient. GPIC as part of its COP 21 obligations has started to report its GHG Inventory. In recent years, GPIC has embarked on energy saving projects, the latest being the ammonia converter revamp that involved the replacement of Uhde converter basket with Haldor Topsoe S-200 series basket that resulted in a reduction in the synthesis loop pressure and a net energy saving of 0.17 Gcal/MT of ammonia produced. Furthermore our equipment have been technically upgraded to optimize energy efficiency, and energy-saving programs have been successfully implemented in our other facilities. Improved energy efficiency has the added benefit of reducing CO2 emissions.

With energy efficiency being a corporate priority, GPIC has opted to go for ISO50001 certification in 2015. Among our several energy goals GPIC has a very ambitious project in place to replace all the conventional lights with LEDs and also considering a solar energy farm at GPIC of 3MW capacity.

Environment: Water

Water is an important factor in the manufacturing processes. GPIC mainly needs it for production of steam and cooling purposes and some part goes for horticulture. The water requirements are met by sea water and desalinated water and as per design most of the process related water streams such as process condensate, steam condensate is recovered and recycled back into the process after treatment through steam stripping and polishing for higher resource optimization and energy efficiency.

There is a strict monitoring regime involving online analysers, laboratory analysis and regular checks by government regulators. These stringent controls ensure we remain compliant to national legislative requirements by not exceeding the allowable threshold levels. Ground water monitoring is also done to ensure the leaking process fluids and chemicals do not contaminate the sea water and are detected in time. In 2012, use of chlorine from sea water system was eliminated and Sodium Hypochlorite was introduced as a safer alternative. In 2014 GPIC has constructed and commissioned a double HDPE lined evaporation pond which is capable of storing 1000 m3 of waste water and other solvents. This pond was used very effectively during turnaround 2015/2018 for spent fresh cooling water (nitrite based) , catalyst contaminated waste water (Heavy metals contamination) etc. The solid sludge after evaporation is disposed to governmental hazardous waste landfills.

The waste water generated in our processes is treated through skimming (oil removal) and neutralization to reduce the pollutant to acceptable limits prior discharging it into the marine environment. Hence, our effluents do not burden the environment

Environment: Emissions

GPIC's concern for minimizing the emission of Greenhouse gases, received the highest attention right at the design stage of the plants. GPIC always believed that the environment should be protected and industries should optimize resource use so as to minimize impact on the environment while meeting the needs of modern society. GPIC therefore, built several concepts over the years, into the design of the plant and structured its operating philosophy in such a way that the greenhouse gases released are low.

Reduction of GHG to below 2014 levels is one of the long term sustainability goals at GPIC. GPIC's Philosophy to minimise the emission of Greenhouse Gases (GHG).

In GPIC, the emphasis has always been in maintaining a very high on-stream factor of the plants while improving on environmental and safety aspects. GPIC always believed that a plant with high on-stream factor and with high based on IPCC guidelines. The Company has issued 5 GHG inventory annual reports since 2016.

Total GHG emission(Scope 1 and 2) in 2020 were 1.12 million tons of CO₂e.

Environment: Waste

Responsible management of hazardous and non-hazardous waste is one of the key focus areas within our environmental strategy. Our strategy is defined by a Waste Minimization Hierarchy, which fundamentally includes waste reduction at source (most preferred) to proper disposal (least preferred).

We have taken a number of steps over the years in enhancing recycling of paper, plastic and metals and have introduced Cardboard Recycling in April 2015. Corporate KPI on recycling with challenging targets starting from 10% in 2015 to 30% in 2020 against the baseline of 2014.

Since 2005 we have recycled more than about 160 tonnes of plastic, paper, metal cans and card board.

Catalysts are one of the main raw materials in our industry and we recycle spent catalysts (hazardous) by selling them to certified overseas recycling agencies. In 2020 we recycled 174 tons of spent catalyst.

We are managing the hazardous liquid waste generated within our facility by using a 1000 M3 double HDPE lined evaporation pond at GPIC, which was commissioned in 2014.

There was zero hazardous waste to landfill during 2020 as the company explored alternate solutions such as waste incineration.

Some of our other initiatives include:

- Exploring alternate solutions to handle urea waste/ dust rather than sending it to landfill.
- Reducing our hazardous waste (mainly catalysts) by operating the plants in an efficient way with minimum unplanned outages and thereby increasing the life of the catalysts.
- Reusing a number of items such as the catalyst drums from new catalysts. These drums are used to store spent catalyst.
- Some of the empty chemical drums are cleaned and reused to store spent resins prior to sending them to the landfill.
- Wood waste is reused to make wooden boxes for storing maintenance tools and also for storing rotary equipment such as compressor rotors before sending them to overseas OEM workshops.

Following are some of our 2020 highlights reflecting our commitment to UN Global Compact's principles related to environmental sustainability

- The complex was operated in a Responsible and eco-compliant way during 2020 and the energy consumption per ton of saleable product was 7.42 Gcal/MT which is better (Lower) than the target of 8.21 Gcal/MT.
- There were no cases of non-compliance to environmental legislation and no significant environmental incidents or loss of containment took place during 2020.
- The company continued to report its environmental performance by fulfilling its mandatory requirement of periodic environmental performance reports to the supreme council for environment(SCE).
- There was zero hazardous waste to landfill during 2020 as the company explored alternate solutions such as waste incineration.
- Since 2013, we have installed 7223 LEDs both in process and non-process areas resulting in an energy savings OF 1554.3 MWH/Y and a GHG emission reduction by 780TONS CO₂e/Y. In 2020 alone we installed 619 LEDs with an energy savings of 67.95 MWH/Y and a GHG reduction by 39.19 TONS CO₂e/Y. By this we are contributing to SDG 7 and 13.
- The company also shares its environmental performance with all stakeholders through its sustainability reports and the UN GC COP's. GPCA RC performance metrics reporting is also being followed by GPIC and the environmental performance metrics are part of the SSHED monthly reports. GPIC issued its 5th GRI Report " 40 years of sustainable success" in March 2020.
- Environmental Audits were carried out throughout the year to ensure that all work areas were controlled in such a way that they remained eco-friendly.
- Capacity building and training related to Environment continued in 2019. A number of employees attended courses, workshops, seminars and conferences on topics ranging from Energy management, Climate

Change, GRI reporting, Carbon accounting, Environmental legislation, Agriculture etc. However , in 2020, due to COVID-19 only virtual training in the form of workshops and webinars continued.

- 2020 Corporate paper consumption reduction target was achieved. 63% less consumption than the target of 30% with reference to 2015 baseline.
- Waste recycling continued unabated during 2020 and 8 tons of paper, cardboard, plastic and Aluminum was recycled.
- GPIC attended National level workshop on Incident Command System (ICS) related to oil spills.
- GPIC Engineers attended training workshops on Polychlorinated Bi-phenyl (PCBs) and Ozone depleting substances and refrigerants
- GPIC took part in IFA Environment benchmarking surveys.
- GPIC's environmental awareness and environmental research programs continued in collaboration with ministry of education, however were suspended due to COVID-19 restrictions. The research program has resumed again on a virtual platform.
- **The following energy saving projects were implemented recently and the ones planned for 2021 and beyond are also listed ;**

Recently implemented projects;

-Modification to use excess LSU to reduce gas consumption in CDR boiler (2018): Savings due to Diversion of 10 -11 MT/h of surplus LSU steam (generated in Urea Plant) to CDR plant, thereby reducing natural gas consumption due to lower load on CDR's dedicated boiler. Annual savings are BD 338,223.

- Modification to integrate BFW headers of the four Auxiliary Boilers (2018): Saving of natural gas by 700,000 SCF/day.

- Energy saving by stopping CDR boiler : Stopping of CDR boiler and operating the CDR plant with surplus LSU from Urea Plant and the utilities auxiliary boilers complimented by operating three BFW turbines in utilities boilers will result in a natural gas saving of 2770 KNM3/year.

- Energy Efficient lighting project

One of these successful projects, that drives energy efficiency and reduces the overall GHG emissions is the introduction of energy efficient lighting at GPIC. Energy efficient LEDs replacement continued and 619 LEDs were installed in 2020 with an energy saving of 67.95 MWH/year. Since 2013 Since 2013, we have installed 7223 LEDs both in process and non- process areas resulting in an energy savings of 1554.3 MWH/Y and a GHG emission reduction by 780TONS CO2e/Y.

This green project also contributes to Sustainable Development Goals SDG 7(Affordable and Clean Energy), SDG13 (Climate Action) and SDG 12(Responsible Consumption & Production)

Planned for 2021

Utilities Plant

To review the strategy of Desalination plant operation for optimized cost and energy efficiency. EWA and ALBA will be contacted for the availability of surplus water at minimum cost. If required, necessary modification shall be carried out. Target date for the completion of study : 1st Quarter of the Year 2021.

Replacement of Light Fittings with LED during 2021: 865 existing light fittings will be replaced with LED fittings resulting in energy saving of 100 MWH/year which is equivalent BD 2900 savings on annual basis.

Preliminary feasibility for Hydro Power from Return Sea Water Outfall: Exploring the feasibility of generating electricity from the outfall of the return sea cooling water back to sea, as a part of renewable energy source. Target date for the completion of the study : 1stQuarter of the year 2021.

Urea Plant

Bypassing of De-hydro Reactor: The scheme is under study by the licensor and it is anticipated that the implementation of the modification will result into an increase in 22 MTPD urea production.

Debottlenecking (DBN) of only Urea plant and its Utilities to achieve additional urea production: This DBN is aimed for maximizing urea production and minimizing buildup of Liquid Ammonia inventory in the Ammonia storage tanks, thereby avoiding threat to the environment and the people due to unforeseen situation.

Fresh Cooling Water(FCW) temperature study: M/s Alpha Laval will be approached, for a detailed discussion on improving FCW temperature before the kick start of the study. Target date for the completion of the study : 1st Quarter of the year 2021.

RENEWABLE ENERGY: SOLAR ENERGY

A 3MW Solar plant at GPIC as part of a NOGA 80 MW solar plant decentralized and located in areas allocated by NOGA operating companies. The target as percentage progress is based on the deliverables as per the project plan(2021-2022) that will be provided by NOGA

Environment related support and sponsorships

GPIC takes an active role in the environmental stewardship and in July 2018 has provided financial support to Arabian Gulf University to carry out research on the subject of “ Resilience Assessment of Sub- tidal Habitat- Sea grass and Coral Reef area using very high and moderate resolution satellite data, GIS and Survey Data.

Anti – Corruption

Primary linkages between UNGC Principle 10 on Anti- Corruption and the SDGs and the contribution that these can make towards achievement of the SDGs. We believe that by respecting and supporting universal principles, UN Global Compact business participants like GPIC can play an important role in helping to realize the SDGs.

		GPIC's Contribution	
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	SDG3: Ensure healthy lives and promote well-being for all at all ages	Health and Safety for employees, their families and contractors; Full health insurance and health campaigns; Health training and lectures.
		SDG10: Reduce inequality within and among countries	Responsible Care protects wellbeing of all people involved with the company's business; Sharing expertise with all industry regardless of size or position; equal employment opportunities; Injaz – working with all schools to develop skills and knowledge. Since most of the world's poor are subsistence farmers, fertilizers help farmers to increase their incomes.
		SDG16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Aligned with human rights and labour laws; Our 2020 sustainability report is based on the latest GRI standards; Working with National Institute of Human Rights(NIHR) and Judicial Council to train and develop their staff.
		SDG17: Strengthen the means of implementation and revitalize the global partnership for sustainable development	Ongoing partnerships (e.g. UN Environment , Ministry of Education, InJaz, universities); founding of GPCA; working with the National Institute of Human Rights NIHR), Judicial High Council, IFA, AFA and encouraging other companies to do the same.

GPIC's focus on sustainability is embedded in everything we do – our strategy, operations and daily actions; which also includes our critical stance as a responsible business against fraud and corruption within the marketplace and our communities. We strongly believe that 'how we make our profits' is a critical enabler towards our credibility amongst our stakeholders, and is a core element of our operational environment.

Investing towards anti-fraud and anti-corruption mechanisms and principles makes good business sense, and within GPIC, we start right at the top. The Board of Directors and Executive Management have a strong commitment toward operating and managing an ethical organisation with a strong sense of responsibility towards all stakeholders.

We believe that the “tone at the top” is absolutely critical for us to foster an ethical environment within the workplace; and it is the same tone from the top that establishes our leadership commitment throughout the organizations to positively influence our management and our people towards transparency, integrity, honesty and ethical behavior. In order to sustain our commitments across the organization, we enforce the following actions as a part of our daily operations:

Communicating what is expected from our people and promoting ethical values: We clearly communicate the values and ethics of the organization, and how this should be performed consistently and continuously. We also make this formally available by means of a written ‘Code of Ethics’.

Leading by example: We believe in living our values, and we believe that this starts from right at the top of the organization. Our leadership and management are expected to go over and beyond to apply these values in their own day-to-day actions, whilst being a positive role model for our people.

Providing a safe environment for reporting violations: We have established a safe environment for our people to be able to report on any unethical action or behaviors they have witnessed without the fear of reprisal. Our people also have a route to file a report anonymously, should they chose not to disclose their identity.

Rewarding acts of integrity: We ensure that we recognize and reward ethical behavior within the organization including considering our people who have exhibited high levels of integrity and ethical behavior over and beyond their call of duty for organizational awards.

GPIC’s pursuit of profit is underlined by a pervasive commitment to be ethical in all that we do. As a result, GPIC’s work ethos embodies some of the highest standards of corporate governance. In fact, GPIC have voluntarily aligned its corporate governance to the Bahraini law requirement, to ensure best practices.

Our pursuit of ethical behavior stems from a corporate governance strategy built upon mechanisms that ensure responsible behavior across all tiers of interaction throughout the organization’s operations; including who we conduct business with, the employees of the organization, the people of the communities that host us, as well as the government representatives who regulate our business practices.

Our Corporate governance policy begins with a very simple and basic premise. All of GPIC’s workings, ranging across all stakeholders, must and do, comply with the laws and regulations of Bahrain. However, as with everything that is GPIC, we aim to go beyond just mere legal compliance, and hold ourselves to an even higher standard.

GPIC’s stringent policies ensure that we monitor the action of those connected to the organization in any capacity, thus preventing them having undue advantage of their access to information. Access to GPIC legal, compliance and internal audit function is made available to the business partner and trading organizations associated with GPIC to ensure liaison with the external parties to report any potential malpractice, fraud and corruption.

At GPIC, corporate governance is also about preventing a disadvantage to those who interact with the organization. The company makes it a point to pay suppliers on time, as well as fulfilling all other financial obligations without any delays. Additionally a strict pre-qualification process takes place before accepting any new trading organization.

Furthermore, our governance framework allows for a stringent, frequent and thorough audit of every department where financial transactions are scrutinized and system compliance audits are conducted. Each department is regularly audited and issued audit reports. Additionally an independent external auditor would also further audit the control system to ensure its effectiveness and elevate any potential wrongdoing or cases involving anti-corruption. We have always obtained an opinion from an independent external auditor. Moreover, a joint shareholders audit is conducted on GPIC every three years targeting a comprehensive scope of operations which adds to our credibility, integrity, and ethical values.

In 2012, we were successfully able to improve our governance by issuing a revised Corporate Governance Policy, keeping it updated and in-line with the Kingdom of Bahrain's Governance Code. The Kingdom of Bahrain issued the Corporate Governance Code in April 2018, soon after GPIC went through a gap analysis to align its practices with new regulations. GPIC issued the revised Corporate Governance Policy in Dec 2018 and the latest updated version in 2020.

In 2013 - 2014, the company has prepared a comprehensive Segregation of Duties (SOD) guidelines and matrix identifying positions that should be separated, positions that require compensating controls when combined, transaction codes that should not be combined with a single user and the risks arising from the conflicts. To ensure the compliance with SOD framework, detailed and comprehensive compliance audits conducted resulted in significant improvements. The SOD framework is considered to be another essential milestone toward enhancing the anti-corruption and anti-fraud programs and systems, which include the following areas:

- The GPIC Corporate Governance Policy
- The Board of Directors' Charter
- The Board's Performance Assessment Framework
- The Board Sub-Committee Charters
- The Board Sub-Committee Performance Assessment
- The Directors Code of Conduct
- Board of Directors Conflicts of Interest and Disclosure Policies
- Director independence and conflict of interest to be declaration
- The Secretary to Board terms of reference
- Board of Directors Appointment Letter

To further enhance the anti-corruption framework, we have conducted a comprehensive compliance review with the Corporate Governance Policy. Such reviews are conducted on a yearly basis. In addition, the company prepared a detailed Code of Ethics Handbook which was presented to the Audit, Finance and Risks Committee in December 2015. The Handbook had been reviewed and approved by the Board of Directors in May 2016. This Handbook emphasizes working sincerely, honestly, acting responsibly and reaffirms GPIC's commitment to the UN Global Compact. The Handbook describes GPIC's ethical principles in relation to Human Rights, Labour Rights,

the Environment and Anti-Corruption. The company launched an awareness Code of Ethics campaign in 2018 that covered all the employees in the company to improve the overall awareness of ethics and compliance.

GPIC's ethical principles in relation to Human Rights, Labour Rights, the Environment and Anti-Corruption.

The company had also launched a Compliance Awareness Campaign in mid-2018, which included a series of presentations covering the Code of Ethics Handbook and GPIC's Corporate Governance Policy. Tests were used to assess the overall awareness level within the Company before and after the campaign and showed a significant increase in the level of awareness.

The following are some of our recent highlights reflecting our commitment to UN Global Compact's principles related to anti-corruption

- In line with the newly released updates of the Kingdom of Bahrain's Governance Code in 2018, a "Governance Committee" was created and merged with the with the existing Nomination and Remuneration Committee" to be named "Nomination, Remuneration and Governance Committee".
- The Corporate Governance Policy was reviewed by the Nomination, Remuneration and Governance Committee, and approved by the BoD in 2018. An updated version issued in 2020 and is available on GPIC website www.gpic.com.
- New Guidelines on segregation of duties have been issued and an audit has been conducted. The SOD matrix is audited and revised in a regular basis.
- Every employee is given a code of business ethics booklet.
- Robust accountability and auditing system prevents any wrong doing.
- The three bids system for tendering is yet another step towards anti-corruption.
- As highlighted in the Kingdom of Bahrain's Governance Code 2018 and GPIC's Corporate Governance Policy , declaring conflicts of interest has become a mandatory requirement. GPIC Management, and relevant personnel who are involved in processes where cases of conflicts of interest may arise are obligated to declare such cases on an annual basis. Standard Operating Procedure (SOP) "Declaration of Conflicts of Interest" Standard Operating Procedure (SOP) are available. The purpose of which is to ensure that there is a clear framework to identify, declare, manage and resolve any matters that lead to possible cases of conflicts of interest between the employee and Company.

Over and above this, we are also a member of the Pearl Initiative, which is the leading independent not-for-profit, by-business for-business, institution working across the Gulf Region of the Middle East to influence and improve corporate accountability and transparency. One of the key aims of the Pearl Initiative is to positively influence and drive collaborative action on issues such as corporate governance, anti-corruption, codes of conduct, integrity and reporting across the region.

Eventually these practices will have a huge impact to reducing the intention of employees of engaging in any sort of corruption and fraud activities.

Operations assessed for risks related to corruption GRI 205-1

Our internal audit has carried out a process risk assessment that covers major functions in Finance, Human Resource, Procurement and Marketing from fraud perspective. Our financial audits both internal and external across the organization ensure that no financial corruption is taking place. Our Enterprise Risk Management also covers the risk of a major fraud. Our Audit, Finance and Risk Committee along with an external audit, reviews our financial statements and legal/ regulatory compliance on quarterly / yearly basis.

Communication and training on anti-corruption policies and procedures GRI 205-2

As part of its commitment to the UNGC principles on anticorruption recently, a number of our employees attended specific training and conferences related to corruption, bribery, fraud etc.

Confirmed incidents of corruption GRI 205-3

A review of the complaints and completed investigations in 2019/2020 revealed that:

- No GPIC employees were terminated for corruption-related behavior

UN Global Compact: Food and Agriculture Business Principles

Reporting on the UNGC FAB Principles

GPIC has declared commitment in conducting business in a responsible way through promoting sustainable development and enhancing environmental sustainability. Our initiatives help to address social, economic and environmental challenges across the communities we serve. Our products play a role in supporting productivity, sustainability, food security and efficiency in the value chain they support. In addition, we have created a value-achieving strategy in the agriculture sector towards our community through our corporate social activities.

GPIC is in partnership with International Fertilizer Association and Arab Fertilizer Association and we continue to work together to promote responsible production, distribution and use of plant nutrients to achieve sustainable agriculture at both local and global level. GPIC is also a member of the fertilizers committee of the Gulf Petrochemicals and Chemicals Association (GPCA) in which periodic meetings are held. GPCA is considered one of the largest entities supporting the fertilizer industry in the region. The committee contributes to work to promote the exchange of best practices through workshops, seminars, conferences and communication between members.

By producing and exporting fertilizers worldwide and participating in several platforms globally to develop the agriculture sector and improving the food security GPIC is directly contributing towards UN SDG #2 Zero Hunger. (Please refer to our section on SDGs for further details)



Principle 1: Aim for Food Security, Health and Nutrition

Businesses should support food and agriculture systems that optimize production and minimize wastage, to provide nutrition and promote health for every person on the planet.

Partnerships

GPIC's leadership is involved in promoting sustainable development and agriculture on both a local and global level. GPIC's President has served as the International Fertilizer Association's (IFA) Chairman in addition to being the Chairman and President of the Arab Fertilizer Association (AFA) and the chairman of the Responsible Care Committee of Gulf Petrochemicals and Chemicals Association (GPCA). He is also involved by invitation from UNEP with the Geo 6 High Level Intergovernmental Groups and Stakeholder Group. In Bahrain, he is a member of the Supreme Consultative Council of the National Initiative for the Development of the Agricultural Sector. We are involved in the working groups within the associations such as the IFA Communications and Public Affairs working group and the AFA Communications and Media working group.

GPIC has won the Arab Corporate Social Responsibility Award for the year 2020 for the 6th consecutive year in the large category and the partnerships and collaborations category for GPIC commitment and role towards Corporate Social Responsibility, as well as our adoption of social and environmental initiatives, which are considered as one of our top priorities of importance. This award is the result of significant appreciation for our efforts in the field of sustainability.

Supporting local Farming

GPIC annually sponsors the Bahrain Farmer's Market, it's a large market that spans across 5 months a year. Most of the fruits and vegetables provided to Bahraini Nationals are imported from overseas therefore GPIC has been sponsoring the market for many years to support Bahraini farmers and provide access to local fruits and vegetables to the community.

In 1992, GPIC has launched the 'Charity garden' covering 1,500m² of fertile land located within our facility. The aim of the garden is to grown scarce indigenous fruits and vegetables and provide it to low-income Bahraini communities.

In, 2015 GPIC launched a project in partnership with the UNEP Green wave for Biodiversity program, through which we are planting local trees in 10 schools per year in order to promote green spaces and biodiversity, and encourage environmentalism amongst the younger generation. In 2016, we took the initiative to increase the number of schools participating in the program by planting local trees in 20 schools. Total of 800 local saplings were distributed to 20 schools for the academic year 2018/2019 and the same for academic year 2019/2020. Each school was provided with 40 trees of four types such as lime, fig, pomegranate and almond trees. Since the launch of the Green Wave initiative 5 years ago in 2015, GPIC has contributed more than 3600 saplings to over 90 schools in Bahrain. Moreover in 2020, we have also donated 50 saplings to Muharraq social welfare center in Bahrain.

Access to nutritious food

Our employees and contractors have access to GPIC canteen at a subsidized rate during working hours where we provide variety of nutritious food options like salads, fresh fruits and juices and local fish. Healthy food meals are also provided where the nutrition and calorie intake of meals are shared with the employee to raise awareness towards healthy eating habits. During our last maintenance turnaround during 2018 more than 4000 external contractors worked at our site, GPIC provided them every morning with a bag of fresh fruits and juices to promote access of nutritious sources of food to low income workers.

In 2016, GPIC launched FAO's International Year of Pulses campaign, for which a pulse-based menu was introduced, replacing the conventional menu once a month to promote meat alternatives resulting in healthier people and healthier planet. Furthermore, our agri-nutrient committee has issued an information booklet on local trees and their health benefits to raise awareness among employees and the community we are operating in.



Principle 2: Be Environmentally Responsible

Businesses should support sustainable intensification of food systems to meet global needs by managing agriculture, livestock, fisheries and forestry responsibly. They should protect and enhance the environment and use natural resources efficiently and optimally.

Preserving local species and biodiversity

In 1996, GPIC has commissioned a fish farm located within the facility at the sea water outfall at the farm was expanded in 2012. The fish farm nurtures local sea bream fish and we release around 80,000 fish into local waters as overfishing activities by locals has caused reduction in sea bream fish stocks in Bahrain waters. This initiative aims to increase fish stock and fish availability in local markets. We have also planted mangroves surrounding the bird sanctuary and the fish farm which helps in sustaining the ecosystem surrounding the area.

Local herbal plants have been used for many years by locals in medical applications and beauty products. Due to modern medicine and urbanization those herbal plants are threatened. GPIC has dedicated 2 gardens a total of 1,200 square meter of land within the facility to preserve local herbs and medicinal plants and Aromatic plants the garden was dedicated to HH Shaikha Sabika bint Ebrahim Al Khalifa.

Additionally in 2019, GPIC established new Neem tree garden preserving 150 trees.

Bird Conservation

GPIC established Bird Sanctuary in 2001, more than 70 Species has visited the sanctuary. The sanctuary is a No-Man island we have observed species visiting the sanctuary from all around world, it has been a breeding hub. The bird Sanctuary is maintained within our facility and we have issued a book on all the types of species found in the sanctuary and was distributed to employees to raise awareness regarding the endangered bird species.

Environmental Protection

Environmental protection is considered in all our decision making and is imbedded in all our operations. We monitor and manage the environmental impacts of our facility through the development and implementation of Environment and Responsible Care Management System and the IFA Protect and sustain product stewardship certifications. We have also adopted ISO 50001 Energy Management system in 2015/2016 and we have created Energy management committee to investigate opportunities with the company operations to reduce energy consumption and promote energy efficiency. Furthermore, we have established Debottlenecking and Energy Efficiency committee in 2017, which is tasked to explore all opportunities to improve efficiency by adopting energy saving and conservation concepts throughout the complex.

Additionally, environmental assessment and approval is conducted for any request for change in the facility to ensure any changes does not harm the environment and is in compliance with the environmental legislations. Moreover, as part of the National communication in line with the Paris Agreement, we started to report our GHG inventory based on IPCC guidelines since 2016, to strengthen our sustainability targets, manage our climate change risks and identify new opportunities.

In 2018, GPIC has won International Fertilizer Association SHE Excellence gold medal for excellence in health, safety and environmental conservation, as GPIC is one of the region's largest fertilizer producers and is working to establish a culture of clean industry and safe working environment.

We participate in benchmarking surveys related to Energy and Environment on regular basis. Most notable being the IFA benchmarking surveys. In 2020, during IFA Annual General Meeting, GPIC was recognized as "Industry Stewardship Champion" for our outstanding achievements in product stewardship. This Industry Stewardship Champion Label is attributed to fertilizer companies that have participated in all of IFA's most recent safety performance, environmental performance, and energy efficiency and CO2 emissions benchmarks and that are certified IFA protect and sustain.



Principle 3: Ensure Economic Viability and Share Value

Businesses should create, deliver and share value across the entire food and agriculture chain from farmers to consumers.

Product Quality along the chain

At GPIC we ensure quality control is embedded right from production, storage and export of urea product by following strict guidelines and audit system. Our efforts and commitments towards providing high quality uncontaminated fertilizer was recognized by the Australian Department of Agriculture by receiving Level 1 Gold status accreditation to our bulk fertilizer shipments and low risk status from MPI Biosecurity and New Zealand reiterates our commitments towards providing high quality uncontaminated fertilizer. This accreditation illustrates that GPIC has the best low-risk facility along the chain from production until the product reaches the consumer. This accreditation specifies stringent guidelines that ensure the GPIC product is fully controlled from the source until it reaches the end user and is adequately protected from any objectionable contaminants and pollutants.

Agriculture Awareness

At GPIC we produce Urea which is exported and used by farmers as fertilizer all around the world. However, we do not have direct contact with consumers and farmers therefore GPIC has issued “The Urea Guideline” book and is distributed to farmers for safe handling of urea and for best utilization by Crops. GPIC has issued in 2020 a new version of the book with updated guidelines and techniques that could be adapted by farmers for better agriculture.

Furthermore, GPIC is also committed towards raising awareness and knowledge among the younger generation towards local plants and biodiversity. This is achieved by distributing educational coloring books addressing “Glueberry”, a local fruit. A total of 4,000 copies was distributed at the Bahrain Garden show. Hundreds of copies were also sent to “The National Initiative of Agricultural Development (NIAD) to distribute to different schools and several books were distributed via a local children’s hospital.



Principle 4: Respect Human Rights, Create Decent Work and Help Communities to Thrive

Businesses should respect the rights of farmers, workers and consumers. They should improve livelihoods, promote and provide equal opportunities, so communities are attractive to live, work and invest in.

Employee opportunities towards agriculture

In 2015, GPIC won the HR Management Award of the Year at the 2nd Gulf Cooperative Council (GCC) Forum for HR Development in addition to the HRH Shaikha Sabeeka bint Ebrahim Al Khalifa award for Empowerment of Bahraini Women. A significant contributor to the local economy and community, our workforce primarily includes people from the local indigenous communities and with a growing focus towards women within the workforce. (Pls. refer to our GRI sustainability report 2016 for detailed account on Human Resource- Employees). In 2016, we

invited women entrepreneurs in the field of Agriculture and local farmers to educate our employees about farming techniques, local plants and plants that best suits Bahrain's climate and soil.

Even though our employees are not directly working in the agriculture sector we do invest in enhancing their knowledge towards sustainable agriculture through workshops, conferences and courses. We aim to enhance their knowledge towards the products we are producing and how they are utilized by ends consumers and the value the company shares towards agriculture and farmers. We engage our employees in AFA meetings and activities as their presence is important for the company to take part in important discussions towards supporting the Arab fertilizer industry. In 2020, due to COVID-19 pandemic employees were not able to attend conferences and workshops. However, due to our strong partnership with IFA our employees were able to register into webinars organized by IFA in the field of food and agriculture. Our efforts towards enhancing our employees knowledge towards food and agriculture has been recognized during the 26th AFA Annual Forum held during 2020 where one of our youth employees has participated in the Forum Gold seat competition and won a grand prize out of 360 international participants.

Furthermore, GPIC has formed an Agri-nutrient committee, in which committee members are actively engaged in sharing information and newsletters on regular basis about seasonal agriculture and home agriculture tips to increase awareness and encourage interest in the subject. The committee also manages a database of agriculture related resources for reference and plants to host awareness sessions internally in order to develop the capacity and capability of employees to participate in food growing that contributed towards food security.

Supporting Farmers

GPIC does not work with farmers directly however we are committed towards supporting their needs, We tend to achieve that by our active participation in IFA, AFA and their relevant working groups, and locally via the partnership with the National Institute for Agriculture Development. Our marketing committee regularly requests for feedback from our customers and have conducted field visits, including a field visit to Brazil in 2014 where GPIC participated in the FMB Fertilizer Latin America Conference and conducted field and port visits to understand and learn more about the critical market needs. GPIC provides urea fertilizer to Ministry of Works, Municipality Affairs and Urban Planning on annual basis to support local farmers and increase green fields in the Kingdom of Bahrain.

On regular basis GPIC provides 50 tonnes of urea to support Bahraini farmers and this initiative is held annually. The initiative is to support the National initiative for the development of the agricultural sector, patronized by Her Royal Highness Princess Sabeeka bint Ibrahim Al Khalifa. Furthermore, the aim of the initiative is to contribute to promoting green culture and bring out the importance of the agricultural sector in achieving sustainable development. Additionally in 2020, 10 tonnes of urea has been donated to Ministry of Agriculture and 20 tonnes has been donated to Al Areen wildlife park and reserve.



Principle 5: Encourage Good Governance and Accountability

Businesses should behave legally and responsibly by respecting land and natural resource rights, avoiding corruption, being transparent about activities and recognizing their impacts.

Sustainability Reporting

In addition to managing our environmental impacts and taking steps to reduce energy use, we publicly document our activities through biennial sustainability reports and have so far published five reports since 2012. Our last

report following the GRI G4 guidelines was issued in June 2016 and the current report SR 2020 is also based on the GRI Standards under the theme “40 years of sustainable success”. In 2014, GPIC became an organizational stakeholder with GRI in order to further promote sustainability and transparency globally.

Engagement with Policy Makers

In recognition of the interdependence of resources and the environment since 2015, we have been actively engaged, as a stakeholder, with the National Oil and Gas Authority, in dialogue and upcoming workshops on Bahrain’s Intended Nationally Determined Contributions to the climate change negotiations at COP 21.

We are also engaged with the Supreme Council for Environment in the process of updating of the National Biodiversity Strategy and Action Plan. Additionally, our Leadership is representing GPIC on several policy making platforms both at local, regional and international levels. For example, National Initiative for Human rights, IFA, AFA, NSC, RoSPA, GPCA and many more.

In 2020, the National and Gas Authority (NOGA) has formed NOGA joint solar project committee were representatives from the concerned industries are member and GPIC included, we are working together to achieve joint Solar project among the national oil and gas companies. Furthermore, in 2020 NOGA has formed a Water Resource Management (WRM) unit and we have nominated GPIC team to support this unit to put a system at national level and for the petroleum sector on water management including conducting water audits and define the possible use of treated water. Additionally, GPIC has been engaged with NOGA to establish a GRI reporting system for NOGA companies as we have been developing our sustainability report since 2012 in house through our sustainability reporting committee following GRI guidelines.

Environmental compliance

We ensure environmental compliance is adhered to throughout the complex that is achieved by regular monitoring of our emissions and effluents. Moreover, we also report our emissions and effluents to the Supreme Council for Environment on quarterly basis in their presence. We also report annually to the Supreme Council for Environment our chemical consumption and waste generated. Additionally, we aim to achieve zero hazardous waste to landfill by recycling most of our waste. In 2020, through our commitments we were able to achieve zero hazardous waste to landfill.



Principle 6: Promote Access and Transfer of Knowledge, Skills and Technology

Businesses should promote access to information, knowledge and skills for more sustainable food and agricultural systems. They should invest in developing capacities of smallholders and small- and medium-sized enterprises (SMEs), as well as more effective practices and new technologies.

Knowledge sharing with the community and farmers

As highlighted earlier, GPIC distributes booklets on optimal use of urea per crop, to buyers prior to execution of each sale. The booklet includes general information on soil health, fertilizers and farming best practices.

Annually GPIC takes part in the Bahrain International Garden Show which is open for the community, where we share with the visitors home agriculture tips and seasonal agriculture. Based on every year theme we share books with the community covering topics such as food and safety and human health to support the environment and encourage them to increase green areas in the country.

Knowledge sharing employees

GPIC has formed the agri-nutrient committee specifically to raise awareness for employee and the community towards agriculture. The committee has been actively involved in sharing flashes and newsletters providing them tips for better farming and agriculture, this has made the employees interested in this subject. The committee also manages a database of agriculture related resources for reference and plans to host awareness sessions internally in order to develop the capacity and capability of employees to participate in food growing that contributes towards food security. Employees can also share their own knowledge and suggestions via GPIC's suggestion scheme, in which the Agriculture Committee plans to designate a specific section for agricultural suggestions. In 2020, our employees have attended virtually Emirates Environmental Group 2nd panel discussion: "Feeding a Thirsty World: Food and Water Security" this helped our employees understand the risks we face living in an arid region in particular to our needs for drinking water and irrigation for agriculture. Additionally, our employees were given the opportunity to access IFA webinars addressing relevant topics about fertilizers, agriculture and food security.

Promoting Research

In order to promote more informed agricultural practices, we are planning to sponsor a research study on soil types across the country including what kinds of crops are suitable for growing in each area. GPIC has also been sponsoring an annual Environmental Research Program for schools in Bahrain since 2004, which sponsors 20 research programs and awards to the top three ideas. Among this year's participants, some projects in the field of agriculture include irrigation control via smart phones and irrigation through controlled water release.

UN Global Compact: Women's Empowerment Principles

UNGC Women's Empowerment Principles

GPIC contributes to SDG# 5 through its policies and actions related to gender equality and women's empowerment and by embracing the 7 principles of UNGC Women's Empowerment Principles (WEPs)

SDG Goal 5: Gender Equality

SDG Goal 8: Decent Work and Economic Growth

SDG Goal 10: Reduced Inequalities



GPIC aims to be a role model to other companies through our women empowerment strategies by recruiting, developing and retaining more women in various positions including top management roles. We ensure a zero discrimination policy championed by our Equal Opportunities Council; the first in the Oil & Gas Industry sector and is headed by the Company President.

We believe in our people and we know that, by developing the qualifications and professional competencies of the women in our organisation, we will ensure a sustainable future.

GPIC has endorsed the UN Global Compact's Women's Empowerment's Principles (WEPs) in the year 2014 and joined companies that publicly support equal opportunities in the workplace. As a result of our continuous efforts, the company has won the Global Award for Women's Empowerment presented by the First Lady Her Royal Highness Princess Sabeeka bint Ibrahim Al Khalifa, twice which makes GPIC the only company worldwide that won this prestigious award more than once despite competing with companies from all sectors.

Moreover, for all the dedicated and continuous efforts in supporting and empowering the women inside & outside the company, the First Lady and the President of Supreme Council for Women (SCW) had honoured the company's President, Dr. Abdulrahman Jawahery, the award of Bahraini Women Empowerment Personality of the Year – the only award presented to any individual.

Women in GPIC have reached senior executive level and earned their career success. Various international & regional awards has been presented to the ladies here, such as Women in Leadership Award from the Bilateral US-Arab Chamber of Commerce, Procurement Hero Award 2020 from the Middle East Procurement Conference, Women's Award in Industry and Assets Management from the Gulf Society for Maintenance and Reliability (GSMR), Rising Star Award from the Gulf Petrochemicals and Chemicals Association (GPCA). We ensure continued efforts to retain women in business and foster work-life balance in the workplace.

In 2019, a female worker became a member of GPIC Labour Union Board Members, making her the first woman to win this chair since the founding of the Labour Union committee.

GPIC's empowerment strategy and initiatives are encouraging our people to increase their involvement in all activities associated with the business. Through our formal communication channels and committees, our employees are encouraged to work with and influence the business goals as well as their personal and professional objectives. Participation in numerous committees has encouraged greater autonomy in decision-making, created a positive and engaging culture, and has resulted in the de-layering and thereby the creation of an inclusive organisation.

Principle 1: Leadership Promotes Gender Equality

In 2014, our President Dr. Jawahery signed the CEO Statement of Support to the Women's Empowerment Principles (WEPs) in order to publicly stand by the principles, including committing to communicate progress towards the principles using gender-specific data as illustrated below. An Equal Opportunities Committee within the company was established in 2013 as a result of an ongoing partnership with Bahrain's Supreme Council for Women. This committee is responsible for creating and monitoring equal opportunity procedures, setting goals and targets in alignment with the SCW, coordinating with the SCW regarding community activities and investigating potential discrimination cases. The committee was later elevated to Equal Opportunities Council in March 2017, with the goal of establishing and maintaining equal opportunities, rules and regulations as well as encouraging their implementation in the company. We also have a Ladies Working Committee which is focused on enhancing the social environment for female employees by organizing events and activities, and coordinating with external organizations for women.

Overall, all of our company policies as outlined below, do not discriminate between male and female employees, at any level.

Principle 2: Equal Opportunity, Inclusion and Non-discrimination

Equal opportunity at GPIC begins with inclusion of women in all departments of the company. Although the Labour Law in Bahrain restricts women from working in shift jobs, women are represented in all departments where we proactively recruit and appoint them to managerial and executive positions.

In order to assure sufficient participation of women in decision-making and governance at all levels and across all business areas, the female employees are appointed on various committees as members, coordinators, and chairpersons such as the Youth Committee.

Year	Female Employees	Female Employees (percentage of non-shift workers)	Female Employees (percentage of total workers)
2014	50	15%	9%
2015	53	17%	9%
2016	50	19%	10%

2017	48	20%	10%
2018	35	17%	8%
2019	35	17%	8%
2020	32	15%	7%

Table 1 - Female Employees at GPIC

Year	Female Employees in Senior Management	Female Employees in Senior Management (percentage)	Female Employees in Supervisory Levels	Female Employees in Supervisory Levels (percentage)
2014	3	7%	9	7%
2015	3	7%	14	11%
2016	3	7%	10	7%
2017	3	7%	11	9%
2018	3	7%	14	14%
2019	2	7%	14	14%
2020	2	5%	14	14%

Table 2 - Females in Senior Management and Supervisory Levels

As we aim to be an equal opportunity employer, we have established a zero discrimination policy for recruitment, promotion, compensation, and all other HR related aspects. Female employees have access to the same benefits as their male counterparts, including insurance, loans, and scholarship opportunities for employees' children. They are members of the Labour Union in which all members receive equal benefits.

All female employees have access to GPIC Club's fitness facilities and are catered with specific sports campaigns. Since GPIC is a supporter of community sports, female employees are also encouraged to join sports clubs in the community and to participate in competitions, some of which GPIC sponsors.

Female employees are also recognized for their service at award ceremonies, such as Labour Day, Annual Celebration, and Employee of the Month awards. All employees are honored for completing additional degrees and certifications, winning competitions and other achievements. Some of the award categories include awards for male and female employees separately such as Outstanding Performance and Sports Person of the year.

Year	Female	Male
2014	3	9
2015	2	10
2016	3	9
2017	2	10
2018	3	9
2019	3	11
2020	3	9

Table 3 - Employee of the Month by Gender

Principle 3 – Health, Safety and Freedom from Violence

As per the company policy, all our employees are entitled for free medical treatment at the company’s Medical Centre or other approved facilities which include access to male and female doctors. The company’s medical insurance policy is designed to cover majority of common major ailments, and all medical costs if not covered under the insurance policy are borne by the company, including maternity costs.

As per Bahraini law, a female employee is entitled to maternity leave on full pay for 60 days. Upon returning, she is eligible for 2 hours maternity care in the first year. As an additional benefit above and beyond the Bahraini Labour Law, GPIC provides an hour maternity care periods until the baby completes second year to enable working mothers to attend to their children’s needs. Our medical center staff are NSC certified in CPR, which includes modifications for pregnant women. The medical staff train both male and female employees in CPR on a regular basis. Health campaigns specifically targeting female employees include Breast Cancer Awareness and exercise courses led by female instructors. Our female employees worked from home throughout 2020 amidst the COVID-19 pandemic and those coming to work were facilitated with shortened working hours.

Year	Female	Male
2014	13 (26% of total)	37
2015	10 (19% of total)	42
2016	25 (17% of total)	122
2017	8 (8% of total)	91
2018	9 (11% of total)	72
2019	2 (4% of total)	47
2020	10 (83% of total)	12

Table 4 - CPR Training for Employees by Gender

All our employees have the same access to basic safety training, including general safety awareness and fire extinguisher use. They are required to complete safety e-learning courses, which include an optional course on pregnancy safety at the workplace. All female employees that go on site are equipped with helmets, safety goggles, gloves, safety shoes and coveralls. The female engineers are provided with access to individual company cars to move freely around the complex particularly during the turnaround (plant maintenance) activities. Female security officers are also available during general working hours to attend to female employees entering and exiting the plant area.

Principle 4 – Education and Training

At GPIC, training and performance reviews are a part of employee development for all employees at all career levels. We invest in policies and programmes that open avenues for advancement of women at all levels and across all business areas. The general training program for new graduates is the same for both men and women of the same job title. Our employees also have access to training courses both in Bahrain and abroad. However, the total training hours during the year 2020 has significantly reduced due to the Covid-19 pandemic yet it was compensated to some extent through online & webinars training.

Year	Female (training hours)	Male (training hours)
2014	1186	7750
2015	1401	4662
2016	629	3467
2017	911	4553
2018	1170	7575
2019	1395	7539
2020	91	2624

Table 5 - Training Hours Abroad (Outside Bahrain) by Gender

Female employees have the same opportunities as male employees to apply for any of our educational and sponsorship schemes. They actively participate in our Toastmasters Club; the program president is an elected lady. The female employees are also members in local professional associations such as the Bahrain Society of Engineers and the Bahrain Society for Training and Development.

Principle 5 – Enterprise Development, Supply Chain and Marketing Practices

Although most of our suppliers are the original manufacturers of our equipment, our bidding process is open to all qualifying suppliers and our selection process is based on objective technical criteria. However, we strive to support and expand our business relationships with women-owned enterprises, including small businesses and

women entrepreneurs. We regularly invite female health practitioners from female owned businesses to conduct lectures, work with external female training personnel to conduct trainings and sponsor publications by female authors. As for our marketing strategies, our products are marketed through our shareholders worldwide based on their technical specifications and do not include any gender based marketing.

Principle 6 – Community Leadership and Engagement

We lead by example and leverage our influence to advocate for gender equality and collaborate with business partners, suppliers and community leaders to promote inclusion and advance equality.

We recognize that women empowerment in the community has the greatest impact through long-term constructive partnerships. We support Bahrain’s Supreme Council for Women (SCW) by sponsoring the Bahraini Women’s Day celebrations and other activities. GPIC women engineers in collaboration with SCW have visited high school and college students across the country sharing their experience in Science, Technology, Engineering and Math (STEM) sector and encouraging female students to peruse career path in the STEM field.

The focus of this year celebration is on the Bahraini Women in the Field of Higher Education and Future Sciences, in which the company has made remarkable efforts in encouraging the female workforce obtaining higher educational degrees and providing them scholarships. The table below shows that the percentage of higher degree holders of female employees are double the percentage of their male counterparts.

Year	Female	Male
2018	8 (23% of total female)	44 (11% of total male)
2019	8 (22% of total female)	42 (10% of total male)
2020	8 (25% of total female)	44 (10.4% of total male)

Table 6- Females Education

One of our main educational partners in Bahrain is InJAz, an affiliate of the Junior Achievement Worldwide program, a program that equips students with skills that ease their transition into the work environment. We financially support the program in addition to providing volunteers to conduct the courses. Furthermore, the company offers training chairs for InJAz employees and provides internship opportunities. Both female and male employees have the opportunity to volunteer and enhance their leadership skills, and the programs benefits both female and male students across the country.

Year	Female	Male
2014 - 2015	37	38
2015 - 2016	20	24
2016 - 2017	22	29
2017 - 2018	21	29
2018 - 2019	18	43
2019-2020	16	51

Table 7 - GPIC Volunteers with InJaz Program

We also coordinate multiple annual training programs for students in cooperation with the Ministry of Education. The Environmental Lectures program which was launched 20 years back, spreads awareness on environmental protection & climate change, and the Environmental Research program which was launched 15 years back, supports high school science projects, both programs are run by female & male employees. With the increasing threats of cyber security attacks, the company has also introduced awareness lectures about the importance of cyber security to school students.

Year	Female	Male	Co-ed
2014 - 2015	9	8	4
2015 - 2016	9	9	2
2016 - 2017	11	8	1
2017 - 2018	10	7	3
2018-2019	11	8	1
2019-2020	10	7	3

Table 8 - Environmental Research Program – Participating Schools

Year	Female	Male	Co-ed
2014 - 2015	10	19	1
2015 - 2016	23	17	1
2016 - 2017	26	14	2
2017 - 2018	12	32	4
2018-2019	24	4	5
2019-2020	7	6	4

Table 9 – Environmental Lectures Program – Targeted Schools

Year	Female	Male
2015 - 2016	5	5
2016 - 2017	10	10
2017 - 2018	10	10
2018 - 2019	10	10
2019-2020	10	10

Table 9 – Green wave Campaign - Targeted Schools

One of our employee benefits that directly impacts young members of the community is providing scholarship to employees' children as well as honoring high achieving students. All students who achieve the minimum academic requirements are awarded equally. Female students from Bahrain and abroad are also among students accepted to complete industrial training at GPIC.

Year	Female	Male
2014	63 (29% of total)	156
2015	66 (38% of total)	110
2016	69 (44.8% of total)	85
2017	81 (42% of total)	113
2018	74 (38% of total)	119
2019	93 (75% of total)	124
2020	7 (43% of total)	16

Table 11 - Industrial Trainees by Gender

Finally, we are the annual sponsors of the Crown Prince International Scholarship Program, which supports an equal number of males and female students each year in pursuing their higher studies abroad. We believe that equal access to educational opportunities is a right and forms the basis of equal opportunities in the community at large.

Principle 7 – Measure and publicly report on progress to achieve gender equality

As a way forward, we have included a special section in our UNGC CoP Report 2020 to measure and report on the progress towards the 7 principles of UNGC WEPs, using data disaggregated by gender.

Management Systems

In 2020, amidst COVID-19 pandemic -GPIC successfully maintained its management systems and associated ISO certifications through virtual internal and external auditing.

In spite of the challenges brought on by the pandemic, GPIC was able to achieve success in renewing its PAS 99 Integrated Management Systems Certificate..

The GPIC's internal audit team was successfully able to complete all internal audits, which included various specifications and standards used in the Management systems. The reviewed processes are among the most important tools the company uses to continue the process of improvement and development.

All audits, external and internal, have concluded and it has emerged the GPIC is fully committed to implementing all specifications and Management systems. It also follows all local laws and decisions in all its Management and operational processes.

Leading Excellence Awards 2020

- Royal Society for the Prevention of Accidents (RoSPA) Patron's Award. (28 consecutive Golds)
- British Safety Council International Safety Award.
- Arabia CSR Award- Large Category from UAE.
- Arabia CSR Award- Partnerships and Collaboration (Environmental Research) Category from UAE.
- Arabia CSR Award- Partnerships and Collaboration (Environmental Awareness) Category from UAE.
- IFA Industry Stewardship Champion Gold Medal.
- Procurement Hero Award 2020 from the Middle East Procurement Conference.
- The President Nominated as Advocate Ambassador for International Efforts to Combat the New Corona virus Pandemic 19 from the Regional Social Responsibility Network.
- The President awarded Honorary Membership by the International Union for Social Responsibility.

Key Social Contributions 2019 -2020

GPIC's leadership believes that corporate social responsibility goes beyond the traditional Philanthropy. It is about building bridges and partnerships to make the difference.

Donations and Sponsorships

(The following are some of the recent examples, for a detailed outlook visit our website www.gpic.com and browse the section press releases and media)

GPIC Contributes at National level to tackle the spread of COVID-19

GPIC contributed \$1 million in support of the Feena Khair campaign, launched by His Highness Shaikh Nasser bin Hamad Al Khalifa, Representative of His Majesty the King for Humanitarian and Youth Affairs, National Security Advisor and Chairman of the Board of Trustees of the Royal Humanitarian Foundation.

The campaign is in response to the growing demands from the private sector and individuals to contribute to national efforts to tackle the Coronavirus (Covid-19).

Company President Dr. Abdulrahman Jawahery, announcing the decision of the Board of Directors, said GPIC, as always, stands in support of all national initiatives that target the good of society. He said Bahrain and other nations are going through never before witnessed and unparalleled challenges to tackle the spread of the Coronavirus, which require everyone's cooperation.

- Royal Charity Organization
- Salmaniya Medical Complex
- ALRahma Centre for disabled
- Bahrain Cancer Society
- inJAz, Bahrain
- Mohammed bin Khalifa bin Salman Cardiac Centre
- Supreme Council for Women
- Ministry of Education, Bahrain
- CSR Regional Network
- Rashid Equestrian and Horse Racing Club
- Bahrain Table Tennis Association
- Bahrain Free Labor Unions Federation
- Bahrain Mobility International Center
- Crown Prince's Scholarship Programme
- King Hamad Hospital Campus
- Bahrain Women's Union
- Bahrain Badminton and Squash Federation
- Bahrain Tennis Association
- Bahrain Handicapped sports federation
- Bahrain Society for child development
- UN Environment for supporting environmental sustainability
- Bahrain Diabetic Society
- Isa Bin Salman Education Charitable Trust
- National Institute for disabled
- National Institution for Human Rights
- National Commission for Elderly
- Bahrain Society for Child Development

GPICs participation/membership and alliance with several local, regional and international organizations

With the aim to be proactively involved and to contribute towards knowledge sharing and professional networking, we participate in several organizations at a national, regional and international level.

International/Regional Associations and Committees

- UN Global Compact
- Global Reporting Initiative (GRI)
- National Safety Council - USA
- British Safety Council – UK
- Royal Society for the Prevention of Accidents (RoSPA) - UK
- National Examination Board in Occupational Safety & Health (NEBOSH) – UK
- International Fertilizer Industry Association (IFA)
- Arab Fertilizer Association (AFA)
- National Fire Protection Agency (NFPA) – USA
- American Society for Industrial Security (ASIS International)
- Overseas Security Advisory Council (OSAC)
- Gulf Petrochemicals and Chemicals Association (GPCA)
- Bilateral US-Arab Chamber of Commerce Advisory Board
- Gas Processing Association (GPA)
- GCC Interconnection Authority
- GCC Board of Directors Institute
- Project Management Institute, Arabian Gulf Chapter (PMI-AGC)
- SABIC Technical Conference

Bahrain Associations and Committees

- Bahrain Center for Strategies International & Energy Studies
- Education & Training Quality Authority
- Supreme Council of Occupational Safety and Health
- Economic Development Board
- National Oil and Gas Holding Company (Nogaholding)
- National Initiative for the Development of Agriculture
- Supreme Council for Youth & Sport
- H.H. Shaikh Nasser Bin Hamad Al Khalifa Award for Scientific Research in the Sports Field
- Bahrain Society of Engineers
- Bahrain Health and Safety Society
- Bahrain Management Society
- Bahrain Institute of Public Administration (BIBA)
- Bahrain Chamber of Commerce and Industry
- Ministry of Labour & Social Development
- Ministry of Industry, Commerce, and Tourism
- Ministry of Education

GRI Content Index

GRI Content Index

The UNGC COP is a GRI Referenced report

UNGC Principles	GRI Standard	Description	Page	Remarks
<i>Statement of continuing support</i>	GRI102-14	Statement from CEO	3	Letter of commitment from GPIC's President
	GRI102-15	Key impacts, risks and opportunities	19,20	Under Risk Management
	GRI102-1	Name of the Organization	4	Covered in GPIC overview
	GRI102-2	Primary brands, products and services	4	Covered in GPIC overview
	GRI102-3	Location of the Organization's headquarters	4	Covered in GPIC overview
	GRI102-4	Location of operations	4	Covered in GPIC overview
	GRI102-5	Ownership and legal form	4	Covered in GPIC overview
	GRI102-6	Markets served	4	Covered in GPIC overview
	GRI102-7	Scale of the organization	4	Covered in GPIC overview
	GRI102-8	Workforce information	4	Covered in GPIC overview
<i>Principle 1 Principle 3</i>	GRI102-41	Percentage of employees covered by collective bargaining agreements	101	88.5 %
	GRI102-9	Organization's supply chain	20	
	GRI102-14	Significant changes during the reporting period	101	There were no significant changes during the reporting period of 2020, except those related to COVID-19 related plans.

UNGC Principles	GRI Standard	Description	Page	Remarks
	GRI102-11	Report whether and how the precautionary approach or principle is addressed by the organization	19-20	
	GRI102-12	External Initiatives	4	Covered in GPIC overview
	GRI102-13	List memberships in associations and national or international advocacy organizations	99	GPIC does not have any subsidiaries
	GRI102-50	Reporting period for information provided	103	The UNGC COP 2020 covers the period 1 January 2020 to 31 December 2020 for financial and production reporting,
	GRI102-51	Date of most recent previous report	103	GPIC GRI SR 2018-2019 (In accordance comprehensive) issued as UNGC COP in March 2020 and UNGC COP 2020 stand- alone report (GRI referenced) issued in February 2021)
	GRI102-52	Reporting Cycle	103	GRI Sustainability Report is Biennial, whereas the mandatory UNGC COP is annual.
	GRI102-53	Contact point	103	Mr Fadhel Al Ansari, General Manager Corporate Support GPIC. falansari@gpic.net
	GRI102-55	GRI content Index	101-108	
	GRI102-56	External assurance	21	
<i>Principle 6</i>	GRI401-2	Benefits provided to full-time employees that are not provided to temporary or part time employees, by major operations	55	For detailed outlook on the benefits plan please refer to GRI401-2 in SR 2020

UNGC Principles	GRI Standard	Description	Page	Remarks
Principle 1 Principle 6	GRI201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	103	Climate change affects our business in terms of reliability, production capacities and the cost of our operations. Climate change poses the risks of more frequent and severe weather conditions across the globe. Bahrain has witnessed increasing weather extremes since some years. Additionally, between 2013 and 2020 we have witnessed a 1.3oC increase in ambient sea water temperature rise. This temperature has neared our maximum temperature for seawater intake for process use, which if exceeded would significantly impact our production capacities. Our main response strategy to severe weather conditions is focusing on reliable production by preparing for all risks listed in our Enterprise Risks Register, Business Continuity and Crisis Management plans. Our risk register is highly dynamic, and we are continuously monitoring our operations to ensure that we include any potential physical, regulatory, financial risks into our discussions for ongoing evaluation. GPIC has consistently implemented best practices to ensure its sustainability. We have grown, and will continue to grow through our dedication to the three pillars of sustainability, namely planet, people and profits. By addressing climate change and introducing new technologies to reduce our carbon footprint, we have continued to enhance the regions global economic opportunity and our own sustainable prosperity.
Principle 1 Principle 6	GRI202-2	Proportion of senior management hired from the local community at significant locations of operation	103	According to the policy of the Company all kinds of recruitment are made on merit and no preference whatsoever is accorded to any other aspect. GPIC is an equal opportunity employer. Our HR/recruitment policy highlights the need to tap local talent first prior looking for alternate talent and hence the organization does grant preference to local candidates when hiring in significant locations of operation. GPIC's senior management is 100% Bahrainis. GPIC has a well-established Leadership programme with an effective succession plan and talent management. Note: Senior management at GPIC includes Departmental Managers and above.
Principle 1 Principle 2 Principle 3 Principle 4 Principle 5 Principle 6	GRI412-3	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	103	All our contracts and significant agreements require compliance with Bahrain Labour law and the human rights requirements Bahrain recognizes. Our contract supervisors are responsible for monitoring the performance of contractors, including their treatment of workers. This is particularly important in relation to our temporary work force, most of which is outsourced to contractors.

UNGC Principles	GRI Standard	Description	Page	Remarks
Principle 1 Principle 2	GRI406-1	Total number of incidents of discrimination and actions taken.	104	In 2020 there were no cases of discrimination. The Company strictly follows a non- discrimination policy.
Principle 1 Principle 2 Principle 3	GRI407-1	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be at significant risk and actions taken to support these rights	104	No operations are identified that put collective bargaining at risk. GPIC's position on freedom of association is included in our Code of Business Conduct. Under this policy, employees are free to form collective bargaining agreements in all areas of operation.
Principle 1 Principle 2 Principle 5	GRI408-1	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor and measures to contribute to the elimination of forced or compulsory labor	104	Our HR policy clearly describes the minimum age of recruitment as 18 Years.
Principle 1 Principle 2	GRI410-1	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	104	Human Rights specific training for GPIC security personnel was carried out from 2013 to 2019
Principle 7	GRI302-4	Reduction of Energy consumption	104	GPIC always believed that a plant with high on-stream factor and with high capacity utilization only, can be regarded as an energy efficient plant on a sustained basis. With this fact in mind GPIC has, over the years implemented several projects related to energy.(For details refer to GPIC SR 2020) Some of the latest initiatives are; Since 2013, we have installed 7223 LEDs both in process and non- process areas resulting in an energy savings of 1554.3 MWH/Y and a GHG emission reduction by 780TONS CO2e/Y. In 2020 alone we installed 619 LEDs with an energy savings of 67.95 MWH/Y and a GHG

UNGC Principles	GRI Standard	Description	Page	Remarks
				<p>reduction by 39.19 TONS CO₂e/Y. A 3 MW Solar plant is being studied as part of NOGA's 80 MW Solar project at Bahrain.</p> <p>As part of ISO 50001 GPIC has identified its significant energy uses which is primarily natural gas as fuel and steam. In this context a couple of energy saving opportunities have been identified and modifications are implemented in urea, CDR and utilities.</p>
<i>Principle 7</i>	GRI306-3	Total number and volume of significant spills	105	We did not have any significant loss of containment in the reporting period .(2020)
<i>Principle 8</i>	GRI305-5	Initiatives to reduce greenhouse gas emissions and reductions achieved	105,71,73,74	<p>We have reduced the Company's absolute GHG emissions by more than 50 percent since 1985. The energy savings resulting from increased efficiency from 2007 through 2020, as reported in GRI 302-4 in our GRI SR 2020 and UNGC COP, can be converted to equivalent GHG emissions avoided.</p> <p>The activities described in GRI302-4, in addition to implementing new processes that emit less GHGs compared to traditional routes, will be important to driving reductions in the future. GPIC's long term sustainability goal regarding climate change is to maintain GHG emissions below 2014 levels on an absolute basis for all GHGs, thereby growing the Company without increasing its carbon footprint.</p> <p>Our CDR, which has been in full operation since 2009, has so far extracted 1.4 million tons of carbon dioxide, which has been used to enhance the production of urea and methanol. This translates to an average of 0.12 million tons/year carbon dioxide being captured by the CDR recovery unit.</p>
<i>Principle 8</i>	GRI307-1	non-compliance with environmental laws and regulations	105	Nil. GPIC ensured full compliance to environmental laws and legislation during 2020 and all the compliance reports were submitted on time to the environmental regulators.
<i>Principle 8</i>	GRI305-7	NOX, SOX, and other significant air emissions	105	<p>Air pollutants can have adverse effects on climate, ecosystems, air quality, habitats, agriculture, and human and animal health.</p> <p>Reductions in regulated pollutants lead to improved health conditions for workers and neighbouring communities. GPIC is mindful of the fact that reductions, or performance beyond compliance, can enhance reputation of the company, enhance relations with the neighbouring communities and workers, and the ability to maintain or expand operations. More regional impacts from GPIC production plants include emission of acidifying gases (NO_x and SO_x) from flue gas stacks of four HP steam boilers, one LP boiler, two reformers, one gas turbine and</p>

UNGC Principles	GRI Standard	Description	Page	Remarks
				<p>particulate matter and ammonia from the urea granulator stack.</p> <p>All such impacts are monitored closely through online continuous emission monitoring system(CEMS) and also through laboratory sampling to ensure that allowable levels are not exceeded. GPIC is the only industry in Bahrain to have a mobile ambient air quality monitoring station. Over the years GPIC has taken several steps to further reduce emissions beyond compliance, for instance, operational improvements and investments in clean technologies such as the ultra low NOx burners in the new HP steam boiler and the CDR boiler.</p>
<i>Principle 8</i>	GRI306-1	Total water discharge by quality and destination	106	<p>Our main effluent to the marine environment is the sea water discharge from the process units. All other effluents after their primary treatment and quality checks also intermix with the main sea water effluent before discharging to the marine environment.</p> <p>The main sea water effluent is closely monitored through regular laboratory analysis and periodically monitored by governmental environmental inspectors for compliance. We optimize our total water requirements and associated effluents keeping in view our process requirements related to load and climatic conditions. For example our sea water requirements increase by approximately 33% during summers.</p> <p>Sea Water discharge to marine environment includes 1) Return SW cooling 2) desalination unit reject 3) desalination unit vacuum system sea water outlet 4) desalination unit sand wash pump discharge 5) neutralized waste water from plants.</p> <p>The quality of water discharged was in accordance to the permissible limits as per the Bahrain Environmental Standards stipulated in Ministerial Order No 3 of 2001 and there were no exceedances observed during the period 2020</p>
<i>Principle 8</i>	GRI306-2	Total type of waste by weight and disposal method	106,71	<p>GPIC generates both hazardous and non- hazardous waste during its operations and has taken a number of steps to reduce waste. Some of the initiatives including selling of spent catalyst to certified recycling agencies, recycling of plastic, paper, aluminum and card board. There was zero hazardous waste to landfill during 2020. (Please refer to the section on waste within this report.)</p>
<i>Principle 10</i>	GRI205-1	Total number and percentage of operations assessed	106,19,20	<p>Our internal audit has carried out a process risk assessment that covers major functions in Finance, Human Resource and Marketing from fraud perspective.</p>

UNGC Principles	GRI Standard	Description	Page	Remarks
		for risks related to corruption and the significant risks identified		Our financial audits both internal and external across the organization ensure that no financial corruption is taking place. Our Enterprise Risk Management also covers the risk of a major fraud. Our Audit, Finance and Risk Committee along with an external audit, reviews our financial statements and legal / regulatory compliance on quarterly/ Yearly basis.
<i>Principle 10</i>	GRI205-3	Confirmed incidents of corruption and actions taken	107,75-79	A review of the complaints and completed investigations in 2020 revealed that: <ul style="list-style-type: none"> • No GPIC employees were terminated for corruption-related behavior. • No GPIC employees were formally disciplined for corruption related behavior. • GPIC continues with its internal control practices, training and due diligence to identify potential risk areas and to implement risk mitigation practices within the Company. Examples of such risk mitigation practices include, but are not limited to: anti-bribery training, internal financial controls
<i>Principle 10</i>	GRI205-2	Communication and training on anti-corruption policies and procedures	107,75-79	As part of its commitment to the UNGC principles on anti-corruption recently, several of our employees attended specific training and conferences related to corruption, bribery, fraud etc.

What Others Say

At GPIC, we give paramount importance to the feedback and comments from all of our stakeholders. We believe that this kind of remarkable engagement and networking with our stakeholders enables excellence and sustainability.

It also keeps us well informed of what others think about GPIC and helps us in maintaining excellent international and regional relationships. It motivates us to attain further heights and success.

Marking 40 Years of Our Sustainable Success, we have selected some testimonials that take us back into history, and highlights what others think about GPIC.

Testimonials

Testimonial # 1

**From: Sanda Ojiambo,
CEO & Executive Director of the UN Global Compact**

To: GPIC President

Subject: Thank you

“Some 1,300 CEOs from more than 100 countries said as much in September, through a powerful Statement from Business Leaders for Renewed Global Cooperation. “Now is our opportunity,” they asserted, “to learn from our collective experiences, to realign behind the mission of the UN and steer our world onto a more equitable, inclusive and sustainable path.”

Thank you for joining us on that path. Let us forge ahead, united in the business of a better world, to achieve the transformational change we need in 2021 and beyond.”

Testimonial # 2

**From : Svein Tore Holsether
President and Chief Executive Officer
Yara International ASA**

**To: GPIC President
Subject: Thanks and Appreciation**

“Having read your letter to IFA Executive Board and the Board of Directors, I would like to express, on behalf of Yara International and myself, a warm thank you for all your efforts in making the IFA Board and Executive Committee a functional, well-organized working body, that has achieved a lot under your leadership, in terms of improving industry-wide safety records, strengthening our stance on environmental issues and successfully reinforcing our corporate social responsibilities. Your clarity and strength on these topics has been an inspiration for me.

When times are dire and challenges to our industry come in numbers, leadership and dedication on behalf of our industry is called for and needed. You have truly demonstrated such leadership, and through that created a very strong IFA organization.”

Testimonial # 3

**From : Errol Taylor
Chief Executive ROSPA**

**To: GPIC President
Subject: ROSPA Awards Ambassador**

Ever since I joined RoSPA – fourteen years ago (!) – I have been aware of your inspirational leadership of GPIC. Not only is your organisation a world-leader in terms of its business activities, but it is also exemplary in terms of its approach to safety, the environment and community engagement. GPIC has deservedly and repeatedly won RoSPA awards, including our most prestigious award, the Sir George Earl Trophy.

In an attempt to recognise your personal contribution to this success, we are inviting you to become a “RoSPA Awards Ambassador”. We have created this role to strengthen our connection between impressive, RoSPA-Award-winning organisations and the stakeholder communities they serve. Only a handful of individuals and organisations qualify for this status, so you will be joining a select group of some of the world’s most successful business leaders.

Testimonial #4

**From: Nejib Freji
Director International Peace Institute, MENA**

**To: GPIC President
Subject: First female labour union member at GPIC**

I would like to sincerely congratulate you for the excellent news I learned regarding the Gulf Petrochemicals Industries Company (GPIC) Labour Union's nomination of the first female member of its Board Members; Ms. Elham Janahi.

As a considerable representative of the private sector, your relentless endeavors for women empowerment and gender equity demonstrated through your esteemed company are to be commended. Your efforts to incorporate the fifth Sustainable Development Goal as an essential and intersected goal to all aspects of sustainable development contributes greatly to the Culture of Peace.

Testimonial #5

**From: Shaikha Hessa bint Khalifa Al Khalifa
Chief Executive INJAZ, Bahrain**

**To: GPIC President
Subject: InJaz and Youth Development**

"INJAZ Bahrain would like to express its sincere appreciation and gratitude to you and your esteemed staff members for your active dedication and partnership in hosting the Internship Programme for the students participating in the Company programme. We truly value your unwavering support and devoted contributions in time and support to delivering this Internship and adding so much value to our Bahraini youth, who are the pillars of a successful and prosperous Bahraini future. With your committed support and guidance our youth are exposed to the real world of work and are more equipped to succeed in a global economy."

Testimonial #6

**From: Ian Taylor
Chief Executive NEBOSH**

**To: GPIC President
Subject: Preserving and Improving HSE at workplaces**

"I just wanted to drop you a note on behalf of myself and my colleagues at NEBOSH to say what a pleasure it was to work with you last week. I would particularly like to thank you for your generosity and fantastic hospitality.

I am looking forward immensely to future opportunities to working with GPIC to achieve our vision of preserving and improving health, safety and the environment in workplaces worldwide. Your own and your company safety record is a benchmark for companies to aspire to."

Testimonial #7

**From: Justin Siberell
Ambassador of the United States of America -2018**

To: GPIC President
Subject: A note of Thanks

“Thank you for your gracious hospitality during my visit to GPIC last week. It was a great pleasure to meet with you and your dynamic and talented staff, visit the impressive GPIC facility, and learn about the projects that you are undertaking in industry, the community, and for the environment. The role of all staff including labor advocates, in making GPIC such a model of success demonstrates unique leadership we might all learn from. The gardens, fish farm, and nature preserve were also impressive and a joy to experience.”

Testimonial #8

From: Nejib Freji
Director International Peace Institute, MENA

To: GPIC President
Subject: A note of Thanks

“Allow me to reiterate my sincere appreciation for not only the important role you played during the Book Launch on the 17 Sustainable Development Goals(SDGs) at the International Peace Institute, but for the continuously great work you deliver in promoting Sustainable Development at the national, regional and international levels, and relentlessly advocating for youth as a vital component to the Education and Culture of Peace.”

Testimonial #9

From: Maria Sferruzza
President, LNG &Global Services Baker Hughes GE
2018

To: GPIC President
Subject: Visit to GPIC

“I wanted to take this time and thank you for making our visit memorable and outstanding experience. Although I’ve been in this field for over two decades, I was impressed during this visit of discovering one of the top industry leaders who had contributed to developing a benchmark among regional and global forums related to the petrochemical and fertilizer industry.

We at BHGE are excited to be part of an agreement with a worldwide premier company who had made a mark not only in the industrial field, but also in the professional work, initiatives towards raising the local talents, women empowerment, community service and the environmental care.”

Testimonial# 10

From : Amin Al Sharqawi, UNDP

To: GPIC President

Subject: Educational book for children about SDGs-2018

“We thank you for your participation in providing us copies of SDG's book for children, we are also pleased to witness your efforts and your successful initiatives for SDG awareness. “

Testimonial# 11

From : Ahmed Al Jahdhami, CEO ORPIC, Oman

To: GPIC President

Subject: Sustainability Report 2018

“Thanks for sharing the report. Looks great and very impressed that the sustainability report is done to highest international standards and are meeting high standards of GRI for reporting. I have asked my team to explore doing the same and will appreciate if you can send us the contact person within your company that my team can coordinate with for cross learning and benchmarking.”

Testimonial# 12

From : Ali Al Baqali, CEO Alba, Bahrain

To: GPIC President

Subject: Sustainability Report 2020

“Many thanks for considering Alba as part of your esteemed stakeholders & Congratulations on releasing 2019 Sustainability Report.

As a leading industrial company in Bahrain, this initiative will lead the way for others to look at sustainability as a core of their operations.

We found that the GPIC Sustainability Report is comprehensive as it defines the Company's goals, performance measurement and evaluation as well as enables all stakeholders to understand GPIC's vision, mission and values. It is also transparent as it is reported in accordance with GRI Standards-Comprehensive and outline's UN Global Compact Communication on Progress (CoP).”

GPIC PROUDLY SUPPORTS THE SUSTAINABLE DEVELOPMENT GOALS

SUSTAINABLE DEVELOPMENT GOALS

