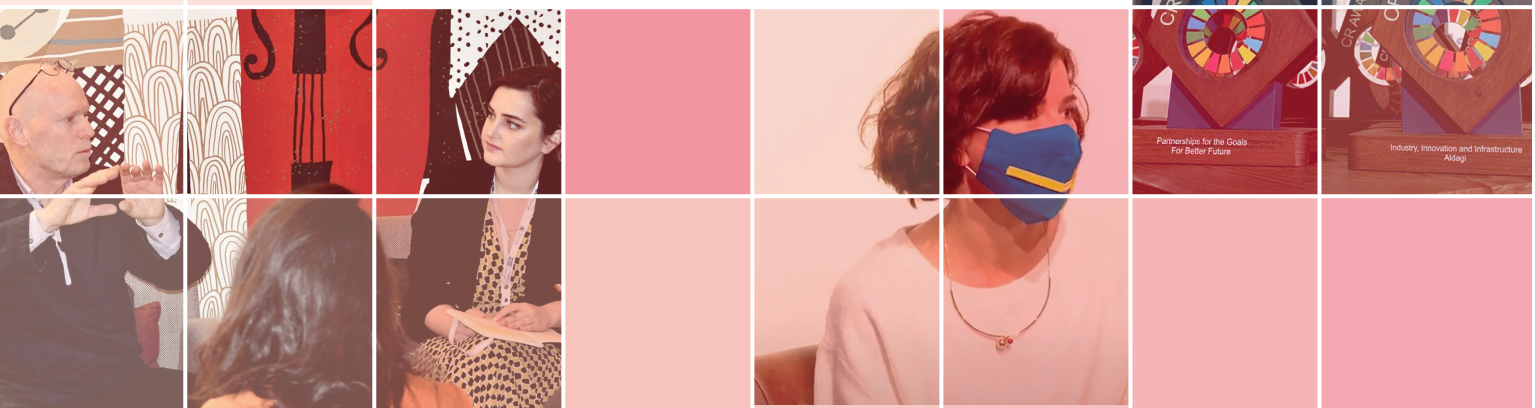




PROGRESS REPORT 2020



The Ten Principles of the United Nations Global Compact



HUMAN RIGHTS

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



LABOUR

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



ENVIRONMENT

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



ANTI-CORRUPTION

- 10 Businesses should work against corruption in all its forms including extortion and bribery



WHO ARE WE?

WHAT DO WE
OFFER?

HOW

4

DO

WE

DO

IT?

ACCELERATOR

2020 has been rather tough and challenging year for a business sector in Georgia.

Companies around the world were struggling to survive an economic and social crisis instigated by COVID-19 pandemic. However, these circumstances have also triggered a better understanding in the business sector of the importance of societal well-being for a healthy market economy: it has made us realise that 'business as usual' is no longer an option.

We, at Global Compact Network Georgia, have been actively supporting our members in times of difficulty and helping them in transformation of their operations, to better align with the ESG approaches.

We managed to achieve some major milestones during 2020.

We supported the Government of Georgia to compile a **Private Sector Contribution Report on the Implementation of Sustainable Development Goals in Georgia**, for the Voluntary National Review (VNR) process in 2020.

In 2020 we organized **Corporate Responsibility Award Ceremony** for the third time in Georgia and received unprecedented up to 74 applications from companies and media representatives in Georgia.

43 organizations signed up to the 10 Principles of the UN Global Compact and became members of the Global Compact Network Georgia platform. The growth was impressive considering the challenging environment in the country caused by COVID-19 pandemic.

We signed **Cooperation Agreement** with **International Finance Corporation (IFC)** to jointly promote Environmental, Social and Governance approaches in the business sector in Georgia. We also partnered with IFC around Global Compact Network Georgia **Corporate Sustainability Academy**.

To summarize, besides the numerous challenges in 2020, together with the business sector in Georgia, we managed to grow and to promote more sustainable approaches in our market economy. We believe that sustainability is a key to the swift recovery from the economic, social and environmental crisis in the country and we are on the right track.

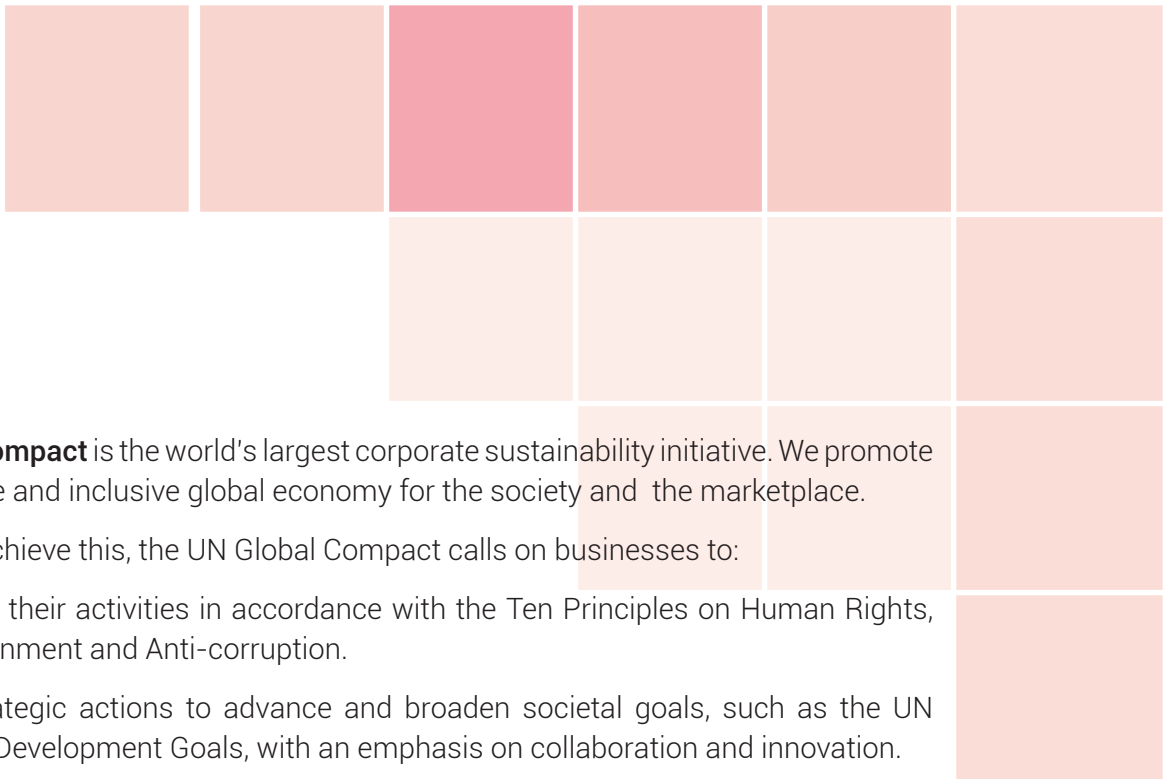


Salome Zurabishvili

Executive Director

Global Compact Network Georgia

WHO
ARE
WE?



UN Global Compact is the world's largest corporate sustainability initiative. We promote a sustainable and inclusive global economy for the society and the marketplace.

In order to achieve this, the UN Global Compact calls on businesses to:

- (1) Carry out their activities in accordance with the Ten Principles on Human Rights, Labor, Environment and Anti-corruption.
- (2) Take strategic actions to advance and broaden societal goals, such as the UN Sustainable Development Goals, with an emphasis on collaboration and innovation.

UN Global Compact unites more than 13 500 companies and 4000 non-commercial entities in 162 countries.

Global Compact Network Georgia (GCNG) is a local branch of the UN Global Compact platform.

The Georgian Network aims to create a progressive future through the stimulation of sustainable approaches and business involvement; to promote the UN Global Compact's Ten Principles and contribute to the implementation of Sustainable Development Goals.

In 2020, GCNG activities were financially supported by the Swedish Government and by the USAID, within the framework of the ACCESS Program.

GCNG BOARD



Levan Akhvediani

*General Director
Orient Logic
Board Chairman
GCNG*



Rusudan Medzmariashvili

*CSR Manager
BP Georgia*



Tinatin Stambolishvili

*Director of Corporate
Communications
GPI Holding*



Salome Zurabishvili

*Executive Director
Global Compact Network
Georgia*



Givi Beridze

*Founder
Edison Tech Solutions*



Ekaterine Zhvania

*Executive Director
Gepra*



Maya Kobalia

*Head of the Environmental
and Social (E&S) Division
Financial Inclusion
Organization "Crystal"*



George Welton

*Executive Director
American Chamber
of Commerce in Georgia*



Maia Shishniashvili

*CEO
Innova Management Consulting*

GCNG TEAM



Salome Zurabishvili
Executive Director



Bakur Kvaratskhelia
*Senior Manager,
Projects and Fundraising*



Lana Chkhartishvili
*Senior Manager,
Government Relations and
Educational Programs*



Rati Zautashvili
*Senior Manager,
Business Relations*



Sopho Khuchua
*Business Relations Manager,
Labour Rights Consultant*



Shorena Megrelishvili
Fundraising Consultant



Nino Kvantrishvili
*Senior Manager,
Sustainability and
Partnerships*



Temur Tkeshelashvili
Financial Manager



Nugzar Guruli
Accountant



Ana Dgebuadze
Administrative Manager



Etuna Tsozniashvili
*Head of Strategic
Communications*



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OFFER?

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სანავრო წლიური ღირებულება

მომზადებულია	მომზადებულია	მომზადებულია	მომზადებულია	მომზადებულია
2021 წელი				
მომზადებულია < 100 000 G.L.	125	325	125	125
< 25 მილიონი USD	225	425	125	125
25-50 მილიონი USD	375	575	125	250
50-250 მილიონი USD	2500	1500	125	500
250 მილიონი + 1 მილიონი USD	5000	1000	125	1000
მომზადებულია კომპანიაში ან წარმოშობაში	1000	1000	1000	1000
პირველი წლის სესხებიდან - 50% ყველაზე მეტივეს ანა დოლარში				
მომზადებულია < 100 000 G.L.	250	650	250	125
< 25 მილიონი USD	450	850	250	125

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✓	✓	✓			მომავლ	მრეწველურ მართვების პრაქტიკულ	
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✓	✓	✓		სამიწველი	შეუძლი	ის სავაჭრობითი მრეწველური	
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					ორგანი	არქონ	
✓	✓	✓			შეუძლი	ბინადრობის გერონ ქვედადრი	
✓	✓	✓			შეუძლი	ის სავაჭრობით ქვედადრი	
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✓	✓	✓			და გერონ	და ბინადრი ადგილობრივი გერონობა	

The UN Global Compact Ten Principles constitute a universal standard of corporate sustainability and provide a framework to guide all businesses regardless of size, complexity of location.

According to a survey conducted by the UN Global Compact, 93% of CEOs believe that corporate sustainability is a key determinant of a company's successful future. That is why each Global Compact Network, in 69 countries around the world, works closely with the companies on the ground, to raise their awareness and capacities on integrating sustainability standards into policies and operations.

In 2020, the Global Compact Network Georgia developed the membership packages that enabled any company, regardless of the size or the revenue, to become a member of the UN Global Compact and its local Network and receive customized resources and individual consultations on corporate sustainability issues.

The GCNG currently offers 4 packages to companies in Georgia; A company can become a signatory - basic, corporate, non-business subscriber, or a global participant. Depending on the chosen package, member companies will be able to take advantage of cross-sectoral partnerships, receive recognition on Global Compact platforms, gain access to Corporate Sustainability Academy courses and resources, attend Masterclasses by international experts, obtain mentoring and individual consultations, receive exclusive invitations to the UN events, gain access to the internal network of experts and many more.

Whether or not you already have sustainable corporate business approaches in your company, the Global Compact Network Georgia will help grow your business to achieve international recognition as an ethical, responsible, and progressive business while still contributing to the social and economic advancement of our society.



SIGNATORY

BASIC

CORPORATE

NON-BUSINESS

PARTICIPANT

1. EDUCATION AND AWARENESS RAISING

Practical guidance and tools	Access to the UN Global Compact Library of world-class sustainability guidance	✓	✓	✓	✓
	View more than 73,000 reports prepared by member companies from around the world	✓	✓	✓	✓
	Self-assessment & benchmarking	✓	✓	✓	✓
Capacity building	Access extensive digital resource library				✓
	Learn more about the Free Trade Agreement with the European Union (DCFTA) via local network trainings		✓		✓
	Global and local opportunities at flagship events, conferences and webinars	✓	✓	✓	✓
	Opportunity to attend thematic masterclasses led by international experts organized by the GC local network		✓	✓	✓
	Attend trainings on various thematic issues of the UN Ten Principles.	✓	✓	✓	✓
Exclusive offers By GCNG	Free copy of corporate sustainability magazine Sustainability Spotlight throughout the year.		✓		✓
	Global Compact Network Georgia's Corporate Sustainability Academy's full course for one employee	20% off	50% off	20% off	100% off



SIGNATORY

BASIC

CORPORATE

NON-BUSINESS

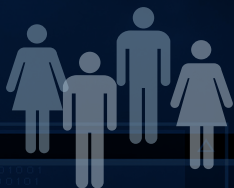
PARTICIPANT

2. WORKING WITH GOVERNMENT ENTITIES AND INVOLVEMENT IN THE POLICY MAKING PROCESS

Legislature updates	Receive new information at the legislative and policy level regarding updates on corporate sustainability	✓	✓	✓	✓
Thematic working groups	Participate in issue-specific working groups of the policy-making process and related events	✓	✓	✓	✓
Partnership with Government	Collaborate with government agencies on sustainable projects	✓	✓	✓	✓
	Opportunity to represent your projects in state reports prepared for international organizations	✓	✓	✓	✓

3 PARTNERSHIP PROMOTION

Partnerships	Opportunity to acquire new contacts With organisations in various industries and sectors from around the world	✓	✓	✓	✓
	Site visits to the member organizations of GCNG to see their sustainability practices		✓	✓	✓
	Receive individual support for the development of partnership projects		✓		✓
Action platforms	Ability to join UN Global Compact Action Platforms	✓	✓		✓
	Participate in action platforms organized by the Global Compact Network Georgia.				✓



SIGNATORY

BASIC

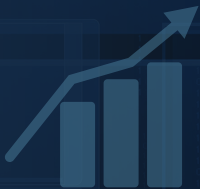
CORPORATE

NON-BUSINESS

PARTICIPANT

4. ADVISING AND INDIVIDUAL TECHNICAL SUPPORT

Individual support	Dedicated local engagement manager from Global Compact Network Georgia		✓		✓
	Dedicated Participant engagement manager from UN Global Compact				✓
	Receive individual mentoring on implementation of corporate sustainability standards and mechanisms		✓		✓
	Individual advising on preparation of COP annual report		✓		✓
	Individual advising on preparation of COE report			✓	
	Access to Global Compact local networks in 69 countries and their member organizations		✓		✓



SIGNATORY

BASIC

CORPORATE

NON-BUSINESS

PARTICIPANT

5. LEADERSHIP RECOGNITION

Media support	Media Toolkit to communicate your engagement in the UN Global Compact		✓		✓
	Assistance in presenting your company's sustainable projects to the media	✓	✓	✓	✓
	Opportunity to present your organization in Sustainability Spotlight magazine.	✓	✓	✓	✓
National recognition	Participate in the annual Corporate Responsibility Award 'Business for Sustainable Development'	✓	✓	✓	✓
Employee recognition	SDG Pioneer recognition eligibility	✓	✓	✓	✓
	Young SDG Innovators recognition eligibility	✓	✓	✓	✓
	Invitation to join the Expert Network and CFO Network				✓
International recognition	Become a member of the world's largest corporate sustainability initiative, initiated by the United Nations	✓	✓	✓	✓
	Present your organization on both the local and international market as a company operating according to international standards	✓	✓	✓	✓
	Enhanced company profile on the UN Global Compact website				✓
	Access to UN Global Compact endorser logo	✓	✓	✓	✓

MENTORING PROGRAMME FOR COMPANIES

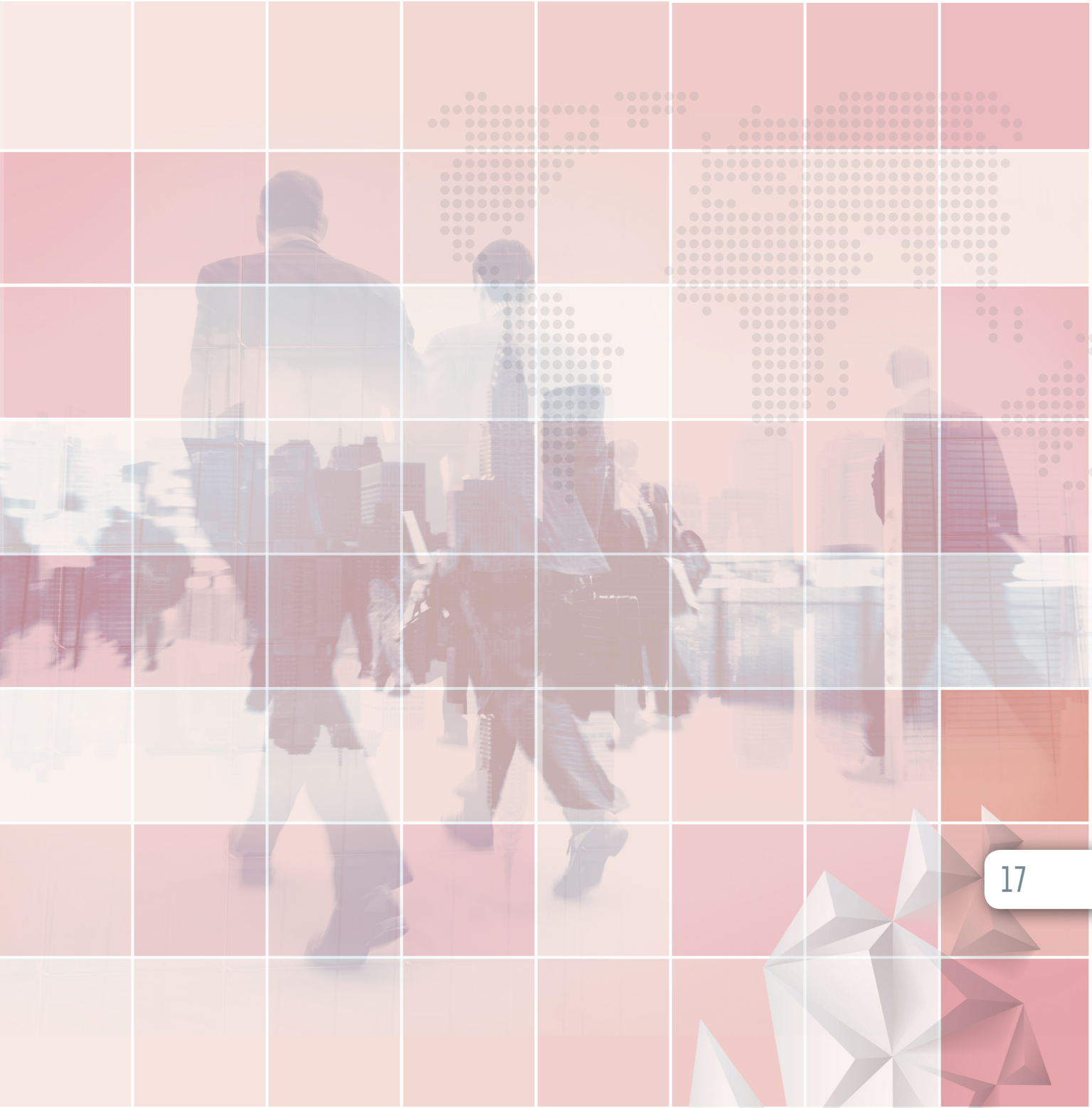
The Global Compact Network Georgia offers companies a mentoring program tailored to their needs.

This offer has already benefited about 15 companies that have received the support free of charge from the Global Compact Network Georgia. Some of the companies that benefited from the programme included: Gagua Clinic, Dio, Crystal, MBC, Efes Georgia, RSM Georgia, Orient Logic, social enterprise Kodala, Servier Georgia, Voyager and Zenith Group.

Labour rights needs assessment of the target companies was carried out in order to identify the challenges and opportunities at hand. Consequently, the mentoring of the companies was provided in different areas such as: introduction of grievance mechanism, maternity leave policy, the introduction of a bonus payment system, the development of internal company regulations and full revision/alteration of existing policy documents. Labour contracts were also adopted in accordance with amendments to the Georgian Labour Code.

Mentoring was carried out in the field of environmental protection on issues such as initial environmental assessments of companies, the creation of regular environmental assessment questionnaires, the development of monitoring plans and contractors' environmental activities, in addition to the development of an environmental incident reporting procedure.

The programme will continue in 2021 as well.





HOW DO WE DO IT?

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2020 ACHIEVEMENTS

- During the visit to Sweden and Denmark, GCNG established professional connections with businesses, international organizations, and government representatives;
- The organization developed a five-year strategy and a one-year action plan;
- The organization doubled its number of members in the corporate sustainability initiative;
- The organization developed the concept of a Corporate Sustainability Academy and Carried out TOT for lecturers;
- For the first time in Georgia, the GCNG elaborated a concept of the corporate magazine "Sustainability Spotlight" that will be launched in 2021;
- The GCNG started a cooperation with the USAID funded ACCESS Programme, which will facilitate building partnerships between different sectors in compliance with Sustainable Development Agenda;
- The organization began a partnership with the UN Environment Programme (UNEP) to support Georgian SMEs to develop eco-innovative approaches and reduce their negative impact on the environment;
- GCNG signed 4-year Cooperation Agreement with the International Finance Corporation (IFC);
- Recommendations were submitted to the Government of Georgia on inclusion of business and human rights objectives in the National Human Rights Strategy for 2021-2030;
- The organization prepared three reports: "The Impact of COVID-19 on the Business Sector in Georgia"; "Civil Sector's Contribution to the Implementation of the Sustainable Development Goals (SDGs)", and "Private Sector's Contribution to the Achievement of the Sustainable Development Goals (SDGs)";

- The 2020 Corporate Responsibility Award was marked by a significant increase in competitive applications compared to previous years. Winners were identified in seven categories;
- New strategic partnership was established with the Georgian Hazelnut Growers Association and the Georgian Mediators Association;
- Webinars on crisis management and sustainable business in the context of the COVID-19 pandemic have been held for businesses;
- The organization facilitated more than 10 partnership projects with the participation of businesses and non-governmental organizations;
- As a result of active cooperation with the two leading TV Channels – Georgian Public Broadcaster and TV Pirveli, awareness has been raised among businesses and the society on the best practices for corporate responsibility;
- Up to 10 infographics and information posters were prepared to raise public awareness on the Sustainable Development Goals (SDGs) and corporate sustainability standards;
- Online Meetings were held with embassies and international organizations to locate new partners and establish cooperation.



GENERAL AND THEMATIC MEETINGS OF THE NETWORK

GENERAL ASSEMBLY MEETING

Global Compact Network Georgia (GCNG) held a General Assembly Meeting on July 16.

The event was addressed by the new Executive Director of the UN Global Compact, Sanda Ojiambo, who emphasized the importance of responsible business in achieving the Sustainable Development Goals (SDGs) and wished the Georgian network success.

Executive Director of GCNG, Salome Zurabishvili, reviewed the activities that have been implemented and informed network members about the works in progress and future plans. It is noteworthy that the number of member companies has grown significantly in 2020, with 80 members in the network by the end of the year.

The event was concluded with the board election, in which representatives of 9 companies participated. As a result, the GCNG board has a new chair and members.





WORKSHOP ON ENVIRONMENTAL ISSUES

The members of the working group on environmental issues were acquainted with the process of introducing the environmental management system to companies.

At the meeting, Ekaterine Kiskeidze, Deputy Head of the State Sub-Agency Department of Environmental Supervision, spoke about the goals and mechanisms for environmental state control, the basic principles of environmental protection, and access to justice.

The Environmental Coordinator of the network, Tamar Lazarashvili, presented the supporting manuals/tools that will be used to assist member companies in establishing and implementing systems of environmental protection.

WORKSHOP ON LABOR RIGHTS

The Working Group on Labor Rights held a meeting and hosted Shalva Tskhakaia, a founding partner of the GLCC law firm and the head of the Legal Department of the Employers' Association. Tskhakaia discussed the planned changes in the Labor Code and explained how they will affect the business sector.

Within the framework of the project, GCNG will offer its members free assistance/coaching in the development of labor rights.

A workshop with the Mediators Association was also conducted. Irakli Kandashvili, Chairman of the Association, discussed alternative solutions to disputes, the concept and importance of mediation, as well as the comparative advantage of mediation for business over other alternative ways of resolving disputes. He also spoke about the opening, preparation and successful completion of the mediation process in the business sector.

STRATEGIC PLANNING MEETING

Between June 25-27, the GCNG team, together with its consultant, Nino Beruashvili, held a strategic planning meeting, where they elaborated their action plan for the coming year along with the five-year strategy.

During the workshop, the team discussed how to improve its work with target groups and stakeholders. An important part of the meeting was dedicated to exploring how GCNG can strengthen its communication channels. As a result, in 2020, a new mission, vision and strategic goals were developed that will be enforced until 2025.

The GCNG team summed up a year full of challenges at a field meeting with their board members in November. During the workshop, the team discussed future steps, an action plan on how to raise awareness of the importance of corporate sustainability among target groups, as well as new business initiatives that will take effect next year.



SCANDINAVIAN DIARIES – A STUDY TRIP

STUDY TOUR IN SWEDEN

From February 10-14, 2020, GCNG organized a study group to tour Sweden. Representatives from the Georgian government, along with business and the media became familiar with the SDGs and corporate responsibility practices in Sweden.

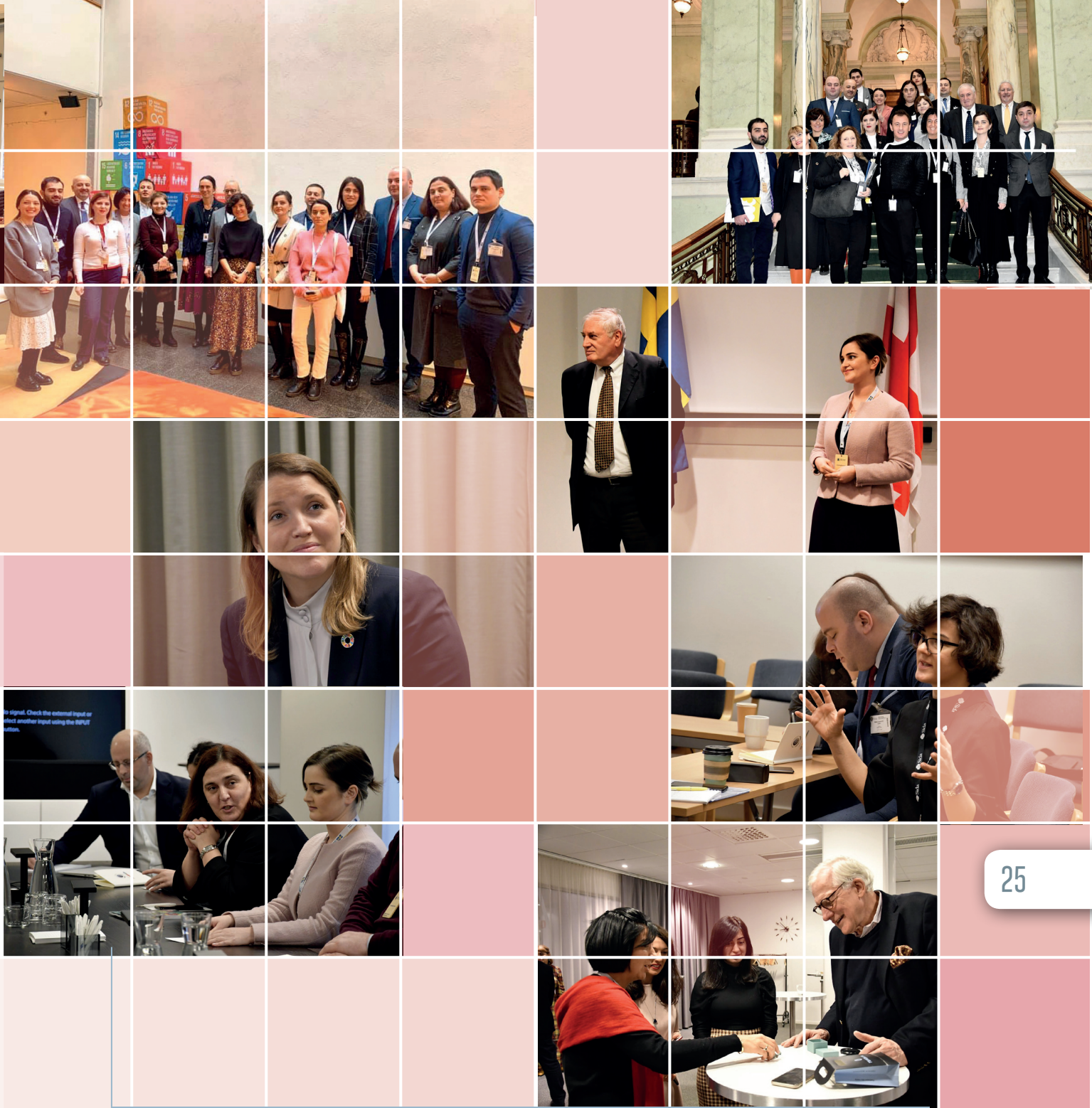
February 10 – The GCNG team met with CSR Ambassador of Sweden, Mr. Pär Ahlberger, and discussed the current programs that GCNG is implementing in Georgia to promote the 2030 SDG agenda. On the same day, the participants visited a sustainable, eco-friendly district in Stockholm, where they learned about modern urban planning methods. Later, GCNG and the Embassy of Georgia to Sweden also hosted a reception to celebrate the Georgian-Swedish friendship.

February 11 - On the second day of the tour, the delegation visited the Swedish International Development Agency (SIDA), which has very close ties to Georgia and uses its resources to promote sustainable development in the country. Members of the delegation met with representatives of the Regional Department for Eastern Europe and discussed future cooperation. The GCNG team also met with Mr. Michael Koch, Head of the Department for Trade and Policy Developments, and later, visited the Public Health Agency, where Mr. Pär Vikström spoke about Sweden's health policy and terms of insurance.

February 12 - The third day of the tour began with a meeting with Mr. Patrik Hiselius, senior adviser of Telia, who spoke about the company's policy on sustainability and CSR.

The delegation continued the tour with a visit to The Royal Swedish Academy of Agriculture and Forestry, as well as the Swedish Agency for Economic and Regional Growth, where the GCNG team was introduced to projects that help promote sustainable development in the country and around the world.







Members of the delegation also met with Mr. Mikael Salo, Editor-in-Chief of the sustainability magazine *Aktuell Hållbarhet*, as well as the company's sustainability team. They discussed the importance of sustainability, the implementation of the SDG Goals, and introduced their long-term vision of becoming the leading sustainable media company among the Nordic countries by 2025.

February 13 - The delegation met with First Deputy Speaker of the Parliament of Sweden, Ms. Asa Lindestam, and Third Deputy Speaker, Ms. Kerstin Lundstrom. The Georgian delegation also visited the Swedish Institute to discuss the UN's 2030 Agenda for Sustainable Development, as well as the exchange programs the Swedish Institute offers international students.

February 14 - The delegation met with Ms. Carola Gunnarsson, Vice-President of the Swedish Association of Local Authorities and Regions (SALAR), who explained the different ways SALAR works on the 2030 Agenda. The next meeting was held at the Swedish Union of Journalists with the Union's International Secretary Tove Carlén. Ms. Carlen spoke about Sweden's media standards and introduced the rules of professional conduct.

At the end of the day, the delegation paid a visit to offices of CSR Sweden and met with the organization's Executive Director Ms. Mariane Bogle. Established in 2004, CSR Sweden is the country's leading business-driven network for stimulating and creating an environment for corporate responsibility.



The visit concluded with a meeting between GCNG staff and representatives of the Raoul Wallenberg Institute of Human Rights and Humanitarian Law in the city of Lund. GCNG Executive Director, Salome Zurabishvili discussed business and human rights standards in Georgia. Special attention was paid to the promotion of issues pertaining to corporate responsibility and opportunities for future collaboration between the Wallenberg Institute and the GCNG's Corporate Sustainability Academy.

STUDY TRIP TO DENMARK

The next stop for the GCNG delegation was Denmark.

During the visit, the delegation met with the Ambassador of Georgia to the Kingdom of Denmark, Gigi Gigiadze, where they discussed the high potential of attracting Danish sustainable investment in Georgia, including clean and renewable energy, where Georgia is a leader in the region.

The staff also held a meeting with representatives of DANIDA - Denmark's Development Cooperation - to discuss the country's support for Georgia under the Danish Neighbourhood Programme. The next stop was at Maersk, Denmark's largest transportation and logistics company. During the meeting, the company's head of sustainability reporting discussed how Maersk is involved in the global sustainability agenda – both





internally and externally – and the company's strategy to successfully implement the 2030 SDG agenda.

Next, the delegation paid a visit to the Global Compact Network Denmark in Copenhagen, where they exchanged ideas pertaining to the networks' operations and the prospects for conducting joint projects.

One of the most important meetings the GCNG team attended in Denmark was with the Danish Institute for Human Rights, which has been working on the relationship between business and human rights since the late 90s. During this meeting, the participants discussed the current situation and challenges regarding businesses and human rights in Georgia and explored possibilities for further cooperation.

Towards the end of the trip, the Georgian delegation visited the Danish Ministry of Climate, Energy and Utilities, which contributes to the Danish government's efforts to ensure safety and efficiency within the energy and utilities sectors, and promotes a greener and more sustainable society. Since Georgia has a high potential for achieving energy efficiency and renewable savings, it was very beneficial for the GCNG team to meet with the ministry representatives, especially as it relates to national climate policies, and international cooperation on climate change and energy conservation.



NEW PARTNERSHIPS AND COOPERATION OPPORTUNITIES

GLOBAL COMPACT NETWORK GEORGIA AND THE INTERNATIONAL FINANCE CORPORATION BEGIN PARTNERSHIP

To promote environmental, social, and corporate governance within the ESG practices in Georgia, the Global Compact Network Georgia has signed a cooperation agreement with the International Financial Corporation (IFC).

The four-year partnership will help develop the first ever ESG manual in Georgia and deliver workshops and training courses with the goal of raising awareness about the benefits of ESG standards for Georgian companies and stakeholders. The IFC will also strengthen the capacity of the organization through subject-specific trainings of trainers (TOTs) on ESG topics.

These programs and activities will help GCNG promote its wider agenda in achieving the UN Sustainable Development Goals within Georgian business circles and state authorities.

The IFC is implementing its Environmental, Social, and Governance Advisory Services Program in Europe and Central Asia with assistance from the Swiss State Secretariat for Economic Affairs (SECO).

PARTNERSHIP WITH GEORGIAN HAZELNUT GROWERS ASSOCIATION

Together with the Georgian Hazelnut Growers Association (GHGA), establishing sustainable farming standards became a high priority for the GCNG in 2020. More than 21,000 hazelnut growers from various regions of Georgia (Samegrelo, Guria, Imereti, Adjara, Kakheti) united in strengthening the best agricultural practices, and set out to improve the quality and daily volume of hazelnuts being harvested. GCNG continues to support the GHGA by adopting



international best practices and assisting farmers in drafting and signing the Code of Ethics on Sustainable Farming Standards, which will raise awareness about environmentally-friendly standards and approaches in Georgia.

PARTNERSHIP WITH THE MEDIATORS ASSOCIATION OF GEORGIA

The GCNG launched its partnership with the Mediators' Association of Georgia in 2020, under which the association held informational meetings for business representatives focusing on alternative dispute resolution mechanism and mediation.

Within the framework of the partnership, up to 10 discussions and trainings sessions were held. These sessions were attended by members of the GCNG and various business representatives.

Representatives of the government, including Lela Akiashvili, Advisor to the Prime Minister on Human Rights, and Nino Kvetenadze, Georgia's acting Business Ombudsman, participated in the meetings, whilst emphasizing the importance of introducing alternative dispute resolution mechanisms and mediation.

The trainings were of great interest to the business sector. Training topics included forms of mediation, rules for appointing mediators, important facts related to disputes, and the services that the association offers to businesses. Specific case studies were also discussed during the meetings.

With the support of the Swedish government, the GCNG and the Mediators' Association of Georgia prepared an informational brochure and video about the importance of mediation.





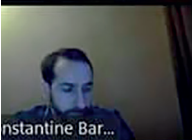
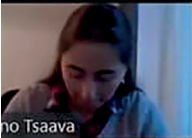
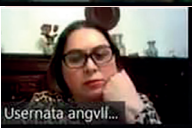
MEMORANDUM WITH THE NATIONAL FORESTRY AGENCY

A memorandum between GCNG and the National Forestry Agency was signed by the Executive Director of the organization, Salome Zurabishvili, and the Head of the National Forestry Agency, Archil Nikoleishvili.

The agreement aims to promote and popularize ESG principles in Georgia. As part of the partnership, an internal policy document on ESG will be created, which will be in accordance with internationally recognized standards. GCNG will also determine the means of communication with stakeholders interested in the ESG policy, including organizing informational meetings.

The National Forestry Agency, on the other hand, will involve its employees and interested stakeholders in the development of the policy document, and will work to raise awareness on ESG principles among internal and external actors. The agency will also encourage its partner companies and organizations to join the UN Global Compact.

The activities planned under the partnership will contribute to the implementation of the Sustainable Development Agenda in Georgia.



PROMOTING ECO-INNOVATIVE APPROACHES AMONG GEORGIA'S SMALL AND MEDIUM ENTERPRISES

The Promoting Eco-Innovative Strategies in Georgia's Small and Medium Enterprises project was launched within the framework of the cooperation agreement signed between GCNG and the United Nations Environment Program (UNEP). The partnership will encourage the implementation of eco-innovative approaches on an operational level in the creation and realization of business strategies within Georgia's private sector. Simultaneously, the project will assist companies in implementing management mechanisms that will help to reduce the negative impact on the environment and contribute to societal wellbeing.

The project is being implemented within the framework of the EU for Environment (EU-4Environment) program, which was launched in Georgia last year. The program covers Georgia and five other member countries of the Eastern Partnership. It aims to maintain the natural capital and increase environmental well-being. One of the main components of the program is the introduction and promotion of eco-innovation, resource-efficient technologies, and clean production approaches among small and medium enterprises.

The project hosted its first informational meeting with representatives of small and medium businesses and the government on December 28, 2020. The event's aim was to introduce UNEP's eco-innovation methodology and increase stakeholder engagement in this direction. The seminar discussed the challenges and opportunities in the field of eco-innovation, as well as the best practices that help participants analyze how similar methods can be incorporated into their own business models.

The program is being funded by the EU with five international organizations: the Organization for Economic Co-operation and Development (OECD,) the United Nations Environment Program (UN Environment,) the United Nations Economic Commission for Europe (UNECE,) the United Nations Industrial Development Organization (UNIDO,) and the World Bank.

The program covers six Eastern Partnership countries, which include Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine.

COOPERATION WITH GOVERNMENT TO ACHIEVE SDGs

GCNG works intensively with the government to achieve the goals it set out in the Sustainable Development Agenda 2030, namely with the Human Rights and SDG Councils, the prime minister's cabinet, the Administration of the Government of Georgia, the Ministry of Economy and Sustainable Development of Georgia, the Ministry of Environmental Protection and Agriculture of Georgia, multiple state-owned enterprises (Georgian Railway, Georgian Post), LEPLs (GITA, Enterprise Georgia, National Forestry Agency) and a number of business associations working on social, economic, and environmental issues.

GCNG actively engages in policy dialogue with the government, and other major stakeholders to shape the world's sustainability agenda, organize peer-to-peer networking opportunities, assist industry leaders in meeting UN and government officials worldwide, provide access to global and local partnerships, and engage in policy dialogue with government and other major stakeholders, in order to successfully drive sustainability work locally, thus significantly contributing to the SDGs.

Government relations for GCNG in 2020 have been fruitful and productive. By enriching communications with significant government stakeholder organizations, GCNG was able to establish close coordination and collaboration with the Human Rights Secretariat (HRS), the SDG Council, and other government agencies, such as the Ministry of Economy and Sustainable Development of Georgia, as well as the Ministry of Environmental Protection and Agriculture of Georgia.

Support to the Human Rights Council and Secretariat - The organization has been supporting the implementation of the 2018-2020 Human Rights Action Plan by developing and conducting a number of online events and activities undertaken by the Government of Georgia through the National Human Rights Action Plan – Business and Human Rights Chapter.

GCNG played a significant role in providing contribution on business and human rights related objectives for the 2021-2030 National Human Rights Strategy. GCNG intends to continue its assistance to the HRS and the responsible government agencies in order to implement the BHR Chapter of the new Strategy and respective Action Plan. This will help enhance col-

laboration with various government agencies, and facilitate the process of nationalizing the international commitments and standards recognized by the government, including the business and human rights framework documents, the Sustainable Development Agenda, and other corporate sustainability-related standards.

Support to the SDG Council and Secretariat - GCNG provides a full range of support to the Sustainable Development Goals Council operating under the Administration of the Government of Georgia. At the beginning of 2020, GCNG approached the SDG Council and made a proposal to compile data for the Voluntary National Review on Sustainable Development Goal implementation by Georgian businesses and civil society actors. With invaluable support from the global research and consulting company ACT and Innova LLC, the organization managed to collect best practices information from several companies and NGOs in Georgia, as well as observe the trends, opportunities, and challenges inherent in implementing the 2030 Agenda.

Within the framework of the Leadership for Sustainable Development in Georgia project, which was supported by the Swedish Government, GCNG completed two large research projects in 2020: (1) Private Sector Contribution to Georgia's 2020 Voluntary National Review on Sustainable Development Goals, and (2) NGO Sector Contribution to SDG's implementation in the country. In July 2020, the Government of Georgia submitted its third VNR report to the UN High Level Political Forum, which included GCNG's Private Sector Contribution Report on the Implementation of SDGs in Georgia as an annex to the government's main document. The annex and Georgia's VNR 2020 report are available online on the UN website.

In addition, GCNG will assist the government of Georgia's SDG Council in the inclusive implementation of the National SDG Agenda, involving businesses in the SDG implementation process, and enhancing awareness of SDG Council Representatives on corporate sustainability through the Corporate Sustainability Academy courses, as well as the planning and organizing of thematic working group meetings with acting government officials.

Cooperation with the Ministries and State Agencies - GCNG helps build the capacity of state agencies focused on promoting SDG implementation within the private sector, with the goal of strengthening corporate responsibility.

In cooperation with the Ministry of Economy and Sustainable Development of Georgia, GCNG participated in a number of working group meetings to draft Georgia's new SME Development Strategy for 2021 through 2025, which will hopefully play a significant role in helping the country achieve its SDGs.

In addition, GCNG began cooperation with GITA, Enterprise Georgia, startups, and some SMEs. Over 20 businesses were selected to receive the training voucher – a free training course in the Corporate Sustainability Academy - as a part of the continued education process among SMEs to promote corporate sustainability approaches among businesses in Georgia.

GCNG works intensively with various stakeholders including the government, to achieve the goals set out in the Sustainable Development Agenda 2030.



PARTICIPATION IN INTERNATIONAL EVENTS

LEADERS' SUMMIT

In June, participants from Georgia took part in the Leaders' Summit, which was organized by the UN Global Compact.

The Minister of Environmental Protection and Agriculture of Georgia, Levan Davitashvili, took part in the panel discussion entitled "Climate Change and the Transitional Period," held on June 16. Davitashvili discussed the events planned and executed by the Georgian government to mitigate climate change.

Among the panelists was Durbek Fattakhov, General Director of AE SOLAR, a company that produces solar panels in Georgia.

The COVID-19 crisis has demonstrated the need for strong institutions, as well as global and local partnerships. The world must unite around common goals and work together to achieve a more just and sustainable future.

The next discussion at the Leaders' Summit was dedicated to the importance of partnerships. Among the speakers was Nino Zambakhidze, Head of the Georgian Farmers' Association. The discussion was moderated by the Editor-in-Chief of Forbes Georgia, Giorgi Isakadze.



REGIONAL FORUM ON BUSINESS AND HUMAN RIGHTS

The Regional Forum on Business and Human Rights was held by UNDP Istanbul, and the UN Working Group on Business and Human Rights on November 23-25. During the forum, discussions centered around the key emerging trends, opportunities, and challenges, as well as responsible business practices – both globally and regionally.

The Executive Director of the UN Global Compact Network Georgia, Salome Zurabishvili, delivered a speech in the forum's first session, discussing the importance of partnership initiatives between businesses, civil society organizations, and the government in order to achieve the UN SDGs. According to a 2019 study carried out by GCNG, a majority of CSOs and companies are hesitant to partner with each other due to a lack of trust and transparency. Zurabishvili noted that it is crucial that CSOs not only pinpoint challenges but help companies integrate a human rights-based approach into their agendas. She also noted how crucial the role of the government is in creating policies that incentivize human rights due diligence on behalf of businesses.

During the closing plenary, Zurabishvili discussed the promising growth of corporate responsibility towards human rights. GCNG, with the support of the Swedish Government, carried out research in 2019 on the state of corporate responsibility in the country, which showed that 61% of companies provide some sort of guarantee for the protection of human rights. On the policy level, the adoption of the Law on Mediation is worth mentioning, since it created a new and effective way of solving disputes. Zurabishvili noted that despite the progress made, challenges remain, the most important of which is the lack of knowledge of UNGPs and human rights due diligence mechanisms among companies and the lack of incentives from the government to promote the implementation of such mechanisms. According to Zurabishvili, in order to overcome these challenges, it is important to enhance the education of stakeholders on UNGP and broader corporate sustainability topics, strengthen cooperation with the government, share successful practices, raise awareness on the practical benefits of UNGPs, and promote multi-stakeholder partnerships.

COVID-19 AND WOMEN'S ECONOMIC EMPOWERMENT IN EURASIA

The Center for International Private Enterprise (CIPE) organized a panel discussion, "COVID-19 and Women's Economic Empowerment in Eurasia." Discussion participants included representatives from Georgia, Uzbekistan, and Kyrgyzstan. Lana Chkhartishvili, Senior Manager of Government Relations and Educational Programs at Global Compact Network Georgia was among the speakers at the panel.

Chkhartishvili highlighted the challenges that women entrepreneurs in Georgia have faced due to COVID-19. She also highlighted how women in Georgia have addressed these challenges and what further mechanisms are needed to achieve women's economic empowerment during the pandemic.



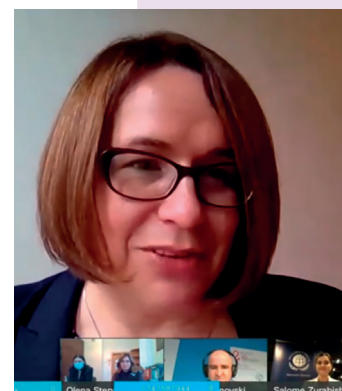
UN FORUM ON BUSINESS AND HUMAN RIGHTS

Despite the important democratic advancement of Central and Eastern Europe over the past few years, the awareness of business and human rights remains low in the region. The Ninth UN Forum on Business and Human Rights was held to address this problem. During the forum, representatives of government, business, and the non-governmental sectors discussed the ongoing challenges existing in the field and ways to successfully overcoming them.

Executive Director of the UN Global Compact Network of Georgia, Salome Zurabishvili participated in the forum and discussed the reforms that aim to improve the quality of business and human rights in the country. Zurabishvili emphasized the importance of mediation as an alternative dispute mechanism, its benefits, and its effectiveness. Since enacting the Law on Mediation in January 2020, 350 cases were examined through court mediation and 60-70% were successfully resolved – many of the cases concerned labor disputes, which represent a significant step forward. During the speech, Zurabishvili also highlighted the role of the Public Defender's Office in supporting the victims of discrimination and talked about the necessity of improving the internal grievance mechanisms within companies. Despite a number of partnership trainings organized by ILO and UN Women that aimed to assist companies in adopting internal grieving mechanisms, business-related human rights violation victims still tend to refer the case to the court, which indicates that additional work is needed in this direction.

In the Q&A segment, Zurabishvili discussed the recommendations that the UN Business and Human Rights Working Group provided during its visit to Georgia. She noted that the inclusion of these recommendations in the New Human Rights Strategy for 2021-2030 will significantly improve the effectiveness of judicial and non-judicial grievance mechanisms in the country.

This year's forum aimed to advance corporate responsibility towards human rights and increase awareness on the mechanisms that effectively support the victims of workplace discrimination



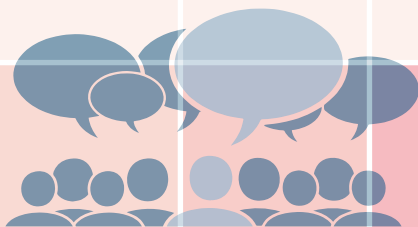


KHARKIV INTERNATIONAL ONLINE FORUM

On September 24, the Kharkiv International Online Forum was held with the participation of the UN Working Group on Business and Human Rights. It was attended by representatives of Central and Eastern European countries, including Georgia, Ukraine, Poland, and Croatia. Among the invited speakers was the Head of GCNG, Salome Zurabishvili.

The forum took the form of a panel discussion, which examined the interfaces between business and human rights in Central and Eastern Europe. Speakers outlined the progress in, and challenges of, implementing the UN Guidelines on Business and Human Rights. The conversation also touched on the importance of involving all stakeholders, including business, civil society, government, and academia, to help raise awareness on business and human rights and set standards at the local level.

Zurabishvili also highlighted Georgia's achievements in this direction and the challenges that remain. She stressed the importance of active cooperation with the government, especially with the Human Rights Secretariat, which in 2016 supported GCNG's initiative to integrate business and human rights issues into the National Human Rights Action Plan.



PARTICIPATION IN GLOBAL INITIATIVES

SDG PIONEER

SDG Pioneer is a competition held annually by the UN Global Compact. The competition identifies young leaders who work in the private sector, who through their activities, contribute to the responsible activities of their company, and sustainable development in the country.

In 2020, a local competition round was held in Georgia for the second time. The winner, Valeri Chekheria, became the Adjara Group's Chairman of the Board of Directors, and will fight for victory in the 2021 global round.



SDG AMBITION

SDG Ambition is an accelerator initiative that aims to challenge and support companies participating in the UN Global Compact in setting ambitious corporate targets and accelerating integration of the 17 SDGs into core business management. SDG Ambition enables companies to move beyond incremental progress and step-up their transformative change, by unlocking business value, building business resilience, and enabling long-term growth.

Participating companies from 60 countries assess their current performance, identify risk areas, discover new opportunities across business units and functions, and take ambitious business action towards achieving the SDGs and meeting the 2030 Sustainable Development Agenda. The main components of the initiative include ambitious targets and goals, innovative technologies, and the integration of various approaches. 12 UNGC member companies (24 participants) from Georgia took part in the SDG Ambition program, which lasted six months.

WEBINAR SERIES: BUSINESS AND COVID-19

During the first pandemic-related lockdown, GCNG moved its activities online, launching a series of webinars in which business representatives spoke about the challenges posed by the pandemic and various ways to overcome them.

WEBINARS WERE HELD ON THE FOLLOWING TOPICS:

- "Open Discussion: Business vs COVID-19" - Tinatin Stambolishvili (GPI Holding,) Valeri Chekheria (Adjara Group,) Nino Zambakhidze (Georgian Farmers' Association,) Nikoloz Khundzakishvili (Natakhtari), and Levan Akhvlediani (Orient Logic)
- "How to Improve Emotional Endurance" - Nino Beruashvili, Coach and Certified Trainer
- "Is Your Brand Compatible with the Reality that Consumers Face?" - Paul Garrison, Professor at the Maastricht School of Marketing, and Former Managing Director of Coca-Cola Hungary
- "Difficulties in Business Communication in a Crisis - How to Relieve Fear and Stop Anxiety?" - Elene Kvanchilashvili, Executive Editor for Forbes Georgia, and TV presenter
- "CSR and Corporate Shared Value: Before the Crisis, During the Crisis, and After the Crisis" - Oliver Olson, Professor at the Maastricht School of Management
- "How the Financial Sector Responds to the Covid-19 Pandemic in Georgia" - Archil Bakuradze, Chairman of the Supervisory Board of Crystal; Levan Kulijanishvili, Deputy Director of the Bank of Georgia
- "If Only We Had Known: 13 Rules of Crisis Management "- Nutsa Subeliani, Senior Consultant at Gepra

Global Compact Network Georgia

4 ივნისი, 2020
17:00 - 18:00 საათი
ZOOM

კრიზისი, როგორც შესაძლებლობა

პიზნენი
მდივანი
მომავლისთვის

ნინო ტანდილაშვილი
MBC / რისკების მართვის დირექტორი

გელა მღებრიშვილი
Nexia TA / მმართველი პარტნიორი

უძიანების სერია იმართეს
შვედეთის მთავრობის მხარდაჭერით.

შვედეთი Sverige

Global Compact Network Georgia

APRIL 23, 2020
17:00-18:00
ZOOM

BUSINESS
FOR SUSTAINABLE
FUTURE

Is your brand relevant and meaningful to the reality your consumer is facing *today...* and *tomorrow*?

PAUL GARRISON
Professor of Marketing at
Maastricht School of Management
Former Managing Director of
Coca-Cola Hungary

The webinar is organized with the assistance
from the Swedish Government.

შვედეთი Sverige

- "An Alternative Dispute Resolution Mechanism for Business: Mediation" - Irakli Kandashvili, Chairman of the Georgian Association of Mediators
- "Environmental Protection in the Post-crisis Period and the Role of Business" - Nino Tandilashvili, Deputy Minister of Environment Protection and Agriculture of Georgia
- "Crisis as an Opportunity" - Gela Mghebrishvili, Managing Partner of Nexia TA; Nino Devdariani, Risk Management Director, MBC

Between April and June, a total of 10 webinars were held and were attended by the member organizations of the Global Compact Network Georgia.

It is worth noting that during the same period, the UN Global Compact held a series of international webinars with the participation of many high-level international speakers. The webinars were attended by all members of the initiative, including those from Georgia.



ბიზნესი VS COVID-19

AWARENESS RAISING WITH EXTERNAL STAKEHOLDERS



PROJECT MANAGEMENT TRAINING

A project management training, organized by GCNG and supported by the Swedish Government, was held and led by certified trainer Nino Gorgadze on March 10.

The training discussed the important components of project management, including budgeting, risk management, and monitoring project implementation. Particular attention was paid to the importance of using relevant software instruments in the process of project management.

ONLINE PUBLIC LECTURE

On November 19, Batumi Navigation Teaching University hosted an online public lecture for its staff and students entitled "The Importance and Practice of Corporate Responsibility in Georgia"

The lecture was delivered by GCNG's Executive Director.

SENSITIZATION OF COMPANIES REGARDING THE EMPLOYMENT OF PERSONS WITH DISABILITIES

The GCNG and the Anika Association organized a working meeting called "Sensitization of Companies in Relation to the Employment of Persons with Disabilities." Topics included:

- How to communicate properly with people with disabilities
- How businesses can help empower people with disabilities
- How to contact people with disabilities and find out their interests

Company representatives received information on employment opportunities for people with disabilities and heard success stories.

Anika's experience shows that people with disabilities mainly work in the following positions: consultant, translator, tailor, tour operator, call center operator, housewife, and gardener.

MEETING ON CHANGES IN THE LABOR CODE

On September 14, the Global Compact Network Georgia organized a meeting with Dimitri Tskitishvili, Member of Parliament, and Initiator of Amendments to the Labor Code.

Dimitri Tskitishvili informed representatives of the companies about main changes envisaged by the new Labor Code.



სტაჟიორი ანაზღაურების სანაცვლოდ ან მის გარეშე, ასრულებს გარკვეულ სამუშაოს იმისათვის, რომ:

- აიმაღლოს კვალიფიკაცია და პროფესიული ცოდნა;
- შეიძინოს პროფესიული პრაქტიკული გამოცდილება;

დამსაქმებელი ვალდებულია ანაზღაურების გადართვას და აღემატებოდეს დი სტაჟირების ვალდებულებებს.

SIGNIFICANT CHANGES TO THE LABOR CODE INCLUDE:

Labor Inspection

The Labor Code ensures effective enforcement mechanisms, including the establishment of a strong and independent labor inspection service.

Discrimination

The new Labor Code establishes more effective anti-discrimination mechanisms. This section also addresses the issue of unequal pay between women and men (today the gender pay gap stands at 38%). Under the new law, there should be equal pay for equal work.

Working Hours

Normalized working hours are set at 40 hours per week. Overtime work will be allowed only with the consent and prior agreement of the employee, and it should not be for less than 125% of the normalized salary.

Collaboration

The employer is obliged to facilitate consultations with the employee. Deadlines and procedures for providing information and consultations have to be established.

Internship

An intern, with or without compensation, performs certain tasks in order to:

- Improve qualifications and professional knowledge
- Acquire professional skills or practical experience
- Have a fixed duration of employment

Under the new bill, the rules and deadlines for internships will be strictly defined.

ბული სარგებლობს თანაბარი უფლებებითა და შესაძლებლობებით.



CORPORATE RESPONSIBILITY AWARD 2020



In 2020, GCNG held the Third Corporate Responsibility Award event.

The competition aims to develop the culture of corporate responsibility and encourage the participation of businesses in the implementation of the 2030 Sustainable Development Agenda.

Winning companies have been awarded in the following categories: No Poverty, Quality Education, Decent Work and Economic Growth, Industry, Innovation and Infrastructure, Responsible Production and Consumption, and Partnerships for the Goals.

In addition, media representatives have been recognized for promoting corporate responsibility and best practices that local Georgian businesses have achieved. Up to 20 journalists participated in the competition, while winners were selected in the following categories:

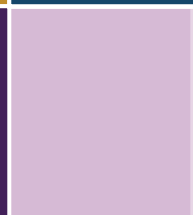
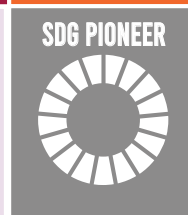
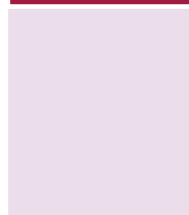
- Best TV/radio story
- Best newspaper/Internet article

At the end of the ceremony, the Adjara Group's Valeri Chekheria was announced as the SDG Pioneer.

Nominations and Winners:

- No Poverty - Adjara Group
- Quality Education - Silknet
- Decent Work and Economic Growth - Efes Georgia
- Industry, Innovation, Infrastructure - Aldagi
- Responsible Production and Consumption - Crystal
- Partnerships for the Goal - HG, Welfare and Development Center, For the Better Future
- Media for Responsible Business - Oliko Tsiskarishvili (EcoFact); Eka Gazdeliani (Georgian Public Broadcasting)

This year, GCNG received more than 70 applications, which were evaluated by both international and local jury members.



CORPORATE SUSTAINABILITY ACADEMY

In October 2020, the Corporate Sustainability Academy kicked off by offering certification courses to business representatives and other interested individuals. The participants learned how to govern modern, sustainable, and responsible business.

Prior to that, a group of lecturers from the Academy gathered to discuss the curriculum, and the interesting offers to future participants.

The certificate course consists of the following 7 Core Modules:

- The Concept and the Development Phases of Corporate Sustainability
- Ethics and Ethical Decision-making
- Ethical Leadership and the Sustainable Management of Human Resources
- Governance for Sustainability
- Fight against Corruption
- Thematic Directions of Corporate Sustainability
- Communications and Reporting.



PARTNERSHIPS FOR SUSTAINABLE DEVELOPMENT

Throughout 2020, GCNG has actively promoted multi-sector partnership projects to engage businesses, civil society organizations, and other actors (government entities and academia). Multi-stakeholder partnership projects represent a form of cooperation that aim to solve socioeconomic and environmental issues, as well as to simultaneously benefit businesses and promote corporate sustainability.

Through its comprehensive approach, GCNG consulted businesses and non-governmental organizations in the following:

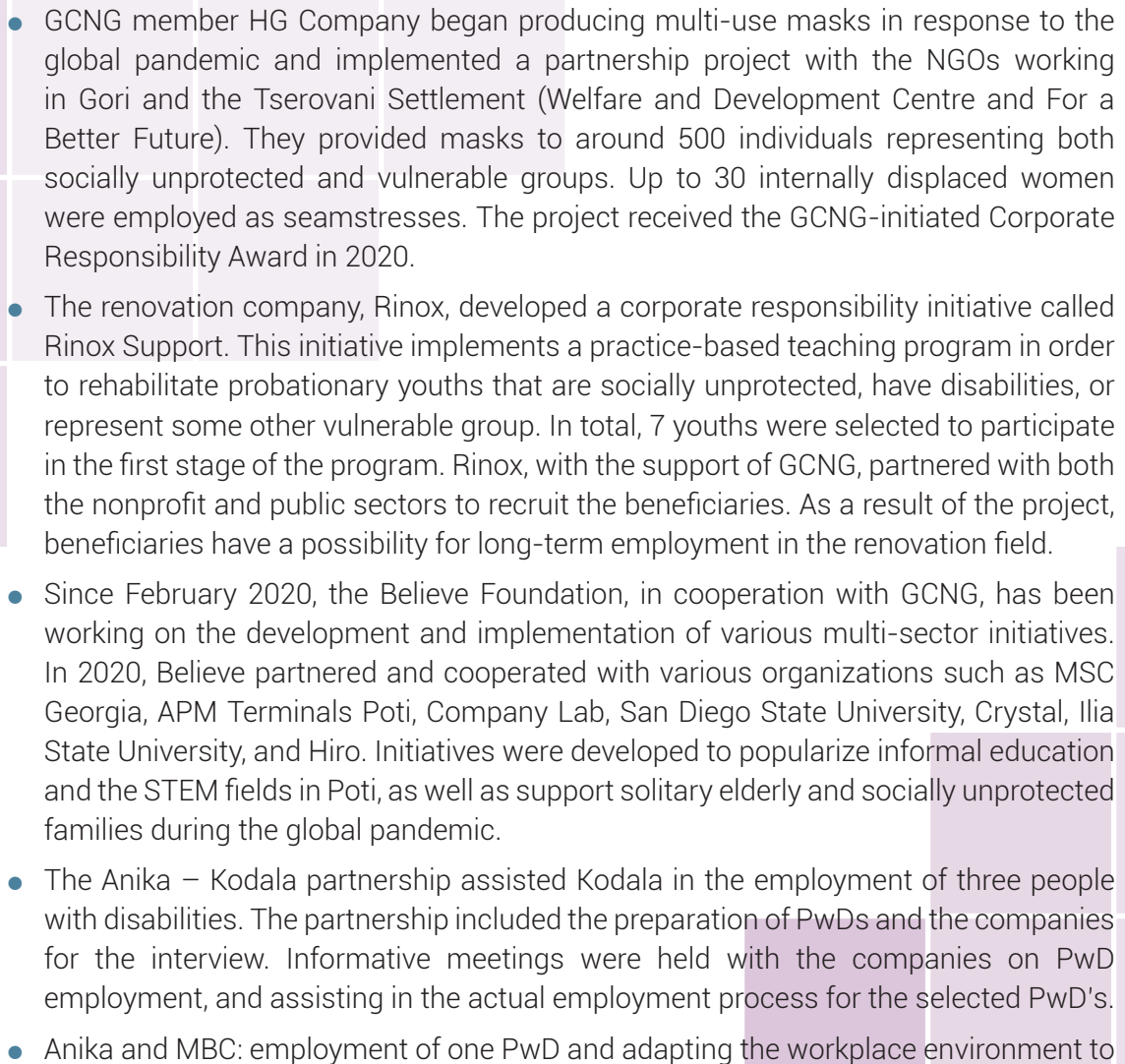
- Identification of thematic directions, opportunities and priorities, which are aligned with targeted socioeconomic and environmental issues
- Consulting in the development of project proposals, plans, timelines and budgets
- Development of full project proposals, including sophistication of ideas and concepts
- Consulting in identification and communication with various partners & stakeholders from different businesses, as well as the non-governmental, governmental, and academic sectors
- Facilitation of communication and collaboration with identified partners and stakeholders
- Consulting in the measurement of social and business impact



Overall Results:

- 20+ project proposals and concepts were developed
- 7 multi-sector partnership projects were implemented
- 50+ businesses were consulted regarding partnership projects
- 20+ businesses engaged in the development and implementation of multi-sector partnership projects
- 30+ non-governmental, academic, and government institutions engaged in the partnership projects
- A partnership initiative, a campaign "See a Visually Impaired Co-Citizen" was organized with a facilitation from the GCNG, by HG Company, Inclusive Society - Georgia, Chita, and ASB Georgia. The aim of the initiative was to raise awareness and to sensitize the population regarding the needs of the blind and visually impaired. Within the framework of the campaign, GCNG member and non-member companies were offered biodegradable paper cups, decorated with their logos and the campaign slogan "See a Visually Impaired Co-Citizen" produced by HG Company. 13,000 biodegradable paper cups were sold. As a result, enough financial resources were raised to purchase 15 canes for the beneficiaries of Inclusive Society – Georgia.
- A partnership project between the association, Anika and the employment portal hiro.ge, aimed to enhance the career skills of Anika's Persons with Disabilities (PwD) beneficiaries, and to prepare them for the labor market. Various companies were provided with information regarding the practical aspects of employing PwDs. Anika provided them with the CVs of the beneficiaries to further promote their employment in those organizations.



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- GCNG member HG Company began producing multi-use masks in response to the global pandemic and implemented a partnership project with the NGOs working in Gori and the Tserovani Settlement (Welfare and Development Centre and For a Better Future). They provided masks to around 500 individuals representing both socially unprotected and vulnerable groups. Up to 30 internally displaced women were employed as seamstresses. The project received the GCNG-initiated Corporate Responsibility Award in 2020.
 - The renovation company, Rinox, developed a corporate responsibility initiative called Rinox Support. This initiative implements a practice-based teaching program in order to rehabilitate probationary youths that are socially unprotected, have disabilities, or represent some other vulnerable group. In total, 7 youths were selected to participate in the first stage of the program. Rinox, with the support of GCNG, partnered with both the nonprofit and public sectors to recruit the beneficiaries. As a result of the project, beneficiaries have a possibility for long-term employment in the renovation field.
 - Since February 2020, the Believe Foundation, in cooperation with GCNG, has been working on the development and implementation of various multi-sector initiatives. In 2020, Believe partnered and cooperated with various organizations such as MSC Georgia, APM Terminals Poti, Company Lab, San Diego State University, Crystal, Ilia State University, and Hiro. Initiatives were developed to popularize informal education and the STEM fields in Poti, as well as support solitary elderly and socially unprotected families during the global pandemic.
 - The Anika – Kodala partnership assisted Kodala in the employment of three people with disabilities. The partnership included the preparation of PwDs and the companies for the interview. Informative meetings were held with the companies on PwD employment, and assisting in the actual employment process for the selected PwD's.
 - Anika and MBC: employment of one PwD and adapting the workplace environment to

the needs of the PwDs. The partnership included the preparation of the PwDs, and the companies for the interview, and informative meetings with the companies on PwD employment, and the creation of a decent work environment.

- CSO Sapari, Hilton Batumi, Gagua Clinic, and Eastern European University – Eliminating gender-based discrimination at the workplace: The CSO Sapari assisted companies, and members of GCNG in the integration of gender equality clauses into business policies and operations. The organization held trainings for the employees of the selected companies (lawyers, HR and PR managers,) and as a follow-up to the training, assisted in reviewing internal policies from the gender-sensitive perspective. Eastern European University, and the Gagua Clinic have already started working on adopting special mechanisms to eliminate gender-based discrimination.
- GCNG connected 4 CSOs (Anika, Kodala, SOS Children's Village, and Art Inception Edu) to two businesses (Chikatai, and Spilow), in order to facilitate partnerships. They developed capacities for PwDs and children without parental care / families at risk in handicraft, and the creation of toys from secondary materials. SOS Children's Village, Art Inception Edu, and Spilow conducted online workshops for children without parental care/families, and PwDs. These classes taught them how to create toys and various items from secondary materials. At other workshops, children were trained on how to make vases from plastic bottles and face masks from secondary materials. Spilow provided the participants with the necessary resources and later the companies pledged to further support workshops for the same target groups.
- GCNG facilitates partnership for Anika with different tech companies; High-Tech Solutions, Mindworks Edison Tech, FINA, Orient Logic, and Business and Technologies University to provide IT trainings for 32 PwDs from various regions. In 2020, the communication with companies commenced and a joint Zoom planning meeting was scheduled.



The first issue of the magazine, which deals with the impact of the coronavirus on business, will be published in early 2021, and subsequent issues will be published on a quarterly basis.

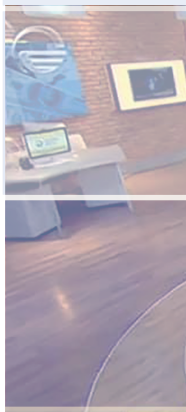


GCNG IN MEDIA

In 2020, GCNG collaborated with two leading business programs - Business Morning and Business Partner. Within the framework of the cooperation, about 20 programs were broadcast, where the head of the organization, Salome Zurabishvili was a co-host of the program, and published a column on the importance of corporate responsibility and sustainable development goals.

For 3 months, the Business Partner radio program and the online edition of Caucasus Business Week, reviewed the current trends, challenges and cross-sectoral collaboration opportunities related to corporate sustainability.

In addition to this cooperation, the activities of the organization were presented in leading media outlets, both in central and regional media.

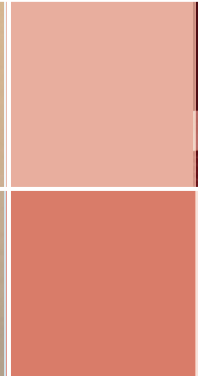
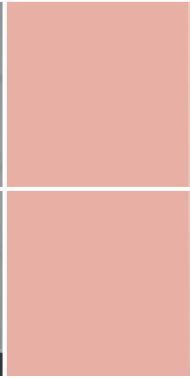


GCNG in Media



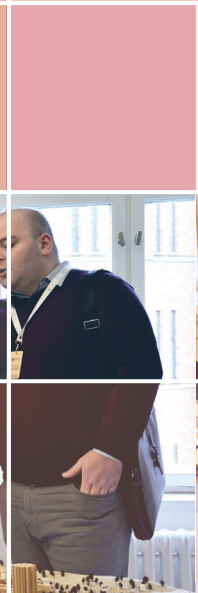
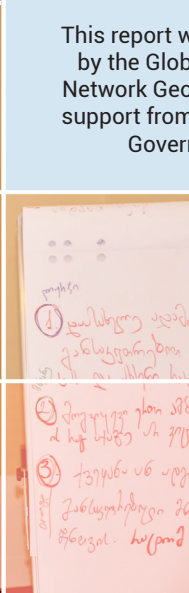


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