



COMMUNICATION ON ENGAGEMENT (COE)

Retail association NNLE

Period covered by this Communication on Engagement

From: March, 2021

To: March, 2023

Part I. Statement of Continued Support by the Chief Executive or Equivalent

03/06/2023

To our stakeholders:

I am pleased to confirm that Retail association NNLE reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Sophio Kashakashvili

Chairman of Retail association

Part II. Description of Actions

- Organize learning and round table events, workshops and training for their members on the UN Global Compact and specific topics relevant to corporate sustainability
- Engage their members in collective action efforts on Global Compact related issues.

Part III. Measurement of Outcomes

1. Trainings for members of retail association in labour

TRAINING TOPICS: Labour employee discrimination and its practical aspects, importance of the labour law compliant contracts, an employment contract – structure, term, essential conditions, contractual clauses – essential conditions and change in any of these terms, probationary period and its exceptionality, internship contracts, procedure for making internal regulations and amendments to them in relation to labour relations, right of reference, essential conditions, the imperative nature of the norms of the Labour Code, overtime, leave and related challenges, termination of employment, the right to refuse an employer's referral, compensation for work-related damage, claims for work related liability, certain aspects of termination of the employment contract and Trends in case law.

There were 30 Participants and they raised awareness and discussed topics related to labour law, labour contract, internal regulations. they were actively engaged and contributed to the discussions sharing examples based on their personal and professional experience. It is especially noteworthy that all members of this group were highly motivated to increase their professional competence in the training topics, despite their insufficient knowledge in the training topics.

all participants of the group were actively involved in the training, engaged in interaction with trainers and each other, took part in the discussion. Participants had the opportunity to bring examples from their personal experience and practice, to ask questions that they encountered in working with labour contracts and internal regulations.

2. Trainings for members of retail association in labour safety

TRAINING TOPICS: Health and safety protection and its importance, State policy in the field of labour protection and safety, legal framework and regulations, employee rights, major threats to the retail sector, identify threats and assess risks, labour of pregnant, lactating women, workplace violence, accident and occupational disease investigation.

Participants raised awareness and discussed topics related to occupational safety law. Participants were actively engaged and contributed to the discussions sharing examples based on their personal and professional experience. The training was conducted online, through the Zoom platform. Due to the high demand for training, the students were divided into 5 groups. No more than 22-25 people in each group. Because of large number of issues, training was divided into 2 days, 2 hours per day, in total, each group received 4 academic hours of training. The training material was divided into 4 sessions, two

sessions were held daily, after two sessions the students received homework for the second day. The training topics, methods and time were well defined and agreed”.

At the closing session, participants noted that the training was interesting and insightful, and they had gained important knowledge for their professional work. They also mentioned that it’s important to have such trainings more frequently, which would support them to improve their future activities.

3. Video animations for public use in labour safety - 11 animated videos were prepared by the Retail Association regarding compliance with labour safety rules. Animations were prepared on the following topics: Disinfection, electricity, general rules, ladder, covid, fire safety, cargo damage, rights, pregnancy, chemical substances and violence. animations were shared publicly via social media channels.

4. Trainings for members of retail association in Integrated compliance. In particular: training in integrated HR Policy and Recruitment Transparency, Training in integrated Procurement and Supply chain Standards and Competencies, Training in integrated International Financial Reporting Standards (IFRS) and information awareness. After these trainings employee of retail association member companies could recognize red flags for operational corrupt acts. Training material was divided in three parts and total number of trained individuals were 60 Association member employees.

5. Prepared 45 minutes video in Integrated compliance, which was shared Publicly via social media channels. Through recorded videos there were three main topics discussed and shared: integrated anti-corruption compliance with regards to financial reporting, procurement procedures and HR Policy.

Please find a recorded video reference: <https://www.youtube.com/watch?v=MQgl3OnUjYM&t=4s>

6. Round table and dialogue with trade unions, on the subject: changes in labour legislation and related challenges for the retail sector, as well as the importance of social dialogue between business and employees. In the public private sector dialogue association member company employees, mainly store managers and HR managers took place.

7. The Retail Association is involved in the development of a legislative initiative related to food waste and food donation. Drafting of the law began 2 years ago, and the package of changes is already ready for for debate in the parliament during the spring session.

8. Retail association supported Ukraine with primary consumption product after war When war started. All twelve members of the association joined the charity initiative and donated products to be sent to Ukraine.

9. Academy of Corporate Sustainability - A full 60-hour certificate course was held for the representatives of the member companies of the Retail Association in the Academy of Corporate Sustainability of the Global compact Georgia network. Seven employee of retail sector finished this course and started to put the acquired knowledge into practice at their companies.