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CORPORATE RESPONSIBILITY AWARD

2022

BUSINESS
for SDGs



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USAID CIVIL SOCIETY ENGAGEMENT PROGRAM

4 QUALITY
EDUCATION



BUSINESS
for **SDGs**



AGROHUB

WORK WITH AGROHUB AND FUND YOUR STUDIES

AgrohUB is a development-oriented company that considers human capital its main asset and actively works to develop and grow its staff. AgroHub has initiated a project to support students employed in the company. Student employees who are included on the company list of best employees are given the opportunity to pay for tuition through co-financing from AgroHub, which will finance 25-30% of their tuition fee.

The aim of the project is to support the accessibility of higher education and increase the motivation of employees. Based on the unified national exams, students who study at an accredited higher education institution can obtain funding within the framework of the programme.

The programme is beneficial in many ways. It ensures a positive work environment for students by providing them with co-funding and a flexible work schedule. The programme also supports the discovery of new talent among employed students, the generation of new ideas, fostering employee loyalty and establishing a company reputation as an accountable and supportive employer.



APM TERMINALS POTI

PROGRAM INPORT

As an integral part of its culture, APM Terminals Poti creates an inclusive work environment, encourages different ideas, and seeks innovative ways of working. For this reason, one of the programmes the company has implemented is the Talent Acquisition & Development Program, known as InPort. Within the programme, 10 young people each year undertake a four-month theoretical and practical courses. The InPort programme offers participants a comprehensive learning process, supports in revealing genuine professional interests and strengths and developing them effectively, preparation for real-life career opportunities and other important components of the InPort programme.

During the course, participants are introduced to training modules and participate in interesting discussions with company management on important topics, undertake group or individual assignments and prepare presentations. This helps participants develop competitive skills, a team spirit and better prepare for future career opportunities.

The program is an important project for the company. After its completion, 40 interns have been employed at the company, several of them have already continued their career in APM terminals abroad. As a result, young people have been given the opportunity to stay in Poti and work in an international company.



BANK OF GEORGIA

BANK OF GEORGIA

IDEATEKA-MULTIFUNCTIONAL LIBRARY

Supporting education is one of the main activities of the Bank of Georgia. For this purpose, the Bank has implemented numerous educational programmes, one of which is 'Ideateka.' Initiated in 2019, the project was developed and implemented by the Bank of Georgia in partnership with the Georgian Book Institute.

Ideateka is a multifunctional library, which entailed the renovation and equipment of informal educational spaces in accordance with modern and international standards; providing books and other educational resources, furniture, and any necessary technological devices.

The project aims to make formal and general education available throughout the regions, provide access to educational resources, increase literacy and popularize reading, motivate young people, and create a healthy, positive, and comfortable educational environment for students at schools in the regions.

Throughout 2019-2022, Ideateka was established in seven different regions of Georgia at 16 public schools. 26,262 books ranging from modern editions to classical or scientific literature, as well as other literature intended for school age groups, were provided.

The project is impactful; the project directly benefitted over 7,500 students/teachers. It is noteworthy that the project also indirectly benefits students and teachers of other schools that are located in the vicinity of target villages and towns.



BUSINESS AND TECHNOLOGY UNIVERSITY

CODING SCHOOL FOR WOMEN

One of the focuses of Business and Technology University is to support the empowerment of women through the provision of quality education in technology and to inform them of career prospects. This is done with a view towards diminishing gender inequality, closing salary gaps based on gender, and support the overall economic development of the country.

For this reason, BTU implements the project Coding School for Women. The initiative aims to bridge the digital gender divide and advance female participation in ICT. It particularly focuses on improving women's income generation in the ICT sector by providing skills-building and career pathways through an innovative approach. The programme includes all courses/mentorship needed for an ordinary woman without basic tech education to find employment on the global market.

In particular, the initiative covers several directions of activities providing beneficiaries with mandatory tech English and tech courses (Frontend, Backend, UI/UX, Graphic Design, Software Testing, Digital Marketing) and a soft skills bootcamp in leadership, business communication, teamwork, critical thinking.

Coding School for Women aims to deliver a meaningful impact nationwide, as a step forward in improving the country's economic, social, and educational sectors.



**ქეთევან ჟვანიას
ონლაინ ლექცია:**

**„სად არის ზღვარი
PR-სა და მარკეტინგს
შორის?“**



EFES GEORGIA
SUPPORT EDUCATION

Supporting quality education, science and the youth is a top priority of EFES Georgia. For this reason, the company has been implementing numerous programmes and initiatives. To promote quality education, in 2021, EFES launched a new project through which the company supports universities and conducts lectures for students on various topics (marketing, PR, CSR, brewing technologies).

EFES Georgia also promotes the employment and development of the younger generation. In 2021, the company launched a new paid internship programme named Project Future, where students can gain practical skills with a professional team in various fields. Currently, eight students are involved in the paid internship programme of EFES Georgia. Since September 2021 Efes Georgia has hired 15 students for long-term (six-month to one-year) paid internship programmes. Besides the professional everyday experience that they acquire in the work place, they are provided with the chance to be part of the educational activities planned for Efes Georgia employees mentioned above.

Moreover, in 2011, EFES Georgia established the Natakhtari Fund, which aims to empower youth without parental care and prepare them for independent living. To date, the fund has helped more than 650 beneficiaries.



ELEMENT CONSTRUCTION

LABOR MARKET RESEARCH IN THE CONSTRUCTION SECTOR

Support for quality education is one of the priorities of Element Construction. With the project Labor Market Research in Construction Sector, the company aims to conduct Georgia-wide research to determine essential challenges, difficulties, novelties and requirements in the field.

The study involves interviews with both construction companies and vocational education institutions through qualitative and quantitative research methods. The research result is an important evidence-based piece of information as it provides a basis for proposing corresponding changes to the company's action plan, reporting and monitoring processes.

The study includes an assessment of personnel employed in the construction sector by employers, identification of lack of labor competence and skills, and determines whether there is a willingness on the part of employers to invest financial and time resources in terms of professional training of personnel. The study also assesses opportunities of promoting the education of beneficiaries involved in the project and developing entrepreneurial skills, encouraging high civic initiative of young people, and supporting the construction of social enterprises. The study has substantially raised awareness in the construction sector about existing challenges and the necessity of carrying out multi-sector activities.



GEC CONSULTING

CO-FOUNDING OF THE INSTITUTE FOR SUSTAINABLE DEVELOPMENT IN GEORGIA

One of GEC's major priorities is to support high-quality education, raise awareness about sustainability opportunities and challenges (including through the promotion of corporate sustainability) ethical business, and sustainable production and consumption.

To this end, GEC co-founded Georgia's Institute for Sustainable Development with the mission of promoting environmental, social, and economic sustainability in Georgia.

GEC regularly supports ISD initiatives, projects, and programmes. The ISD's flagship initiatives are the educational platform Sustainability.ge, the Sustainable Glossary, the Eco-Map, Talks on Sustainability, and other successful projects, the systematic implementation of which is ensured by GEC. With the joint efforts of GEC and ISD, the Sustainability.ge platform already includes more than 130 articles about sustainable development, with a total of more than 25,000 monthly visitors.

As for sustainable development, more than 400 words have been included in the sustainability glossary, and many sustainable places have already been added to the Eco-Map. With the support of GEC, "Talks on Sustainable Development" are periodically held.

By co-founding the ISD, the goal of GEC is to raise public awareness and support educational initiatives concerning corporate sustainability and sustainable development.



GEPRA BUSINESS LITERATURE LIBRARY

One of the priorities of Gepra is to support quality education. For this reason, the company created a business literature library and made it available to all Georgian entrepreneurs in Georgian. The literature includes materials which introduce start-up entrepreneurs to successful business methodologies and practices around the world.

The overall aim of the project Business Literature Library is to promote business education in Georgia by translating and publishing the best works of modern business literature in Georgian. The initiative is long-term: at least 20 books will be published by the end of 2022.

Within the framework of the project, numerous educational and informational workshops, and around 40 seminars were organized by Gepra to discuss the methodologies described in the books.

The main beneficiaries of the project are young people and startups and businesses. As a result, they have access to the most up-to-date, modern business literature that will assist them in their professional development.



LIBERTY

LIBERTY BANK

EDUCATION FOR FREEDOM

In order to promote quality education, Liberty Bank implements a number of projects aimed at sharing knowledge and raising public awareness.

"Mziurmtsodne" is a new educational project for children, launched in collaboration with Cafe "Mziuri". During 4 weeks, every weekend in Mziuri the participants learned about nature, ecology, animal care and inclusive environment. Moreover, Liberty Bank has become an official strategic partner of Millennium Innovations Award, implemented by Millennium Foundation - a national science competition for pupils aged 13-18 of Georgian public and private schools.

Liberty Bank further promotes youth entrepreneurship through the project activities focused on improving social and economic participation and well-being of youth, enhancing their entrepreneurial skills. The bank supports protection of the rights of persons with disabilities in the country. Raising awareness is one of the important directions in this regard. Retraining of employees and employment of the persons with disability is the priority of the direction within the accessibility project for the people with disabilities.

Liberty Bank also supports women entrepreneurs: 100 women entrepreneurs have been trained together with the organization UNWOMAN. At the same time, Liberty is a women's football "K.S.K. Lanchkhuti" team's financial supporter.

Liberty Bank created project "The New Liberty for the New Life" last year, underlining corporate sustainability as one of the most important areas of the strategy. Last year, the Bank also created CSR Board. The main goal of the CSR Advisory Board is to be involved in the strategy implementation process and to implement relevant projects and programs. Such a model is unique in the financial sector of Georgia.



Functional
Schools



WIMM-BILL-DANN (PEPSICO) DCMS (DAIRY CAPABILITY MANAGEMENT SYSTEM) FUNCTIONAL SCHOOLS

In order to fill a gap and make up for the lack of technical skills and technical education, Wimm-Bill-Dann launched a three-year project called Functional Schools to develop dairy manufacturing capabilities within the company. Currently the company operates "the School of Microbiologists", "the School of Laboratory Technicians" and "the School of Service Engineers".

Per the project plan, "the School of Technologists" and "the School of Electricians" will be launched in 2023. All these functional schools are designed both for new hires and current employees. Experts/trainers of the company teach new employees and support them in the process of expanding their knowledge and skills in the manufacturing field. As for current employees, the project enables them to enroll and get upskilling/reskilling/cross-skilling, improve their performance, well-being and offer competitive talent on the labor market.

The project will have an impact on the labor market as it will prepare qualified professionals, technical staff and will address the lack of technical expertise, at the same time, it will help the company improve its performance, productivity and operational KPIs.



RMG

MINING-GEOLOGICAL TECHNOLOGY CENTER

RMG actively cooperates with the Georgian Technical University (GTU) and offers many opportunities to students of mining and geology. The RMG educational programme combines various projects available to students throughout the year, which are focused on their development.

In 2021, RMG implemented an important project to promote quality education and opened an innovative Mining-Geological Technology Center on the basis of the mining geological faculty. The RMG Mining-Geological Technology Center is a completely new, multi-functional educational center furnished with modern equipment. The Center allows undergraduates, graduates, and doctoral students to study modern, widely used computer programmes in the field of mining and geology on a high-tech base to work on term, master's and doctoral theses. Also, using the center's strong software base, students can participate in international projects, conferences, workshops and webinars.

Starting in 2021, a 3D geological modeling training course is held for employees and doctoral students of the Department of Applied Geology. Starting in 2022-2023 academic year, students of the Mining and Geology Faculty will have the opportunity to study modern, widely used computer programmes in the field of mining and geology: ARCGIS; DATAMINE STUDIO RM; LEAPFROG GEO; GLOBAL MAPPER; AGISOFT METASHAPE PRO-3D. Starting in the new academic year, it is also planned to offer a new dual study programme "Mining processes and modern software" to those students selected by competition, who have high academic performance and high foreign language skills. RMG will intellectually and financially support the course.

The Mining-Geological Technology Center is important as it provides access to quality education for students, at the same time it offers young generations opportunities in career development.



GASTRONOME



SILK GASTRONOME

ONLINE CLASSROOM

Silk Gastronome strives to operate as a sustainable, healthy, and diverse businesses through a combination of innovative retail solutions and exemplary environmental, social and governance (ESG) performance. One of the projects the company implements is called Online Classroom.

On the platform, employees are given the opportunity to receive information about various brands/products which are sold in company stores through online video lectures. Video lectures are recorded by qualified individuals from the company and are available to all employees. Video lectures also include interesting visual materials about beverages (wine) and coffee. The project is consistently updated and many educational, lecture videos and practical lessons are planned. In the near future, it is planned to expand the project and make it available to other interested parties. Also, tests are conducted once a month in the company, the purpose of which is not only to improve service standards, but also to raise the general knowledge of employees

This project helped the company create a friendly and stimulating work environment in which employees can grow professionally, develop skills and aspire to leadership positions, while customers receive comprehensive information about the products and ensure the highest quality of service.



skillw:ll

SKILLWILL

LEARN PROGRAMMING FROM ZERO IN 7 MONTHS

Skillwill is an educational institution for teaching software development and skills. The academy uses an online/hybrid training methodology and can reach students located in Tbilisi and in the regions equally. Skillwill has developed a seven-month training programme which equips novice developers with the necessary tools. Upon completion of the programme, the graduates can find employment both in Georgia in a growing sector but they can also work remotely in other countries. The programme envisages special assistance for underprivileged target groups like women, persons with disabilities, socially vulnerable individuals living in regions, persons in conflict with the law. The assistance includes financial aid and discounts for representatives of these groups.

During the seven months of training, all students undergo soft skills training (time management, communication, teamwork, critical thinking, stress management, leadership, etc.) and attend master classes. Learning is divided into two stages. Stage I - for four months, all students complete the basic course. In Stage II, students choose the desired direction and study it for three months.

Currently, Skillwill has 700 students and the academy takes responsibility for the employment of the majority of its successful graduates through its international partner, Sweeft, as well as other local partners. As of now, more than 10 large and medium size local companies have agreed to employ graduates of the Academy. As planned, the academy will provide basic software development training to 5000 individuals during the lifespan of the project.

With this project Skillwill promotes access to quality education and the professional development of its graduates.

sweeft

a **making science**
company 



SWEIFT

CAREER ACCELERATION PROGRAM

Sweeft Georgia is an international software development company that unites under the umbrella of Making Science. One of the company's long-term strategies is to promote quality education in the country and to increase the number of highly qualified staff, which will be employed on both the Georgian and international markets.

As part of the career acceleration program, the company's experienced, highly-qualified developers provide individual mentoring to programme participants. The programme has several components; the study of topics in software development; involvement in real projects and providing certification if necessary; teaching soft skills, and; conducting mock interviews and development of English language skills.

Over the course of six months, each participant of the acceleration programme receives a scholarship in the amount of 500 GEL per month. After completing the programme, at least 80% of graduates receive a job offer from Sweeft. The main goal of the programme is to promote quality education in software in Georgia, to train highly qualified staff to be competitive both in the Georgian and international markets and to promote programming and employ as many people as possible in high paying jobs. About 200 interested interns have completed internships in the acceleration programme, and more than 80% of them have already graduated in this direction.

The acceleration programme supports quality education and at the same time, it ensures career development of young professionals in the field.



TOURISM AND REALITY

“TOURISM SMALL BUSINESSES’ DEVELOPMENT IN COMMUNITIES AS MEANS OF POVERTY REDUCTION, DETERS CENTRIPETAL MIGRATION AND GROWTH OF INCOME GENERATION”

With the research project (implemented under the programme Fostering local and regional development in Georgia, Phase 2" (2019-2021), Tourism and Reality aimed to increase local community engagement in decision-making processes during Covid-19, to create a basis for improving social-economic conditions via small business development and employment opportunities. On the one hand, this was done to have a positive impact on the flows of income generation on the local market, and the other hand the aim was to encourage sustainable initiatives which were led by or targeted women, youth and minorities in/from Kvemo Kartli.

As a result of the project, 280 direct beneficiaries from seven target municipalities – Rustavi, Gardabani, Tetritskaro, Tsalka, Marneuli, Dmanisi and Bolnisi – were trained. Within the framework of the project, workshops, webinars and trainings were held in the fields of tourism business, business plan formation, landscape architecture, agro tourism, hotel management, insurance and safety, tourism marketing and etc.), a digital and PR campaign was conducted, and related publications were published.

The project supported access to education, awareness raising that overall increases job opportunities for the younger generation, promotes tourism and agriculture in the regions and is beneficial for the overall improvement of the socio-economic situation.



**MAKING GLOBAL
EDUCATION
ACCESSIBLE TO
EVERYONE**

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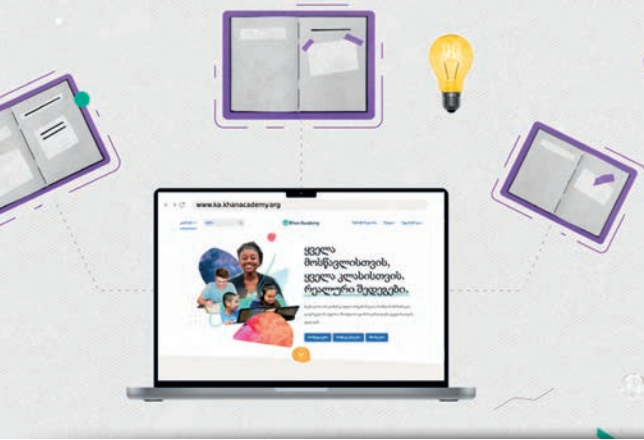
MAKING GLOBAL EDUCATION ACCESSIBLE TO EVERYBODY

The goal of the project is to help prospective Georgian candidates gain admission and scholarships to their dream universities and business schools by increasing awareness of available local and international funding opportunities, as well as by providing professional assistance in crafting competitive applications and establishing their best profile standing.

Activities under the initiative include holding webinars for students and visiting them in their schools and universities to provide consistent information about all of the numerous scholarship possibilities accessible to them, as well as live discussions with successful scholarship applicants, followed by Q&A sessions.

One of the project components also includes employing students as interns who help academic counselors prepare these applications, and in doing so they gain hands-on experience and guidance for their future. In the counseling division, we currently have four interns.

Trinity Education is implementing the project as a long-term initiative that will assist many prospective students in attending their desired educational institutions while also encouraging and empowering other students to achieve their academic ambitions regardless of their current financial circumstances.



VEON GEORGIA (BEELINE)

KHAN ACADEMY LESSONS IN GEORGIAN

VEON Georgia supports access to quality education. The company supported the translation of Khan Academy electronic engineering, astronomy and cosmology lessons into Georgian. There are 263 videos in total, already available on the Khan Academy Georgia website.

The project is important not only in terms of providing education and educational materials free of charge but also raising awareness about engineering as a prospective career path. Veon Georgia has cooperated with Khan Academy Georgia in the past to translate computer programming lessons. It became one of the most popular lessons' sessions on Khan Academy Georgia, with 109,911 users at the end of 2021, out of which 50,559 were recurring.

There are more than 500,000 recurring users of Khan Academy Georgia, thus it is an extremely popular resource. Out of 15,000 teachers registered in Georgia, 8,000 use the Khan Academy Georgia resource and there are 9,000 parents of school children who also use the website.

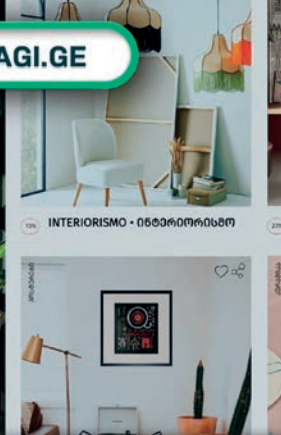
The project is important as it supports access to quality education highlighting the important role of the private sector to support the provision and funding of educational opportunities.



8 DECENT WORK AND
ECONOMIC GROWTH



BUSINESS
for **SDGs**



ALDAGI

ATHOME.ALDAGI.GE - SUPPORTING HOME DESIGN STARTUPS

Aldagi launched the project At Home which allows startups to reach more customers and grow their businesses. At Home is an online portal which includes information about startups, workshops and small businesses that work on interior accessories and create original designer items. The purpose of collaboration with startups is to support Georgian manufacturing.

Through the project, Aldagi cooperates with around 60 Georgian startups that create experimental and original collections in line with modern interior standards. Aldagi offers a 10-30% discount on the products of the startups involved in the project to its customers.

The products of the startups represented on the portal are diverse: furniture, textiles, decor, tableware, experimental items created with different designs and concepts, which allow the customers to respond to global trends in interior design and be more daring in their own decisions. On the other hand, this Project will help startups create new, even more fascinating collections and increasing interest in Georgia.

The project supports awareness of and demand for the products of Georgian startups while it also creates a new platform for promotions and communication. Moreover, the project aims to connect customers and suppliers, which is an opportunity for small companies operating in Georgia to expand. On the consumer side, the most important benefit is the availability of interior decoration designer products in one space plus discounts, while on the startup side, this entails access to Aldagi's communication channels and the prospect of attracting new customers.



APM TERMINALS POTI SAFETY FIRST

Safety is one of the top priorities for APM Terminals. The company pays much attention to the observance of safety rules by employees of the port. To ensure that every employee safely return home from work, the company has developed a special safety policy and a series of trainings. All employees of the port's operational team undergo safety training at the beginning of each shift, and at the initiative of the company, about 50 trainings are held for employees per year on the rules of safe work: working from heights, first aid, towing, etc.

As a result, this year the company celebrated three years without any injuries which is a breakthrough milestone for such a risky workplace as a port.

Safety standards and policies are important to create safe and decent working conditions, for employees to feel respected and valued. At the same time, a coherent safety policy guarantees a safe environment.



APM TERMINALS POTI EMERGENCY RESPONSE FUND

Wellbeing and a safe environment for all employees is one of the top priorities of APM Terminals Poti. All employees benefit from complete insurance, however, to further protect the health of the company's employees and their family members (in areas not covered by insurance), the company has established an Emergency Response Fund. Around 10,000 GEL is collected in the fund every month from the employees and the company, which is distributed according to applications and quick response.

The process is simple: every month, employees of APM Terminals Poti pay an amount they desire from their salary to the fund. At the same time, each employee can submit an application to receive financial assistance from the fund (taking into account his or her family member's health condition). At the end of each month, received applications are reviewed and funded. Since its establishment, the fund has satisfied about 400 applications, totaling 468,779 GEL.

The safety fund creates safe and decent working conditions for employees and guarantees a safe working environment in the company.



ARDI
AT A
GLANCE

CONSTANT BUILDING OF THE STRONG BRAND
PLATFORM WITH A CLEAR FOCUS ON - QUALITY

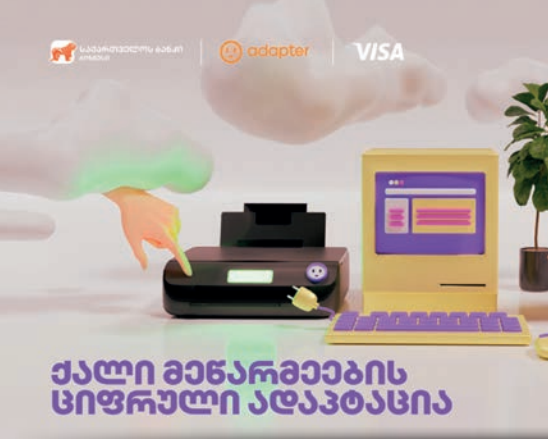
ARDI

EMPLOYEE SUPPORT FOR ARDI

ARDI cares about its employees – Ardians – and cares about their satisfaction and development. Recently, due to COVID-19 pandemic, it became even more important to create a safe working environment. ARDI has a number of successful examples within the company of promotions and significant career development. ARDI conducted a survey among its employees to identify ARDI's Index of Happiness. The survey results showcased that the employees like working at the company and are motivated.

ARDI organized a series of workshops on the topics identified in the survey. The workshops consisted of several e-sessions and its purpose was to find out the essence of employees' happiness, to understand the tendencies that hinder or help happiness, to replace unwanted habits with desirable ones, and to increase our general well-being for a more positive, productive work and a bold life.

ARDI believes that success can only be achieved with a team of happy employees which strengthens the company, and a strong company is a contributor to the country's economic growth.



BANK OF GEORGIA

BANK OF GEORGIA

SUPPORTING WOMEN ENTREPRENEURS

The Bank of Georgia has initiated and participated in numerous programmes to support women in business. For this reason, in 2020-2021, a series of in-depth interviews were conducted with 30 female business owners and founders. These in-depth interviews focused on revealing the obstacles that women in business face on a daily basis, identifying the pain points of operating a company during the pandemic, and acquiring insights for effective solutions to these issues. Several obstacles were identified; female entrepreneurs identified stagnation in sales caused by the pandemic and also highlighted a clear and immediate need for digital transformation.

Based on these findings, the Bank of Georgia, along with international organizations like Visa, UNDP, and JICA, and in partnership with Georgian businesses like Extra.ge, Optimo, and Nexia TA, has developed a series of programmes specifically focused on supporting women by providing them with the necessary knowledge and resources to grow, manage, and retain their business.

These programmes were developed to alleviate these pain points for women in business, while keeping in mind the overarching goal of raising female entrepreneurs' leadership skills and self-esteem levels through these efforts.



BIM CUBE

DECENT WORK ENVIRONMENT FOR EVERYONE

Bim Cube has actively promoted female empowerment and employment in the construction industry. The company employees were certified as trainers for the “Prevention and Elimination of Gender-Based Harassment and Violence in the Construction Industry” and provided trainings for construction and engineering companies.

At the same time, in 2022, the company team initiated a new project together with the association ANIKA (with the facilitation of with UN Global Compact Network Georgia) for the promotion of employment of vulnerable groups in the Construction and Engineering Industries.

The goal for 2023 is to achieve a more inclusive construction and engineering industry. Bim Cube has signed a memorandum of mutual cooperation in order to create a decent working environment for persons with disabilities and encourage female employment in the construction industry. The project aims to make a strong partnership to support inclusiveness of the construction industry and develop equal opportunities for everyone.

Bim Cube's efforts support the creation of a decent work environment and economic growth, the creation of more opportunities in the respective industry that overall supports economic growth.



EFES GEORGIA

SUPPORTING DECENT WORK ENVIRONMENT

One of the priorities of EFES Georgia is to create a decent and safe working environment, increase employee motivation, support their development, maintain an equitable environment and constant feedback. The company operates with a Code of Business Ethics approved by the Board of Directors of Anadolu Efes. The Code is based on values such as honesty, unity, collaboration, a non-discriminatory equal environment and more.

EFES Georgia's Employee Involvement/Satisfaction Survey includes questions that reflect employee needs. The questions also determine whether the needs/problems identified in the previous year's survey have been resolved. All this is provided in the company's action plan. According to the 2021 Engagement Survey, the employee satisfaction rate is 91%. Each employee is further offered an individual development plan, financing of trainings or courses, and access to educational resources.

The company provides employees with a full package of health insurance, fully funded by the company. Employees receive company products as monthly gifts. The company also fully funds the participation of employees in events related to the promotion of a healthy lifestyle.

EFES Georgia promotes gender equality and pays 100% for maternity leave. The company encourages female employees to work in managerial positions, including non-traditional positions. During COVID-19 pandemic, employees switched to remote working mode and all the safety measure were taken in order to avoid the spread of COVID-19.

The efforts of EFES Georgia promotes a decent work environment that overall supports economic growth.



**Pro Bono
Consulting**

GEC CONSULTING

GEC FOR COMMUNITY WELLBEING

GEC Consulting enables partners to make distinctive and sustainable performance improvements, discover potential, unlock business opportunities and build a sustainable business. Integrating social issues into GEC's activities and empowering more local and international organizations with pro-bono activities is one of the company's priorities. From 2021 to the present, GEC has provided pro-bono services to 30 organizations and startups and helped them revise their business models, develop strategies, and discover new opportunities for growth and development. In 2022, GEC joined the Pro Bono Network of Georgia, highlighting its willingness to help local and international organizations improve their operations.

As a people-centric company, the team is the most valued asset for GEC. Therefore, the company tries to support employees in different ways: by creating development opportunities and, at the same time, looking for ways to use their potential and resources for the good of society. GEC consultants contributed 1,500 hours of pro-bono activities last year. Through these activities, each team member has the opportunity to contribute to the well-being of society and make a positive impact and long-term changes.

With pro-bono activities, GEC assists startups, companies, and organizations that lack resources to develop and cannot afford consulting services. Most of these companies need support in revising their business models, developing strategies, and discovering new opportunities for growth and development. Overall, these contribute to the growth of organizations, their employees' well-being, and our country's economic growth and has a significant positive impact.



იანვარი, 2017 წ.



პენის სემინარების ჯგუფი

ჩვენ ვრჩებით სახლში,
რომ მაღალ შედეგად ერთად ყოფნა

GPI HOLDING

EMPLOYEE DEVELOPMENT AND DIVERSITY

Creating decent working conditions for employees is one of the most important strategic tasks for GPI. After the pandemic the work of GPI intensified so the company needed new employees. At the same time, the development and motivation of current employees were important.

The labor market changed drastically after the pandemic and resulted in a labor shortage as people sought remote or other work arrangements. The competition for existing and experienced talent commenced. Since the company easily transferred to a remote working mode and working from home did not cause any significant problems even in the post-pandemic period, the management made a strategic decision to continue working with a hybrid system. Hence, employees have the choice of coming to the office or working from home. They can plan their working day on their own. This strategic decision allowed us to become more diverse and able to search for potential employees throughout Georgia, not only in Tbilisi and for employment to become more inclusive.

The opportunity to work remotely became a benefit for our employees as well. Even now, employees choose where to work from and plan their workday by themselves. In addition, the company updated the motivation schemes and increased salaries and improved the benefit system.

This project allowed GPI to retain old employees and recruit new ones, making the company more diverse.



PETIT BAZAR

PETIT BAZAR - KIDS CONCEPT SPACE

Petit Bazar is a place with an innovative concept for children and parents, combining a children's store, a creative-educational space, outdoor play area and coffee place, with an emphasis on eco-friendly local production and an inclusive environment.

Everything from kid's room decorations to books are sold at the Petit Bazar store, where the goods of more than 100 local entrepreneurs are displayed. One of the main challenges faced by local manufacturers of children products is to find markets and bring their goods to consumers: they sell their products mainly through social media, as the high interest rate policies of large chains do not allow them to sell them in stores. At Petit Bazar store, entrepreneurs are offered a sale point with a low interest rate policy, and on the other hand, it helps them to bring their products up to European standards.

The second important direction of the concept store is to create a place where parents and children can meet, interact, play, socialize, learn creatively and exchange information. Outdoor and indoor spaces with a play area and coffee place will gradually be filled with various cultural and educational events, creative workshops for children and informative and practical meetings for parents. As inclusiveness and accessibility is very important, some of the activities will be free of charge and open to all.



PHARMA DRIVE

TAKE CARE

Dr. Drive is a drive thru express pharmacy that provides customers with pharmaceutical services in confidence and in a safe and effective manner. Dr. Drive customers receive pharmacy products and services effectively, customers' personal information is protected with the utmost care while they receive high-quality services and products. At the same time, the company prioritizes fair working conditions for its employees.

Founded in 2022, the company consistently improves its services and customers' experience through the provision of quality services and products. To highlight the impact, the company's work reduced customers' expenses on medicine by 35% and made healthcare more accessible.



PMCG PERSONAL DEVELOPMENT PROGRAM

PMCG believes that a business is only as successful as its employees, so maintaining a positive and productive environment in which everyone feels valued and able to grow professionally and individually is a key factor of the company's success. Thus, PMCG is focused on deploying internal resources to create a corporate culture in which everyone has a sense of belonging and where everyone has the opportunity to fully unleash their potential, thereby contributing to the achievement of the common goal of delivering progress.

In addition, as a consulting company, PMCG cooperates with various organizations and consults the governments of developing countries, so operating responsibly sets an important example and motivates positive change.

In 2018, PMCG started the Personal Development Program which addresses the development needs of the employees. It ensures that every employee clearly understands his / her responsibilities within the company and can learn and develop. The process supports employee growth and provides the company with insights into staff interests and goals, allowing talents to be unlocked.

The program focuses on employee and company growth and revolves around personal and professional development and the tangible steps an employee takes to enhance their skill-set to handle their current or future roles. This involves one-on-one quarterly meetings with a mentor, discussing current and future career goals, and allocating individual budgets for professional development.

The program has become one of the most important parts of the company's development strategy and continues to contribute to staff and company progress. Overall, it supports the creation of an empowering work environment for the staff.



>>> All over Georgia!



RETAIL GROUP – MAGNITI

THE CENTER OF ATTRACTION IN ALL REGIONS OF GEORGIA!

The aim and vision of the project is to create interesting shopping spaces in densely populated cities and villages of Georgia, where there is a lack of large supermarkets and a variety of products in general. Thus, the project idea entails the development of new shopping spaces, especially in areas with unorganized markets, or regions and villages where the population has to travel to larger cities for grocery shopping.

The company identified such regions and opened new branches of supermarket Magniti. The areas where Magniti branches were opened include: 1) Kverno Alvani Village, Akhmeta District - the branch has a strategic role in terms of the creation of a "centre of attraction", as the village is the last destination point on the way to the mountainous Tusheti. Magniti provides them with a variety of products and favorable prices.

2) Tkviavi Village, Gori District where the population is 3000 people who earlier had to travel long distances for grocery shopping

3) Natakhtari Village, Mtskheta District – the multi-purpose, large-sized shopping space Magniti Max was important for the village, because the area is loaded with organized small markets, including a small Magniti store. After the opening of the branch, the local population changed their shopping routine: they moved to one space to shop with reasonable prices. Moreover, local residents were employed at the branch.

Opening an organized shopping space in a region automatically attracts various businesses and promotes their development, supports local entrepreneurs in product sales, as well as the employment of the local population and the overall development of the region.



RMG

RMG FOR BOLNISI WINEMAKING

In recent years in Bolnisi, local winemakers have revived an ancient Georgian tradition – the culture of aging wine in kvevris, and have taken the name of Bolnisi wine outside of Georgia.

In 2018, a trilateral memorandum of cooperation was signed between RMG, the Bolnisi Wine Association and the municipality of Bolnisi, under which RMG assumed the responsibility to support the production of high-quality Bolnisi wines, their promotion and the development of viticulture and winemaking in the region.

In the first stage of cooperation with RMG, the winemakers' association Bolnisi Wine united up to 15 small family wineries, today the number of winegrowers / wine producers who have officially joined the association is 30.

The annual funding received from RMG raises the skills of the winemakers and their wine is promoted in Georgia and abroad. As a result of the cooperation, the Bolnisi wineries systematically participate in local and international wine competitions and are represented at various educational courses and seminars in order to offer consumers the best wines of the highest quality.

The partnership has already resulted in two events: "Bolnisi – Town of Golden Wine", "Bolnisi Winemakers Forum" and "Bolnisi Wine Party" in Poland and others. With RMG's financial support, the wineries belonging to the association annually participate in international wine and spirits exhibition. Participation in international exhibitions, such as WineExpo, is the best opportunity for Bolnisi winemakers to promote their products, gain new experiences and partners.



TEGETA
HOLDING

TEGETA HOLDING

PRO BONO SERVICE FOR SOCIAL ENTERPRISES

Supporting the local community and their economic growth is one of the important directions of Tegeta. For this reason, Tegeta has started the project Pro Bono service for social enterprises and created a special study course where Tegeta employees share their knowledge with entrepreneurs.

The corporate volunteer programme, with the cooperation of the Social Enterprises Alliance (SEA), is conducted according to participant's interests and includes a one month course in social media and public relations management (hybrid format), the course activities include creating syllabi, a one month course in social media management and a one month course in public relations management.

Within the project, company has covered more than 60 social enterprises. As a member of Pro Bono Network Georgia, Tegeta is planning to continue working on other Pro Bono projects to empower different social enterprises.



TEGETA HOLDING

TEGETA FOR UKRAINE

Tegeta Holding is committed to ensuring a positive impact on local communities and wider society. Through various campaigns and activities, the company understands the core value of decent work and economic growth.

For this reason, Tegeta Holding decided to stand with Ukraine. The company has carried out various activities and provided financial, technical support and employment of Ukrainian refugees in Georgia; two Ukrainian refugees were employed at Tegeta Holding.



TERMINAL

TERMINAL

TOGETHER WE CAN DO MORE

The main principle of Terminal is equality and a decent environment, so the company's policy is aimed at increasing the role of women in management and access to education under fair and equitable employment conditions.

As part of the Together We Can Do More project, Terminal employs students, creates a flexible schedule and environment so that they can combine study and work, gain work experience while studying, and adapt to corporate ethics. The company supports the trainings of personnel, the employment of students and graduates and their professional development. Students account for 72% of Terminal's employees.

It is also important to increase the role of women in management circles, currently 68% of the company's employees are women, and the executive management is fully staffed by women. It is also important to note that the company does not have a gender pay gap.

In the direction of regional development and increasing the potential of the local population, this year the Batumi branch of Terminal is fully staffed with local personnel, and they are being trained individually.

The second direction for the company is to promote the development of small and medium-sized businesses. In this context, the company sought to strengthen the startup ecosystem. As part of the Together We Can Do More project, Terminal provides free office space to promising start-up companies, which helps them save on office costs and create a productive environment for doing business at the initial stage. Over the past year, Terminal has allocated its space to GITA winning startups - Theneo, Ensofy, Omofox and Upway, and up to 40 Georgian startups are still enjoying Terminal's preferential offers.

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



BUSINESS
for **SDGs**



AGRO SOLUTIONS

SMART SENSORS FOR AGRICULTURAL DEVELOPMENT

Agro Solutions implemented the first fully automated management project in Georgia equipped with modern technologies and adapted to the principles of precision agriculture. The project was implemented in Tianeti region, in the village of Khevsurtsopeli.

Within the framework of the project 28 hectares of land were cultivated and 2.5 hectares were covered with strawberries planted in open ground. The project is truly the first of its kind in Georgia.

The experts and agronomists of Agro Solutions selected appropriate strawberry varieties for the project that respond well to the climatic conditions of the Tianeti region. Agro Solutions carefully analyzed and planned every stage of the project in consultation with international experts. At the initial stage, appropriate planting schemes were developed, the soil was analyzed and the entire area was designed and varieties were selected.

The project was carried out in full compliance with environmental legislation, and appropriate permissions were obtained from the Ministry of Agriculture and Environmental Protection at all stages.

The irrigation aspect of the project is an innovation worth noting, as Agro Solutions determined the crop water need in advance and the irrigation part of the project is completely managed by a smart system. The project is completed automated, and can be controlled remotely from any part of the world. Various parts of the plot can be watered at different times and irrigation can be managed remotely.

Moreover, a weather station installed on the plot continuously tracks data on atmospheric and soil parameters in the whole area, which means that agronomists make decisions based only on precise information.

AIONRISE

Generate | Store | Utilise



AIONRISE

SOLAR PANELS (PV MODULES) MANUFACTURING

AIONRISE is a fully automated factory located on an area of 10,000 sq. The factory's manufacturing capacity is 500MW per annum. When the project will reach its maximum capacity, the company will be able to provide up to 300 jobs.

The main aims of AIONRISE are to: GENERATE - The annual installation capacity of photovoltaic (PV) cells globally is already at 100 GW, and will be replacing non-renewable energy sources rapidly; STORE – provide supply of Residential, Commercial, and Industrial scale battery-based Energy Storage Systems (ESS). Renewables, especially photovoltaics, create unstable generation which should be backed up by ESS. The strategy is to offer to customers PV + ESS solutions that are fully compatible and affordable to install; UTILISE - AIONRISE offers the services of Engineering, Procurement and Construction (EPC) at different scale projects with a wide range of specifications – ground based, commercial rooftops, floating, using ballasts, tracking systems, etc.

Solar energy is the main option for reducing future greenhouse gas emissions. Offsetting 50% of all future growth in thermal electricity generation by photovoltaics would reduce annual global carbon dioxide emission from projected increased levels by 10% in 20 years and 32% in 50 years. PV technology development and large-scale manufacturing has finally made solar energy the most affordable and one of the cheapest power sources.



DOMUSI

DOMUS VAKE-PARK

Domus Vake Park is a multi-functional building where apartments, offices, commercial, and parking spaces are located. The development aimed to implement a green project in the real estate market, minimizing the damage to the environment, setting an example for the local construction sector, and facilitating the development of eco-friendly, and green concept construction. The project combines green architecture and green roofing with a diversity of plants, a synthesis of greenery and architecture, and premium class apartments.

The project promotes modern and eco-friendly environment and atmosphere, the introduction of green concepts, energy efficiency, and environmentally friendly quality construction on the construction market. Through energy efficiency, the building reduces consumption that is reflected in reduced utility cost for residents.



INSI

REHABILITATION OF GUDIASHVILI SQUARE AND THE SURROUNDING AREA

The rehabilitation of Gudiashvili Square and the surrounding areas included the restoration of dozens of buildings, while three new residential houses were built; facades were updated; roofs were replaced; foundations of buildings were strengthened, and; internal spaces were repaired.

Within the framework of the project, Gudiashvili Square was rehabilitated. Sidewalks were improved, and the surrounding buildings were equipped with proper illumination and modern combined lighting.

The rehabilitation of the buildings carried out within the project mostly covered residential areas. Both facades and interior spaces of buildings were renovated, as a result of which the living conditions for the locals were significantly improved. Local streets, footpaths and recreational areas were also improved. In addition to residential areas, commercial zones, shops, open and closed cafe areas, public spaces were also restored and rehabilitated within the project. Due to the tourist attraction of this part of the city, the interest from the business point of view has increased significantly.



INSI

COMPLETE REHABILITATION WORKS OF ORBELIANI SQUARE AND SURROUNDING AREA

The project aimed at the complete rehabilitation of Orbeliani Square and the surrounding area including the complete restoration and the strengthening of 13 buildings which have the status of cultural heritage located on Atoneli Street in Tbilisi, including the London Hotel, built in 1875. This hotel is one of the most famous hotels in the Caucasus. The buildings were rehabilitated without damaging the old decor and appearance. In addition, five new buildings were built and residential areas were renovated.

The rehabilitation of the buildings carried out within the project mostly covered residential areas. Both facades were restored and interior spaces, as a result of which the living conditions for the locals were significantly improved. Local streets, footpaths and recreational areas were also improved. In addition to residential areas, commercial zones, shops, open and closed cafe areas, public spaces were also restored and rehabilitated within the project. Due to the tourist attraction of this part of the city, the interest from the business point of view has increased significantly.

LIBERTY

იქ, სადაც
ყველაზე მეტად
ვჭირდებით
მოძილური ბალნეოლოგიური კლინიკა



LIBERTY BANK

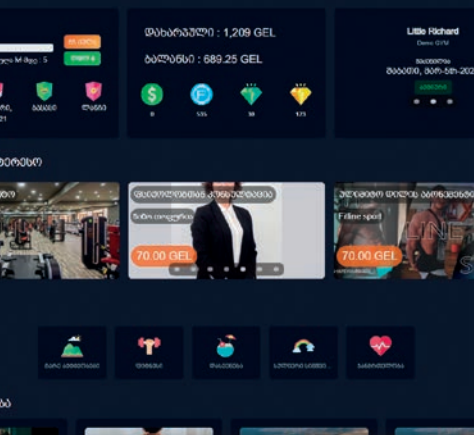
“MY DOC” - REMOTE HEALTH-CARE CONSULTATION SERVICE WITH MOBILE CLINIC

Liberty Bank created MyDoc – a remote medical, diagnostic examination clinic vehicle equipped with modern technological equipment. Free medical examinations were conducted in the municipalities of Kaspi, Dusheti, and Mtskheta, through the MyDoc mobile clinic, for the elderly and socially vulnerable.

In parallel to Liberty Mobile Bank car service, which distributes pensions and other government benefits in rural and mountainous regions without interruption, the MyDoc clinic provided cardiovascular, endocrine and respiratory tract examination services for the elderly living in the above-mentioned regions to detect various diseases at an early stage and telemedicine consultations with specialists. Examinations and consultations were provided to the population completely free of charge through minibuses equipped with high-tech telemedicine and digital equipment.

The project, unprecedented for Georgia, allowed many with limited access to healthcare to receive on-site diagnostic examinations and remote telemedicine consultations with specialists using modern digital technologies. Remote consultations were provided by specialists from American Hospital.

MyDoc has created an individual-protected medical electronic card for all beneficiaries, which generates the results of all medical examinations, which the beneficiaries can use at any time as needed.



FERTIMO

WELLNESS CORPORATION LLC FERTIMO

Fertimo aims to manage fitness/wellness business operations interconnected with an app and marketplace. The solution helps businesses increase annual profitability by 14% on average. All this is achieved by tools implemented in the software, including: client engagement (SMS/e-mail), analytical dashboards, sales/promotion management, etc. In addition, the software reduces costs/operation loss for business, as we comprehensively manage membership contract parameters and loss of goods in warehouses.

The user app helps customers purchase services from vendors, see their progress and visit stats, get rewards and perks for exceptional achievements. All this is to help people stay motivated and continue an active lifestyle for a long period of time.

So far, the Wellness Corporation developed partnership with 17 companies in Georgia, which means the company is helping them to run daily operations smoothly and optimize their expense. For now, 52128 unique end users have registered on the platform and have used the solution. There have been 1.2 million visits made with the company's system.

Wellness Corporation has mostly covered the Georgian fitness and wellness market and gained experience and a reputation and is ready to export its service to foreign countries with confidence.



PEPSICO

SOLAR PANELS

PepsiCo installed PV panels on the roof of one of its premises in 2021. The panels were installed on the entire wing facing the sun. In 2022, one-third of the electricity consumed by the company will come from solar energy. Thus, the company plans to expand the project in 2023 and aims to cover 40-45% of our energy consumption with solar panels.

In 2022, PepsiCo signed up for smart metering, as a result of which the company will be able to return excess energy back to the state grid.

The project is a long-term initiative. The annual decrease of CO2 emissions will be 111,000 kg. In the future the company plans to expand panel installation and continue to reduce CO2 emissions



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



BUSINESS
for **SDGs**



APM TERMINALS POTI ENVIRONMENTALLY FRIENDLY HOPPERS

One of the priority directions of APM Terminals Poti is action against climate change. For this reason, the company purchased two bunkers for the safe handling of bulk cargo - HOPPER FOR BULK CARGO.

The structure has a scale that allows a certain amount of cargo to be accumulated in the hopper and then to control the dosed loading/distribution of the cargo in the transport, which also controls the regulation of the maximum weight imposed by the customs. The construction is additionally equipped with a system of traffic lights, which simplifies the process of placing vehicles under the hopper and their movement during loading. This does not require personnel to be in close proximity. Thus, it does not have a negative impact on the health of employees. In addition, the new hopper has a comfortable booth for the operator.

As a result, several important benefits and results have been achieved:

- the amount of cargo placed on the berth was significantly reduced, by approximately 80%
- increased productivity – now: on average 2,500 tons / 24 hours per bunker, before that: on average 1,500 tonnes per 24 hours
- mobility – the bunker can be moved with the help of special equipment
- increased safety – unlike the old bunker, it is not necessary to work at a height to pull the hopper. It is equipped with a cargo lock (doors), which allows the vehicle to be loaded in a dosed manner, quickly and with minimal losses
- dispersion of bulk cargo in the air is practically eliminated, which minimizes harmful impact on the environment.



EFES GEORGIA

RESPONSIBLE CONSUMPTION OF ENERGY AND RESOURCES

EFES Georgia prioritizes environmental protection. In particular, the company supports the rational use of resources, reducing waste and carbon emissions and working with hazardous materials with utmost caution.

EFES Georgia is the first in Georgia and the region to have received the ISO 50001 energy management system certificate. The company has implemented a waste management policy, conducts efficient use/saving of water, energy, natural gas or other resources and strives to minimize negative impact on the environment.

Due to the company's activities, the enterprise affects the air, water and various components of the environment with hazardous and non-hazardous waste. The company is constantly looking for ways to reduce its impact on the environment through continuous monitoring of emissions and discharge points. When purchasing equipment, the company chooses the most energy efficient equipment.

The following activities are implemented in the company to reduce the negative impact on the environment: wastewater treatment plant; optimization of energy efficiency systems, automation; repeated use of water for technical purposes; repeated use of glass bottles; waste management; collection, purification and reuse of carbon dioxide released during beer production; and awareness raising.



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რკინიგზა
1872-დან



GEORGIAN RAILWAY

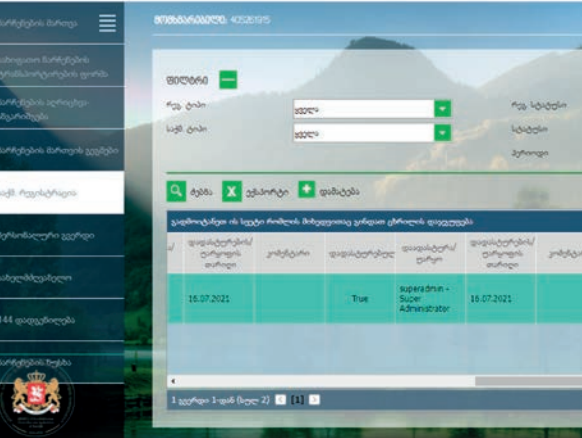
ECO-FRIENDLY TRANSPORT

In accordance with international standards, Georgian Railways has developed an environmental and social management plan. Namely, the company annually calculates greenhouse gas (CO₂) emissions generated during operations.

Georgian Railway has founded and successfully operates a forest-plantation depot with company-owned wood resources that are well-cared for and cultivated trees planted along the tracks and near various railway facilities. Periodically, the company participates in environmental protection activities and contributes to the greening of various locations.

Since 2020, the railway has been carrying out waste incineration/bioremediation. In 2021, 62,000 kg of hazardous waste was incinerated through a contractor company with an appropriate environmental permit. In 2022, the company will dispose of 250,000 kg of waste in compliance with the Law of Georgia Waste Management Code and by-laws. Outdated materials where hazardous substances/wastes were generated are replaced and also new projects are planned with 100% eco-friendly construction materials.

These activities are beneficial for several reasons. From lowering pollution rates to helping people save money to easing traffic on busy roads, eco-friendly commuting is the future. Easing traffic jams can also contribute to overall energy savings. Vehicles stuck in traffic waste fuel and create more emissions through constant starting and stopping. Even though a single transit vehicle requires more energy than a personal one, the amount of energy use per passenger is less.



POLYVIM LLC
პვს პოლივიმი

POLYVIM

PLASTIC RECYCLING FACILITY

Polyvim, a leading plastic recycling factory in Georgia, aims to upcycle all single plastic waste within the country. The company is keen on reducing plastic pollution in the country and therefore saving the municipal landfill budget. The company play a role in closing the loop as an end buyer of plastic products resulting in a growth opportunity in the green industry. This includes collaboration with schools and universities to educate the next generation and cooperation with organizations and NGOs to affect citizens at different levels and groups of the community.

The company provides its 'know-how' to every interested party with or without previous background in the waste management sector to start collection or collaboration in a different segment of its business to ease the path of development of the waste management and recycling sector in the country. Also, it provides more than 150 people with jobs while presenting sustainable business opportunities to the wider public.

The biggest challenge for Polyvim and other recycling companies in Georgia is the lack of raw material (collected plastic waste), which itself is a result of a lack of awareness about waste management and recycling and the absence of tangible value for recyclables.

For this reason, polyvim introduced the the 'Green revolution' campaign to encourage waste separation and pave the way for other organisations whose primary mission is to collect and sell their plastic waste. Also, Polyvim introduced its pilot collection plan in Rustavi "1 KG = 1 GEL, Be the first!". Under this campaign, the company purchases every kilogram of plastic waste for a value of 1 gel. So far, with the support of Polyvim's social media, the campaign has successfully purchased more than 2.5 tons of plastic waste from individuals.



TEGETA HOLDING

PLASTIC WASTE MANAGEMENT IN TEGETA HOLDING

Responsible consumption and waste management are one of the priority directions of Tegeta Holding environment policy. In order to uphold its priorities in this field, Tegeta started cooperating with Polyvim. Polyvim gathers and separates used plastic bottles to recycle as these are used for creating different products, such as clothes, toys, etc.

As Tegeta's operational activities have a certain impact on the environment, especially on waste management, the company started implementing plastic bottle waste management policy. The company has placed special green boxes on its premises, branches and offices, as well as at service centers and started encouraging employees and customers to collect plastic bottles. As expected, as a result, this initiative will be significant in reducing the negative impact on environment as around 40,800 bottles may be collected over the course of one year.



TEGETA HOLDING

TEGETA GREEN PLANET

The promotion of responsible consumption and waste management are important directions of Tegeta Holdings' environment protection policy. Within the framework of Extended Producer Responsibility, the company set up and started running a non-profitable organisation "Tegeta Green Planet", which makes its contribution in waste management and recycling processes.

The organisation is responsible for the whole cycle of product consumption in the company: import, distribution, collecting and processing. The collection includes filter materials, used oils, tires and batteries, which are collected by recycling companies, which gives a new function to useless parts.

The initiative is beneficial as this policy approach incentivizes extending a product's life cycle and as well the-end-of-life treatment of goods. The organization has set targets for collection and recycling rates, that will increase over the years. By 2023, Tegeta Green Planet aims to collect and recycle 20% of waste tires, and 15% of waste oil. As for car batteries, the plan is to collect 80%, with the recycling rates differing according to batteries' components.



TENE

ECO-FRIENDLY CHARGING CABLES

Tene has launched the production of the very first Georgian eco-friendly charging cable for various electronic gadgets. In line with its core values and business model, the company recycles and then uses discarded PET (Polyethylene terephthalate) goods – mostly used plastic bottles and their caps as well as plastic bags and other polyester products – to produce the cables.

Tene collects discarded plastic products from the population and local businesses, runs awareness raising events on eco-friendly initiatives, sustainable, green economy, and sustainable management of the waste. At the same time, in compliance with its core values, the company utilizes the energy generated by solar panels to produce its goods.

Tene promotes environmentally sound management of plastic wastes throughout their life cycle. By setting an example, Tene also encourages local communities and businesses to substantially reduce waste generation through prevention, reduction, recycling and reuse.



PEPSICO

WIMM-BILL-DANN GEORGIA (PEPSICO)

ZERO COMPUTER ON LANDFILL

Wimm – Bill – Dann Georgia (PepsiCo) plans to dispose of zero waste in landfills by 2025. To achieve this goal, since 2020, the company has started implementing various initiatives. At the workplace, the company conducted studies on what type and amount of waste is produced during the work process. The life cycle of the products has been analyzed, so that at the stage of procurement and relevant selection process, materials certified as degradable are prioritized for purchase

The company further launched project Zero Computers in Landfills. The recycling of computer and other PC products is not possible in Georgia, therefore the company built a partnership with an international company, which has solid expertise in PC waste recycling. The partner takes responsibility to properly recycle computers, printers and other PC product outside the country territory with a 100% guarantee of further recirculation. This initiative significantly decreases computer hardware waste in landfills and contributes to the overall strategy of the company.

The project is a long term initiative. Currently, the company managed to prevent 550 kg both technical and hazardous waste from ending up in landfills and avoided making a negative impact on the environment and society.

ZERO EFFECT



ZERO EFFECT GREEN WORKSHOP SERIES

As its main goal and challenge, Zero Effect aims to create a zero waste social movement and unite people around one main goal - reduce waste and its negative effect on the planet. The project "Green workshop series" was an initiative in which green social entrepreneurs shared their experiences and eco-tips with different target groups.

The aim of the workshops was to promote sustainable entrepreneurship and to help each other with interesting tips and information about living with zero waste and enriching the community. The project, as a compass, strongly supports the refuse, reuse, reduce and then recycle philosophy.

Within the framework of the project, 15 workshops were held with the involvement of green entrepreneurs. The workshops included both theoretical and practical work and covered topics such as waste sorting, a new life of the old fabrics, paper recycling techniques, urban gardening, veganism, healthy eating. The project had 150 beneficiaries, people who attended workshops and seminars, with around 10 social enterprises and social initiatives involved in the project.

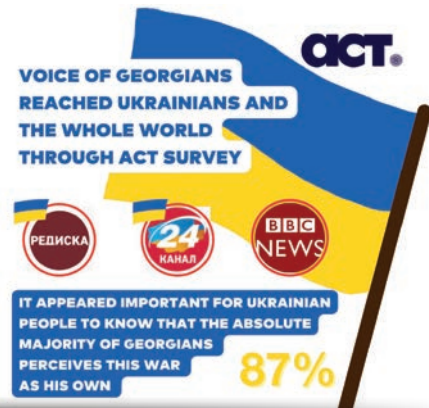
The participants had a chance to share information about their sustainable activities. The project attracted media attention with several invitations to various TV shows – morning shows and live broadcast.



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



BUSINESS
for **SDGs**



ACT

THE VOICE OF THE GEORGIAN PEOPLE TO UKRAINE

To condemn Russia's attack and violence against Ukraine and to express the will of the Georgian people, ACT used its experience and analytical knowledge and conducted a survey of the Georgian public, the results of which were a message to the Ukrainian people and the world.

Per the results of the study, the majority of the population of Georgia (84%) think that "Russia is the enemy", and 87% of the population of the country believe that "the war in Ukraine is also our war". These important results of the ACT study became a message from Georgians which reached Ukraine and the world.

The results of the study came to the attention of the Georgian and international media. The data was also reported in the Ukrainian media, it was important for the Ukrainian people to know that the majority of Georgians perceive this war as their own and want Ukraine to win in the fight against the common enemy (88%).

The study was conducted in the beginning of March. The telephone survey was conducted on March 4-6, 2022 and included 809 respondents.

The project was important as it had several target groups, including the international community, Ukrainian people, local society and the media.



**ADJARA
GROUP**

ADJARA GROUP

SUPPORTING UKRAINE

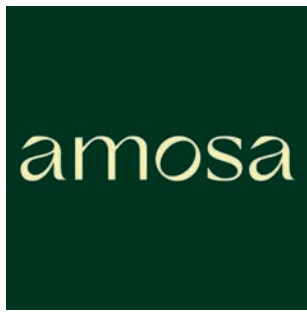
Standing with the people of Ukraine who have been facing the devastating effects of Russia's unjustifiable war, Adjara Group took several measures to support the citizens of Ukraine and its institutional resilience soon after the war started. In cooperation with organizations such as the Embassy of Ukraine to Georgia, UNHCR, and the Georgian National Tourism Administration, the Adjara Group team identified the most pressing challenges faced by people who fled from Ukraine.

As a result, the company offered free accommodation packages at its hospitality establishments to those who needed it the most. A large-scale humanitarian assistance program was also initiated by Adjara Group in close cooperation with other institutions helping Ukrainian citizens in Georgia. Moreover, spaces were devoted to events organized by various organizations with the aim of supporting Ukrainians.

Adjara Group employees donated food and clothing items, some of which have been sent to Ukraine while a portion of it was given to Ukrainians who fled to Georgia. Hence, hundreds of Ukrainians received essential food and emergency aid from Adjara Group. Overall, around 200 adults and children were allocated free 30-day accommodation at Holiday Inn Tbilisi, Rooms Hotels in Tbilisi and Kazbegi, and Fabrika Hostel.

The company is also involved in the Safe Haven initiative, which supports female students and startup founders from Ukraine in continuing education and work with the aim of building back their country once the war is over. As part of the initiative, currently 12 individuals are staying at Fabrika Hostel and the establishment's staff is working to help them get integrated into the local community.

This way, Adjara Group played a role in bettering the lives of hundreds of Ukrainians by addressing their immediate needs and protecting their fundamental rights.



WE STAND WITH



UKRAINE

GEORGIAN WINES AND TASTES

SPECIAL AMOSA WINES TO SUPPORT UKRAINE

The project was initiated immediately after the outbreak of the war in Ukraine. Using its reserved Saperavi wines, Georgian Wines and Tastes created special labels with Ukrainian national ornaments, colors and symbols; we also wrote a letter on labels for our Ukrainian friends.

Revenue from sales of each bottle of wine was matched and the money was transferred to help Ukrainian people. The letter on the back label says that bottles should be opened to celebrate victory.

The project has several purposes. One is to help Ukrainian people by collecting money and the second is express support to Ukrainians, whoever encounters the company's wines worldwide. It is also a reminder to the Georgian people that we share same fate and should stand with nations protecting their and our freedom.



GEPRA

GEORGIAN FONT "UKRAINE"

Within the frame of project 'Digitization of the manuscripts of public figures', Gepra created a Georgian font called Ukraine dedicated to the Ukrainian people fighting for freedom.

The font was created based on the early form of Ukrainian writing - Ustav (the masterpieces of the manuscripts are the Ostomir Gospel and the Arkh-ganskelsk Gospel, etc). Calligrapher Davit Maisuradze worked on the design and digitization of the modern font in many languages, with whom the agency has been digitizing manuscripts of famous public figures and monuments of Georgian writing and creating Georgian fonts in cooperation with him for the fourth year.

With the new font, it is possible to write in Georgian, Ukrainian, Abkhaz, English and German. It can be used in Photoshop, InDesign and Illustrator, as well as in all MS Office programs. The font Ukraine is also based on one of the historical calligraphic types. The new font Ukraine contains both Georgian and Latin scripts stylized with a Slavic aesthetic, the font includes all the letters and signs of the Abkhaz language. All European (and not only) languages can be written with this font.

The font Ukraine is dedicated to the Ukrainian people and their selfless struggle for freedom and independence. This project 'Digitization of the manuscripts of public figures' helps to raise awareness, emphasize the importance of public figures once again and introduce them to the new generation.



ვიენის სტრავაზუარული ჯგუფი



**“GPI HOLDING” DONATES
EUR 25,000 TO SUPPORT UKRAINE
AND UKRAINIAN COLLEAGUES**

GPI HOLDING SUPPORT FOR UKRAINE

Since the outbreak of the war in Ukraine, GPI Holding has been actively supporting and helping Ukrainian citizens. In addition to expressed support through various social media channels, GPI further supported three Ukrainian insurance companies of the Vienna Insurance Group (of which GPI is a member).

Several days after the war started, Vienna Insurance Group created a special fund – VIG Family to support Ukrainian colleagues, to which it transferred EUR 5 million. GPI Holding, on its side, donated EUR 25,000.

On a more local level, the company planned various campaigns while it collected money and transferred it to the fund. The company joined international platform Myteledoc, with the help of which Ukrainians received doctor's online assistance. The company also launched a special project to support the Ukrainian people, within the framework of which 10% of the health insurance policies sold online by GPIH were paid to the Ukrainian fund.



LEAVINGSTONE

NFT PROJECT - RUSSIA FOR SALE

Immediately after the outbreak of the war, the Ministry of Digital Transformation of Ukraine announced that official crypto wallets are open for collecting donations. As a response to Russia's invasion in Ukraine, Leavingstone created an online platform Russiaforsale.org. Through the platform, Leavingstone offers users to choose and claim a region of Russia in the form of an NFT.

Every piece is unique and features the name, area, and an authentic coat of arms. At the moment, the NFT platform consists of small (0.05 ETH), medium (0.18 ETH), large (0.85 ETH), extra large lands (1.68 ETH), and big cities. 100% of the proceeds are transferred to the Ministry of Digital Transformation of Ukraine. Each transaction is done with transparency and the record is openly available.

Creation of the platform consisted of several stages of data gathering and creation of visual images, designs, overall, the Leavingstone team generated 2443 visuals which eventually became the final NFTs that are publicly available for sale on the most popular NFT marketplace OpenSea. The campaign was widely covered through TV channels, appeared in 134 articles reaching around 2,600,000 people interested in NFTs and was the subject of discussion on social media.



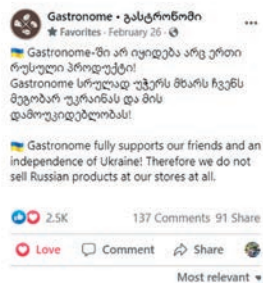
PSP PHARMA

TO HELP AND SUPPORT UKRAINE

With the outbreak of the war in Ukraine, PSP Pharma immediately got involved in humanitarian activities to support Ukrainian citizens. On February 27, along with the first humanitarian shipment to Ukraine, PSP sent medicine, medical supplies and devices (worth 300,000 GEL) to support Ukraine.

At the second stage, products such as, baby nutrition products, milk and tea worth 20,000 GEL were donated to the humanitarian assistance point at the Ukrainian Embassy in Tbilisi. Further, the donation of 50,000 USD by PSP's strategic Korean partner company was doubled by PSP and further humanitarian assistance worth 95,000 USD was sent. PSP continued to support Ukraine with projects to support Ukrainian citizens in Georgia.

Despite the ongoing war, to celebrate International Women's Day on March 8, PSP presented a set of gifts to Ukrainian women. PSP will have handed out special discount cards and emergency kit products to 300 Ukrainian families in Georgia by the end of the year.



GASTRONOME

SILK GASTRONOME SOLIDARITY TO UKRAINE

One of the main goals of Silk Gastronome is to make its employees feel security and solidarity. Considering the ongoing war in Ukraine, the company decided to remove products of Russian origin from its sales to express solidarity with the Ukrainian people. Russian products were removed from all the company's stores and locations.

The wider public was informed about the decision. Even though the decision was not profitable from a business perspective in the short term, the company believes that it was of more social import to display unity and the values of the company.



TBC



TBC BANK

DIVERSITY, EQUALITY AND INCLUSION - ACHIEVING EQUALITY FROM WITHIN

TBC Bank is committed to the highest standards of corporate governance and aims to develop an organizational culture that respects and supports human rights in all its undertakings. A special focus is placed on the identification and elimination of any kind of employee discrimination on any grounds whatsoever.

For this reason, TBC Bank developed a comprehensive training concept of a healthy and ethical working environment, which includes videos, blogs, regular newsletters and additional meetings with the senior management and responsible departments. It combines different issues such as Code of Ethics and Code of Conduct, employee protection and safety, environmental, social and governance matters.

In 2021, TBC established a regular training framework to address various topics related to a healthy, ethical and safe working environment. Specifically, various trainings related to ESG matters were also introduced.

TBC elaborated unique mandatory training modules for its more than 8,000 employees with subsequent testing as a monitoring tool on sexual harassment, stereotypes and discrimination, diversity and equality, types of violence, identification and communication.

In 2022, the employees received the learning material and passed the tests on the following three modules: sexual harassment, stereotypes and discrimination and diversity and equality. Furthermore, in 2022, a series of training on gender equality in the workplace was commenced.

As a result of these educational initiatives, management and employees have increased sensitivity towards diversity and equality issues, and it is a big step to establishing a diverse environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success. Ultimately, this leads to stronger institutional culture and a changed mindset of the members of the community.



უკრაინელი ხალხის დასახმარებლად
გამოყენეთ QR კოდი



TBC

TBC BANK

SUPPORTING UKRAINE

Since the outbreak of the war in Ukraine, TBC Bank has been actively involved in various activities to support Ukrainians. Many citizens and companies have joined TBC's initiative and deposited money to TBC's assistance account. Through the joint efforts, more than GEL 1.7 million was raised to help Ukraine. The amount was fully transferred to the official charity account of the National Bank of Ukraine.

TBC has also simplified the process of donating for customers of digital channels and created a special template in the TBC app - "Support Ukraine". In addition, any charitable and humanitarian transfers to Ukraine are free. Commission fees were fully covered by the bank. TBC Bank itself contributed GEL 200,000 to the fund on behalf of the team.

Setting up a designated account via which the customers would have been able to make donations freely without any barriers was the first emergency step TBC Bank took. The bank also decided to fully cover the transfer fees for donations made by Georgian citizens.

TBC stood by its Ukrainian team members and their families, financed the shipment of humanitarian aid, assisted the government, the private sector and international organizations. TBC also organized sectoral research and workshops / meetings to help businesses overcome this difficult period.



17 PARTNERSHIPS
FOR THE GOALS

The logo for Sustainable Development Goal 17, Partnerships for the Goals, featuring four interlocking white circles on a dark blue background.

BUSINESS
for **SDGs**



**ADJARA
GROUP**

**TBILISI
PHOTOGRAPHY
& MULTIMEDIA
MUSEUM.**

ADJARA GROUP

SHARED-VALUE CREATIVE ECOSYSTEM

Through its partnerships, Adjara Group is leading the development of creative industries in Georgia. Together with its partners, Adjara Group has formed a growing shared-value creative ecosystem around its properties. Tbilisi Photography and Multimedia Museum (TPMM), the Center of Contemporary Arts (CCA), and Propaganda Network, to name a few, are all part of the ecosystem.

The company's partnerships have had a catalytic effect on the creation of high-value jobs for socio-culturally and economically diverse communities in creative industries. Continued collaborations with female artists, curators, and entrepreneurs helps entrench gender equality in the ecosystem. Supporting initiatives and programmes for individuals who come from various economic, social, and cultural backgrounds makes Georgia's creative industries ever more accessible.

Importantly, the shared-value creative ecosystem offers a multitude of educational platforms to all interested parties who are interested in professional growth and networking opportunities.

Adjara Group's partner organizations are also encouraged to form collaborative bonds with international organizations, public institutions, as well as other prominent actors from the private sector. This way, the company consciously supports the growth of the shared-value creative ecosystem's network. As a result, creative industry representatives gain access to more funds and unprecedented, international knowledge-sharing platforms.

Adjara Group's shared-value creative ecosystem adds intangible assets – individuality, diversity, and innovation – to its internationally renowned lifestyle brands while being a frontrunner of Georgia's cultural renaissance.



AE SOLAR

GO SOLAR

AE Solar launched a campaign against global warming that highlights the fact that polar bears are some of the most endangered animals due to the change in global temperatures. The lack of consideration of mankind resulted in climate change. The high usage rate of carbon dioxide and other pollutants have made drastic alterations to the lives of creatures that inhabit the poles. This process is irreversible. If we do not take further steps, other species will be next.

As part of the campaign, people from all over the world share pictures, take action and raise awareness through interactions with the company's Mascot polar bear Albert on each continent during our expos in each country. The company presents the mascot and creates interactive campaigns to promote awareness around the issue.

One of the main goals of the campaign is to bring knowledge to the younger generations who will work for a solution against the climate crisis. It is a world precedent to have the circus energized with solar panels. The campaign name was "The reason for the season" and aimed to promote awareness amongst the younger generations about the climate crisis.



THE USAID ECONOMIC SECURITY PROGRAM

APM TERMINALS POTI

APM TERMINALS 4 POTI - RUN YOUR BUSINESS WISELY

APM Terminals Poti launched the Small Businesses Support Program APMTerminals4Poti to support local entrepreneurship, engage more closely with the community and develop a stronger collaborative approach.

The Small Business Support Program aims to provide competitive business and employment opportunities to start-ups and experienced entrepreneurs which is intended to deliver both direct and indirect benefits to the Poti community.

Within the programme 85 entrepreneurs were financed through a comprehensive selection process. Maximum funding for each project was limited to GEL 4,000 and required a minimum of 20% co-funding of the applied project cost from the beneficiaries.

To ensure the programme's sustainable development, in May 2022 the USAID Economic Security Program and APM Terminals Poti entered into a partnership which aims to improve business skills for programme beneficiaries. Training topics include: how to plan business growth and development; information on fundraising opportunities; how to increase popularity of a business: branding and general marketing; how to utilize social media in raising awareness about a business and its products and; digital marketing.

At the end of the programme, individual tailored advisory services will be provided to the participants of trainings/workshops, where designated advisors help SMEs implement the learnings from the group sessions



BANK OF GEORGIA



BANK OF GEORGIA

SUPPORTING PROTECTED AREAS OF GEORGIA

**BANK OF GEORGIA IN PARTNERSHIP
WITH CAUCASUS NATURE FUND (CNF)**

For the past 12 years, the Bank of Georgia has partnered with the Caucasus Nature Fund (CNF) to support Georgia's protected areas. Each year the Bank of Georgia contributes \$100,000 to support 12 protected areas: BorjomiKharagauli, Lagodekhi, Tusheti, Tusheti national park, Vashlovani, Mtirala, Javakheti, Kazbegi, Algeti, Kintrishi, Machakhela and Pshav-Khevsureti.

In 2021, four protected areas in Georgia – Mtirala and Kolkheti National Parks, Kintrishi and Kobuleti – were included on the UNESCO World Heritage List. For the first time in the Caucasus region, this recognition supports the preservation of unique ecosystems in Georgia and ecotourism as well. In 2021, the Bank of Georgia also launched educational campaigns to promote the unique biodiversity of Georgia's protected territories.

In order to maintain, support, and develop the protected areas of Georgia, the Bank implemented numerous projects together with CNF, within the framework of a 12-year sustainable partnership. Within the framework of the partnership, in 2021-2022 the bank transferred money to the Fund, used exclusively for the Fund's activities in Georgia and for strengthening a large part of the protected territories of Georgia (798,287 ha). Moreover, dozens of infrastructural, administrative, and biodiversity preservation and development projects were implemented and an educational campaign of the Bank of Georgia "You'll fall in love the moment you see it" was also conducted. The campaign increases awareness, promotes and develops local tourism in the regions, provides opportunities and resources for the rangers of the protected areas and the local population to develop their activities and improve their economic and social conditions.



Caucasus Clean Energy Holding



Bakhvi HPP

C-C-E-H HYDRO VI

BAKHVI 1 HYDRO POWER PLANT STAKEHOLDER ENGAGEMENT

Bakhvi 1 HPP is a small run-of-river HPP, which is located on the Bakhvistskali river in Guria. The project is still in the initial stage. The project has received an environmental permit and is now looking to acquire a construction permit.

The installed capacity of Bakhvi 1 HPP is 10.9 MW and its annual generation amounts to 43.1 GWh. The project consists of headworks, a fish pass, a fish diverter, a buried penstock, and a powerhouse. The generated electricity will be transmitted via a 110 kV overhead transmission line onto the national grid.

From the early stages of project development, the team put special emphasis on stakeholder engagement.

With this vision in mind, the project team developed a strategy which is based on transparent dialogue with all interested parties, including the local population, business, NGOs, media sector and government. In the framework of this plan, meetings were held with all stakeholder groups, including community (both public and individual door-to-door meeting formats), local self-government, NGO, media and SMEs. Furthermore, the Advisory Council was established which unites 12 representatives of the above mentioned stakeholder groups from Ozurgeti and Chokhatauri municipalities.

A comprehensive Social Program was elaborated by Bakhvi 1 HPP Project and communicated to the wider public including through the signing of a memorandum with the local community and agreeing on major components of the Social Program. A partnership was established with a USAID program to support the Tea Route and Mountain Trail development in Guria region. A permanent dialogue format was offered to local NGO and environmental activists. For this purpose, several national and foreign experts were invited to Guria to meet with interested parties and answer their questions.

EFES

GEORGIA

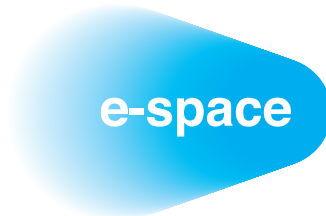


EFES GEORGIA

PARTNERSHIP PROJECTS

EFES Georgia pays special attention to partnership projects. In 2011, the company established the Natakhtari Fund, which aims to empower youth without parental care and prepare them for independent living. To date, the fund has helped more than 650 beneficiaries with more than 1 million GEL. More than 600 of these youths were employed, and more than 300 young people received vocational and 70 a higher education. Natakhtari Fund resources are tailored individually according to their needs.

In the process of preparing young people for an independent life, it is important to provide them with psychological services: psychological counseling and therapy. Mental health is a priority along with education and employment. Also, significant time is devoted to professional counseling. The project offers help to beneficiaries in the provision of housing, support in receiving a professional or higher education, and full coverage of utility costs or co-financing.



E-SPACE

E-SPACE BUSINESS MODULE

E-Space came up with a business module in 2021, which enables private and legal entities to purchase chargers, connect to E-Space App and generate income. The purpose of the module is to increase the number of charging stations throughout the country and allow any person/company to quickly become a partner of the business. E-Space provides supply, installation, monitoring of chargers, and placement in the App and billing system. On the other hand, partners can attract more customers and increase demand for their services. This project helps to expand the charging station network. Currently, the module is in beta phase. Official release is planned for the end of the year, which will enable us to connect an unlimited number of companies (with their chargers) to the company's network. In addition to the company's successful operations throughout the country, it is planned to extend the project abroad as well.



Georgian Farmers' Association
საქართველოს ფარმერთა ასოციაცია



ჭირჭიან
მანგანუმი



GEORGIAN MANGANESE

TRANSFORMATION OF COLLABORATION OPPORTUNITIES FOR THE SUSTAINABLE DEVELOPMENT OF EDUCATION

In 2021, Georgian Manganese established a Multifunctional Center in Chiatura and a memorandum of cooperation was signed between the Georgian Farmers' Association and the Center, the purpose of which is to: (I) raise the awareness of the population living in Chiatura municipality about agricultural professional education and the educational services available in it, (II) increase access to non-formal education programmes and (III) support cooperation with the private sector operating in Chiatura for the improvement of educational services.

In order to promote agricultural professional education, the association and the center identified the need to develop educational programmes adapted to regional needs. Within the framework of the cooperation, the needs of the local population were studied and the priority areas of agriculture were defined, which include breeding and planting of decorative plants, beekeeping and fruit growing.



GEORGIAN RAILWAY

COOPERATION FOR SUSTAINABLE DEVELOPMENT GOALS

Throughout the years, Georgian Railway has cooperated with various governmental, international and non-governmental organizations to support the implementation of the Sustainable Development Goals. In June 2021, the Green Bond Framework was signed with international financial institutions, such as the European Bank for Reconstruction and Development, the Asian Development Bank and others. Within the framework of the agreement, the Railway took on the responsibility to process the documents in line with international standards.

The project PCB-Free Electricity Distribution in Georgia is implemented in cooperation with the Regional Environmental Center for the Caucasus (REC Caucasus) and aims to completely remove oils containing polychlorinated biphenyls from field of electricity supply. These oils were used in transformers at railway facilities.

Furthermore, in 2022, Georgian Railway communicated with the Center for Sustainable Development - Remisia and the Ministry of Environment and Agriculture of Georgia in connection with the Climate Technologies Needs Project. Meetings were held in March, where the necessary climate technologies for the transport sector, barriers to the spread of the same climate technologies and ways to eliminate them were discussed. At the end of the meetings, a preliminary list of climate technologies was signed.

გუბნილი  GOODWILL



GOODWILL

PARTNERSHIPS FOR SUSTAINABLE DEVELOPMENT

Promotion and development of professional / vocational education is one of the most important directions for Goodwill. The company believes that correct, timely and purposeful interaction between vocational schools and the private sector leads to specific results and goals. These goals are: establishing a flexible, integral professional educational network corresponding to the requirements of labor market, which ensures the development of high quality competencies, training of staff, and providing opportunities for their professional and personal development.

For these reasons, Goodwill Training Center cooperates with various vocational colleges and is actively involved in the implementation of various training modules. Students can acquire professional knowledge in a real work environment, which helps them understand and analyze the material and information provided. Currently, the company employs 14 professionals in educational programmes, both in Tbilisi and in the Adjara region.

The programmes include manufacturing as well as warehouse logistics and trade. Hundreds of students, both through certification and retraining programmes are trained; hundreds were employed in their field, and there are dozens of professional teachers who contributed to the development of programmes and employment of students.

The company contributes to the development of the sphere, namely by strengthening the role of professional education.



LIBERTY



პარტნიორობა
ადამიანის უფლებებისთვის

LIBERTY BANK

ACCESSIBILITY PROJECT FOR THE PERSONS WITH DISABILITIES

The goal of the Liberty Bank Accessibility (rights protection) Project for persons with disabilities is to provide equal opportunities, which ensures equal access to the services of the bank and supports the protection of the rights of persons with disabilities in the country.

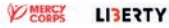
For this reason, Liberty Bank partnered with the NGO Partnership for Human Rights. The accessibility project for people with disabilities, developed and implemented together with Partnership for Human Rights, includes three main directions: Direction 1: Provide non-discriminatory services and an equal environment at Liberty Bank. Direction 2: Increase the participation of people with disabilities at work and the improvement of financial institutions. Direction 3: Increase the competence and capabilities of the bank in terms of the rights of persons with disabilities.

The five-year project includes a variety of activities, such as, raising employee awareness ("Break the stereotypes" campaign), TV coverage, public speeches and a series of trainings, among others. In line with the project directions, several activities include improvement of physical accessibility, improvement of accessibility of services, training of staff, employment of persons with disabilities and advocacy campaigns.

LIBERTY

With funding from
Austrian
Development
Cooperation

ავლაგარდლო მენარგობა სფლოს ბანკითარებისთვის
RURAL DEVELOPMENT THROUGH YOUTH ENTREPRENEURSHIP



LIBERTY BANK SUPPORTING RURAL DEVELOPMENT THROUGH YOUTH ENTREPRENEURSHIP

Rural Development through Youth Entrepreneurship (RDYE) is a project implemented by Liberty Bank and Mercy Corps Georgia through the support of the Austrian Development Cooperation (ADC). The key contributor of the project is Liberty Bank.

The project aims to increase the entrepreneurial knowledge and skills of youth (aged 18-35), support agricultural and non-agricultural businesses, increase access to finances and build markets linkages. The project activities will be focused on improving social and economic participation and well-being of youth, and enhancing their entrepreneurial capacity. The accumulated knowledge and skills will facilitate their employment/self-employment.

The project will last 42 months (from December 2021 to May 2025) and is implemented in 18 Municipalities in four regions of Georgia, namely: Kvemo Kartli: Rustavi, Marneuli, Bolnisi, Gardabani, Tetrtskaro, Tsalka; Samtskhe-Javakheti: Borjomi, Aspindza, Adigeni, Akhkaltsikhe, Akhalkalaki, Ninotsminda; Shida Kartli: Gori, Kareli, Kaspi; Mtskheta-Mtianeti: Mtskheta, Dusheti, Tianeti.

The target group of the project is aspiring youth from these municipalities, and new or existing entrepreneurs. The project will support at least 1,500 young people (50% female), including those from remote areas, ethnic and religious minorities, IDPs, individuals with disabilities, among others to develop their entrepreneurial skills and capacity to create 50 sustainable, new and/or existing, rural agricultural and non-agricultural youth-led enterprises.

The project's main impact will be to facilitate local sustainable economic development through support to the enhancement of the entrepreneurial capacity of youth in the target municipalities.



MBC

MAMABONO GEORGIA

The economic empowerment of women is crucial to achieving gender equality. For this reason, for the first time in Georgia, MBC will implement the Mama Bono project which was inspired by Mama Bono Japan. The project prioritizes mothers and the main goal is to empower and encourage them to be involved in economic activities. Women who have withdrawn from economic activities or have not been able to engage at all due to motherhood and need introduction and reintegration, with which MBC will actively assist. This will be the Mothers for Mothers project.

At the initial stage, MBC partnered with Japanese project representatives and CSR DG and the first stage has already been implemented. 383 women were interviewed, both in Tbilisi and in the regions. In the next stage, their interests and their intended specialization will be identified. As a result, so far, necessary training courses were identified, around 86% of respondents want to study remotely because they cannot leave their children. The next phase is planned and includes training courses from September to December. And the stage of internship and employment will start from December.

The project is important for economic empowerment of women that will provide them with decent employment opportunities.



ORIFLAME GEORGIA MAKE THE SCHOOL YARD GREEN!

In 2022, Oriflame Georgia partnered with the project “Keep Georgia Tidy”. The project is implemented in Georgia with the support of the Government of Sweden and includes many interesting and useful environmental initiatives.

As part of the programme, in the autumn of 2021, a competition “Make the school yard green!” was announced for students and teachers of public schools in Georgia. The purpose of the competition was to clean and green the yard of their schools. In the process, school students observed the stages of planting and caring for plants, getting to know them, caring for them as a daily habit, and helping to mitigate the global problem of climate change.

Oriflame Georgia, as a partner organization of “Keep Georgia Tidy”, took part in this competition. The company participated in the evaluation of school works and the identification of winners, encouraged the winner schools and students with main prizes – Educational Corners at schools, and a representative of the company was directly involved in the award ceremonies of all the winning schools.

On May 22, World Biodiversity Day, six winning schools were announced, the winners in the nomination “Green yard of the school” were: Gurni village public school, Public school No. 2 of Akhmeta, Dekhviri village public school. The winners in the nomination “Cleaned school area” are: Gubi village public school, Public school №149 Tbilisi, Public school №1 Ambrolauri.

The winning schools were awarded special certificates and eco-gifts in the name of “Keep Georgia Tidy”, and Oriflame Georgia organized the main prizes for the winners - an educational corner for each winning school and donated literature and furniture.



Glovo!



GLOVO

PARTNERSHIP FOR ROAD SAFETY

Road traffic is one of the most dangerous environments we are confronted with every day. Moreover, delivery services are expanding worldwide, due to economic viability and the Covid-19 pandemic.

The Partnership for Road Safety conducted a series of trainings for Glovo that included road safety and first aid parts conducted by professional instructors. The training programme was based on research and focused on improving the knowledge of riders/drivers while driving on the roads, on post-crash response as well as on teaching the standards of safe mobility and technical details that are necessary for their safety and that of other drivers.

Through the programme, delivery couriers acquired important information about safe driving on the road and post-crash care that will help them to make the right decisions while driving and consequently, preserving the lives of others. The structure and presentational approach of the programme was developed by EASST and the Partnership for Road Safety together with the team of driving and first aid instructors of Georgia. More than 50 trainings were conducted for more than 1000 couriers including drivers and riders.



POLYVIM GREEN REVOLUTION

As a plastic recycling facility whose primary aim is to recycle waste, one of the biggest and most prominent challenges Polyvim faces is the lack of raw material (collected plastic waste). The main underlying reason of this problem is the lack of awareness and cultural development in waste management and recycling amongst the wider public.

For this reason, Polyvim introduced the 'the Green revolution' campaign to encourage a waste separation culture and pave the way for other businesses, organizations, and municipalities where the primary mission is to collect and sell their plastic waste. The campaign allows companies, organizations, and every cooperation, regardless of the amount of plastic waste they generate, to separate their plastic waste, which will be collected free of charge by Polyvim LLC.

The campaign requests the participating companies to promote and motivate their employees to separate at home and deliver their plastic waste to work. So far, the campaign has more than 65 companies, small or medium size businesses and organizations to holdings and governmental and international ones. Through the campaign has recycled more than four tons of plastic bottles.

The green revolution is also beneficial for companies; by joining the campaign, they are taking care of their plastic waste and allowing companies to take another step toward "going green" and implementing their extended producer responsibility.

Further, to allow individuals to also participate in recycling, Polyvim collaborates with NGOs as a collection point. The NGO, including Parki Ar Minda and Zero Waste, has an open door for individuals willing to deliver their plastic for recycling.



RMG GOLD

RMG & GEORGIAN TECHNICAL UNIVERSITY

Within the framework of the Memorandum of Cooperation signed in 2017, RMG closely cooperates with Georgian Technical University and offers a number of opportunities to students of various specialties, in particular the students of the Mining and Geology Faculty. RMG's educational programme combines various projects available to students throughout the year, which are focused on their professional development.

With the financial support of the company, the infrastructure of various scientific laboratories and auditoriums of GTU is being improved. With the direct involvement and support of RMG two professional programmes of the GTU Mining and Geology Faculty were created and are being implemented. Every year, the company carries out training field practice for the first-year students of the Mining and Geology Faculty.

In 2018, RMG established a scholarship for students of the mining-geological, chemical technology and metallurgy, energy, and telecommunication faculties of the Technical University. In 2018-2021, 53 young people became RMG scholarship holders. The cooperation also includes RMG summer school and one-month paid internship, after which some students are given opportunity to be employed in the company.

Together with GTU, since 2019, the company has started working on the dual educational project "Individual Development Plan", which provides a dual education plan for final-year students of the mining area of study involved in the project, which is tailored to their competencies and interests.

With the initiative and support of RMG, the innovative Mining and Geological Technologies Center will be opened based on the Mining and Geology Faculty of the Georgian Technical University in September 2021.



GASTRONOME

SILK GASTRONOME

INTERNAL DOCUMENTATION ASSURANCE

To promote a decent work environment, Silk Gastronomy has created various policies which ensure the the rights of employees. In order to improve various existing policies, the company started an audit of internal documentation and started cooperating with the well-known human rights organization Rights Georgia. After the audit, the existing policy documents for our employees will be more transparent, flexible and enforceable.

It is important to note that in order to improve the economic situation of the employees, the remuneration of all employees has been increased by 10% within the framework of corporate responsibility.

The project helped the company create a friendly and work environment in which employees can grow professionally, develop skills and work peacefully and aspire to leadership positions. Being more responsible allows the company to have internal mechanisms to help our employees grow and know their rights within the company. This partnership will be exemplary for other companies to foster such kind of cooperation.

სუპერძალა
ერთობაშია



სუპერბიჩი

qwerty

QWERTY

BUILDING PARTNERSHIPS WITH PRIVATE SECTOR

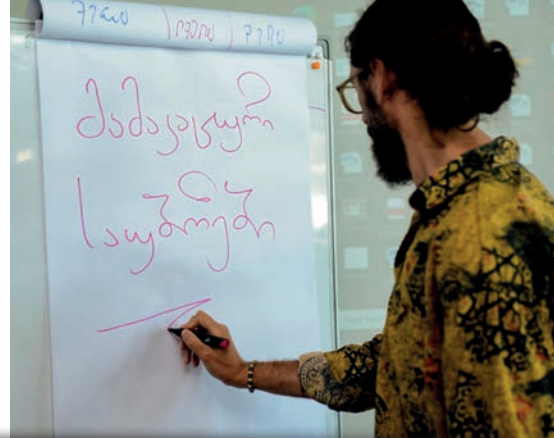
Superhero is an online / digital platform launched on June 1, 2020. Throughout these two years, Superhero raised more than 700,000 Gel from Superheroes, and more than 300,000 from the private sector. Currently we have 340+ Superheroes. The platform sends monthly boxes to 440+ kids and provides up to 80 kids with devices they can use to attend online classes. Extra-curricular classes for around 100 kids every month are also conducted, and the numbers are growing.

With the partnership projects, Superhero is offering customized packages to its partners.

They can choose from three options:

- 1. Employee engagement** - businesses can match their employees' donation, and therefore become a "Robin to Batman"
- 2. Support ongoing Superhero projects** - Businesses can donate once or monthly, to support current projects, such as extra-curricular studies for our beneficiaries (foreign languages, science, arts, sports, etc.), or communication strategies to find new superheroes.
- 3. Product/Service Donation** - Superhero has records of the wishes and dreams of more than 500 kids from Georgia. If businesses offer relevant products/services, the Superhero team can make sure they are delivered to the child.

For the partner companies it is a great opportunity to connect with their customers and other stakeholders and talk about the projects we do together.



TEGETA HOLDING

“MEN TALKING TO MEN”

TRAINING MODULE IN TEGETA HOLDING

In cooperation with United Nations Population Fund (UNFPA) and the NGO “Care Together”, within the framework of the MenCare Georgia Campaign, Tegeta Holding decided to raise awareness in gender equality and started the implementation of the famous method - Men Talking to Men.

MTM is a meeting series, where together with experienced male facilitators, the participating men (company employees) openly discuss issues that are interesting and important to them, participating in role-plays, and discussing the stereotypes in society.

MenCare Georgia and UNFPA Georgia have been organizing MTM trainings since 2016, and have held 200+ seminars in Tbilisi, Kvemo Kartli, Kakheti, Imereti, Samegrrelo, Guria and Samtskhe-Javakheti, attended by 3000+ men. In the framework of cooperation with Tegeta, the MTM trainings will last one year, and aim to reach more than 500 male employees in the company.



TEGETA
HOLDING



საქართველოს ალიანსი
უსაფრთხო გზაგონისთვის

TEGETA HOLDING ROAD SAFETY WEEK

In May 2022 Tegeta Holding joined the global initiative Road Safety Week, in collaboration with the organization Georgian Alliance for Road Safety. The campaign aims to raise awareness to reduce road accidents. For this reason, Tegeta together with its daughter company, Volvo Cars Georgia, decided to participate in various activities.

The specific activities included: participation in campaign's opening Conference event, where Tegeta shared safety experiences to the attendees. During the event Volvo Cars Georgia prepared special gifts, and organized a special exhibition on the theme of safety.

A school visit was organized by The Alliance for the Safety Roads, where Tegeta holding and Volvo Cars Georgia distributed safety related gifts to the children. The visit comprised awareness raising interactive games, quizzes, showcasing how to use the safety belt in a proper way. A Symbolic Action event was held in one of the main streets of Tbilisi, encouraging people to be more responsible and careful during driving their cars. An awareness raising activity was held in the Tegeta Holding show room, where customers were informed about the road safety week and were given symbolic cookies, with the main slogan of the campaign.

TEGETA
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გაერთიანებული



TEGETA HOLDING

MOBILE LIBRARY

Education is one of the most priority directions of Tegeta. The company has been involved in the project “bookmobile” since September 2021, in cooperation with Netgazeti and the Japanese Embassy. The project aims to support access to education and to popularize reading in the highland regions of Adjara by filling up the empty shelves of local libraries.

The truck itself of the “mobile library” was technically equipped by Tegeta Truck and Bus and German partners. On behalf of Tegeta Holding over one-hundred books were delivered to Adjarian villages and from time-to-time interesting discussions are organized with famous writers, poets and other public figures. Tegeta’s series of meetings are held in the villages of Upper Adjara. The discussions with young readers are mostly dedicated to female empowerment. During the meetings, company representatives bring those books to the village library, which responds to the empowerment of women and self-confidence.



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TEGETA HOLDING

ADVANCING GENDER EQUALITY IN GEORGIA
BY INVOLVING FATHERS IN EQUAL AND
POSITIVE PARENTHOOD

In cooperation with United Nations Population Fund (UNFPA) and the NGO "Care Together", within the framework of the MenCare Campaign, Tegeta Holding supports the involvement of fathers' role in the process of raising children, the importance of equal parenting and partnership. To celebrate this day, an entertaining-intellectual game "Father Tongue", based on the treasure hunt method, united fathers and children in Mziuri Park, Tbilisi. Fathers and children worked together and found hidden clues in the park to win the game.

Within the Fathers' Day campaign, Tegeta Holding invited company employees with their children to participate. Over 50 fathers joined the game. Moreover, Tegeta gave the winners special gifts.

TEGETA
HOLDING

ANIMAL
project



TEGETA HOLDING

CAT CARE WINTER

As part of the care campaign, Tegeta aims to protect the rights of animals and help them. In winter, cats hide in the heated engines and tires of cars to escape from the cold. Unfortunately, most drivers are not informed about these behaviors and may accidentally injure animals. In order to solve this problem, Tegeta together with the organization "Animal Project" launched an awareness campaign "Cat Care Winter". Moreover, one of the important activities of the campaign was the sterilization of cats, which is considered to be one of the biggest challenges in the country. Also, the campaign activity included settling cats in cat-houses.



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