

3BRO LTD ESG REPORT



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ABOUT 3BRO LTD

As a leading independent trading company, 3BRO Ltd. specializes in the procurement and sale of electrical, and industrial products. Since our inception, we have forged strong relationships with over 50 reputable manufacturers, allowing us to deliver high-quality and technologically advanced products across diverse industries. Operating effectively in today's demanding market, we are recognized as a trusted partner offering reliable and cost-efficient solutions tailored to meet the unique needs of our clients.

At 3BRO Ltd., we pride ourselves on a customer-centric approach that drives every aspect of our operations. Our team possesses a versatile skill set and deep expertise in a variety of application areas, ranging from industrial machinery and automation systems to electrical components for manufacturing, construction, and infrastructure projects. This extensive knowledge base enables us to provide comprehensive, personalized services that anticipate and adapt to the fast-evolving demands of our clients. Our ability to adapt to the fast-changing market conditions and offer flexible and timely delivery has made us a trusted partner to many businesses across different sectors.

With offices in Cyprus and Greece, we serve a diverse client base across Europe, the Middle East, and beyond.

Our global presence allows us to offer localized support and service while maintaining a wide-reaching network to serve clients in various industries around the world. At 3BRO Ltd., we recognize the importance of efficient and reliable delivery to meet the needs of our clients worldwide. To ensure smooth and timely shipments, we work closely with trusted logistics and shipping companies that handle the transportation and delivery of our products. Our partnerships with these logistics' providers allow us to offer flexible shipping options, whether by land, sea, or air, depending on the specific requirements of each client. By leveraging our international network, we maintain a seamless and efficient supply chain that supports our clients' operations wherever they are located.



1 • Our Mission

Our mission is to establish strategic partnerships with clients by offering prompt and precise solutions for the supply of our product portfolio. Guided by social responsibility, 3BRO Ltd. upholds high ethical standards and contributes positively to the environment and society.

At 3BRO Ltd., we aim to establish ourselves as a trusted and strategic partner by:

- Delivering **tailored solutions** that meet the unique and evolving requirements of each client.
- Ensuring **precision and efficiency** in every aspect of our operations, from procurement to delivery.
- Upholding the highest standards of **quality, reliability, and cost-**

2 • Our Objectives

We actively pursue our mission through the following strategic objectives:

- Building and maintaining **long-term partnerships** with reputable manufacturers to provide high-quality, reliable products.
- Offering **comprehensive services**, including technical support, personalized procurement solutions, and logistics management, to ensure seamless client experiences.
- Continuously investing in **employee development and training** to stay ahead of industry advancements and deliver expert advice.
- Focusing on **flexible and adaptable solutions** tailored to the specific needs and preferences of our clients.
- Promoting **social responsibility** by respecting the environment and society while adhering to all relevant laws and ethical standards.
- Expanding our presence in existing markets and exploring opportunities to enter **new markets** as a recognized industry leader.



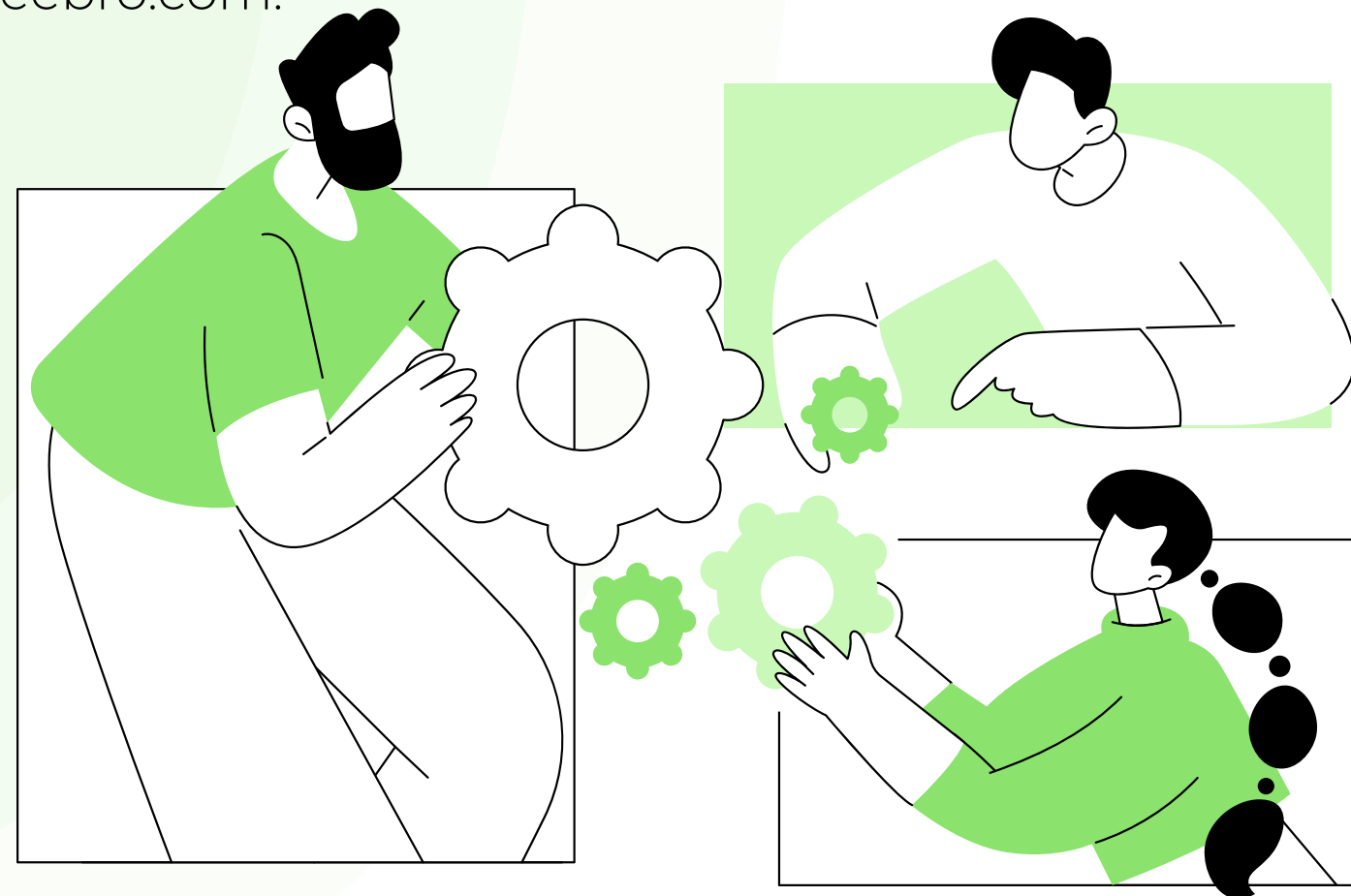
3 • About This Report

We are pleased to present 3BRO Ltd.'s inaugural ESG Report, covering the fiscal year 2023. This report has been prepared with reference to the GRI Standards.

In this report, we disclose our most significant impacts on the economy, environment, and people. The information presented reflects our commitment to transparency and accountability, aiming to provide stakeholders with a comprehensive understanding of our sustainability performance and practices.

We are dedicated to continuous enhancement of our sustainability efforts and will use the insights gained from this report to inform our strategies and goals in the coming years.

We welcome feedback from all stakeholders to help us improve our reporting and sustainability practices. Please direct any comments or questions to info@threebro.com.



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ENVIRONMENT

At 3BRO Ltd., we recognize that environmental sustainability is integral to our role as a leading independent trading firm in the electrical and industrial products sector. We acknowledge our responsibility to actively contribute to environmental protection, address climate change, and conserve natural resources. This section outlines our initiatives to mitigate environmental impacts through responsible energy use, emissions management, waste reduction, and sustainable supply chain practices. As a company that collaborates with over 50 reputable manufacturers, 3BRO Ltd. understands our critical role in the global supply chain and our responsibility in addressing climate change. Our commitment to environmental sustainability extends beyond our own operations to include our supply chain. We therefore, prioritize collaboration with suppliers who share our dedication to environmental responsibility. To ensure that our partners align with our sustainability values, we actively review and assess their environmental commitments and practices.

This includes evaluating their efforts in areas such as emissions reduction, waste management, resource efficiency, and adherence to relevant environmental regulations. By working closely with environmentally responsible suppliers, we not only reinforce our own sustainability objectives but also contribute to the broader goal of promoting sustainable practices throughout the industry.

Looking ahead, 3BRO Ltd. is committed to further enhancing our environmental performance by developing a comprehensive Environmental Management System (EMS). While our current processes already adhere to international environmental standards, the implementation of a formal EMS will provide a more structured and systematic approach to managing our environmental impacts. This system will enable us to better monitor, evaluate, and improve our environmental practices, ensuring that we continue to meet and exceed regulatory requirements and industry best practices.





1 • Energy Management

At 3BRO Ltd., we recognize that energy management is a fundamental aspect of our environmental sustainability efforts. While our core operations primarily involve the trading and distribution of electrical and industrial products, we also monitor the energy consumed in our offices, warehouses, and during logistics. As such, we have implemented a comprehensive energy management strategy that prioritizes efficiency, reduces waste, and optimizes our energy use.

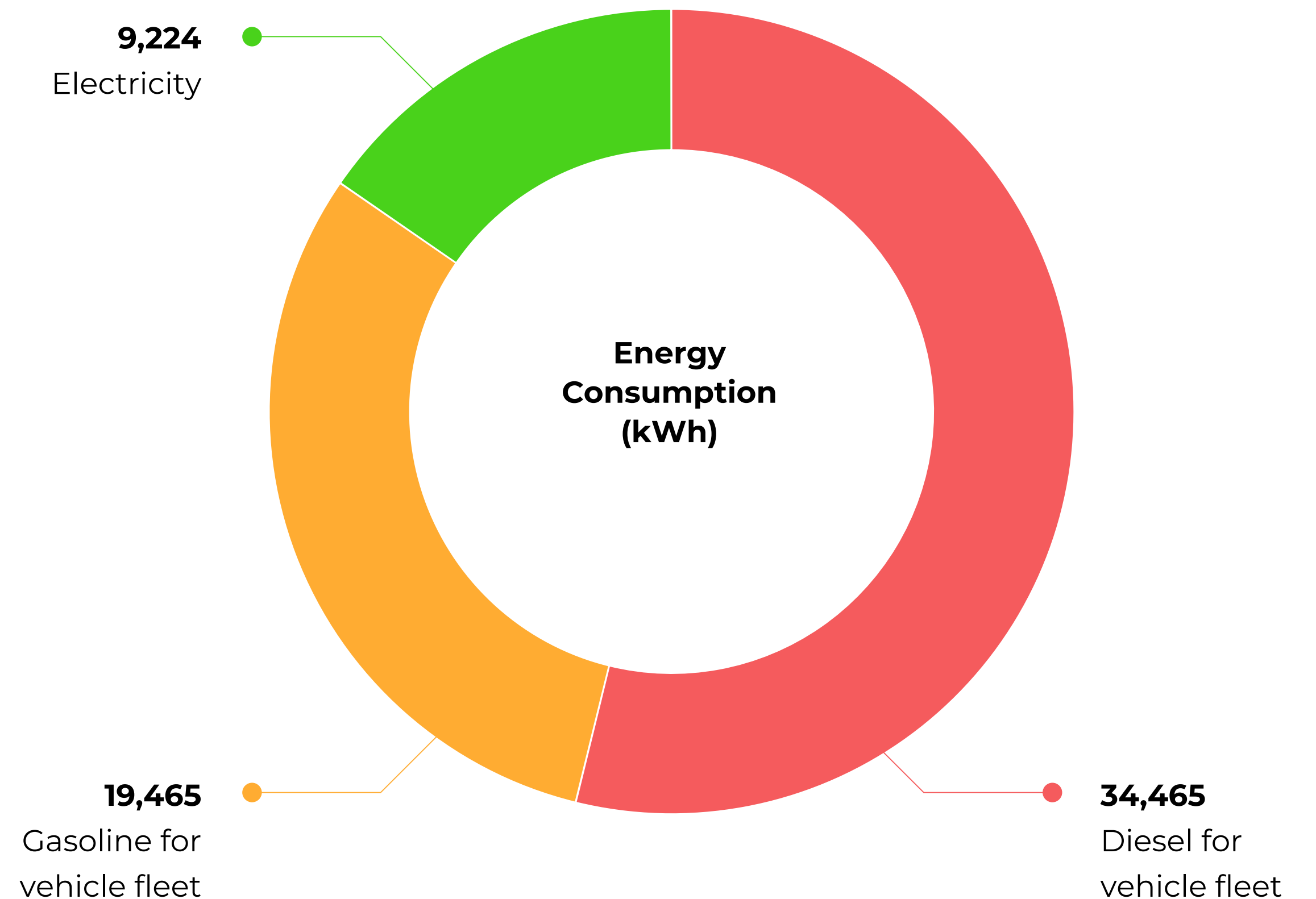
One of the key initiatives in our energy management strategy is the implementation of energy efficiency measures across all our facilities. We plan to undertake a thorough audit of our energy consumption patterns, identifying areas where improvements can be made. We have proceeded with installation of LED lighting systems in our premises that significantly reduce electricity usage compared to traditional lighting.

Moreover, we have focused on optimizing our operational processes to minimize energy consumption. This includes streamlining our logistics operations, where energy consumption is substantial due to transportation needs. By analyzing and optimizing our supply chain routes and consolidating shipments, we will be able to reduce the energy required for transportation.

Employee engagement is another vital component of our energy management strategy. We believe that fostering a culture of energy awareness among our employees is crucial for achieving our energy reduction targets. To this end, we regularly conduct training sessions and awareness campaigns that educate our employees about the importance of energy conservation and the practical steps they can take to contribute. This includes simple yet effective practices such as turning off lights and equipment when not in use, and optimizing heating and cooling systems.

In summary, 3BRO Ltd.'s energy management strategy is a holistic approach that combines infrastructure upgrades, process optimization, and employee engagement to reduce our energy consumption. By focusing on these areas, we are not only lowering our environmental impact but also driving operational excellence and cost savings, thereby reinforcing our commitment to sustainability and responsible business practices.

In 2023, 3BRO Ltd.'s total energy consumption, resulting from the consumption of electricity for lighting, heating and cooling purposes in its premises, as well as from vehicle fuels (gasoline and diesel) stood at 63.15 MWh. A percentage of 15% of this energy consumption comes from electricity.



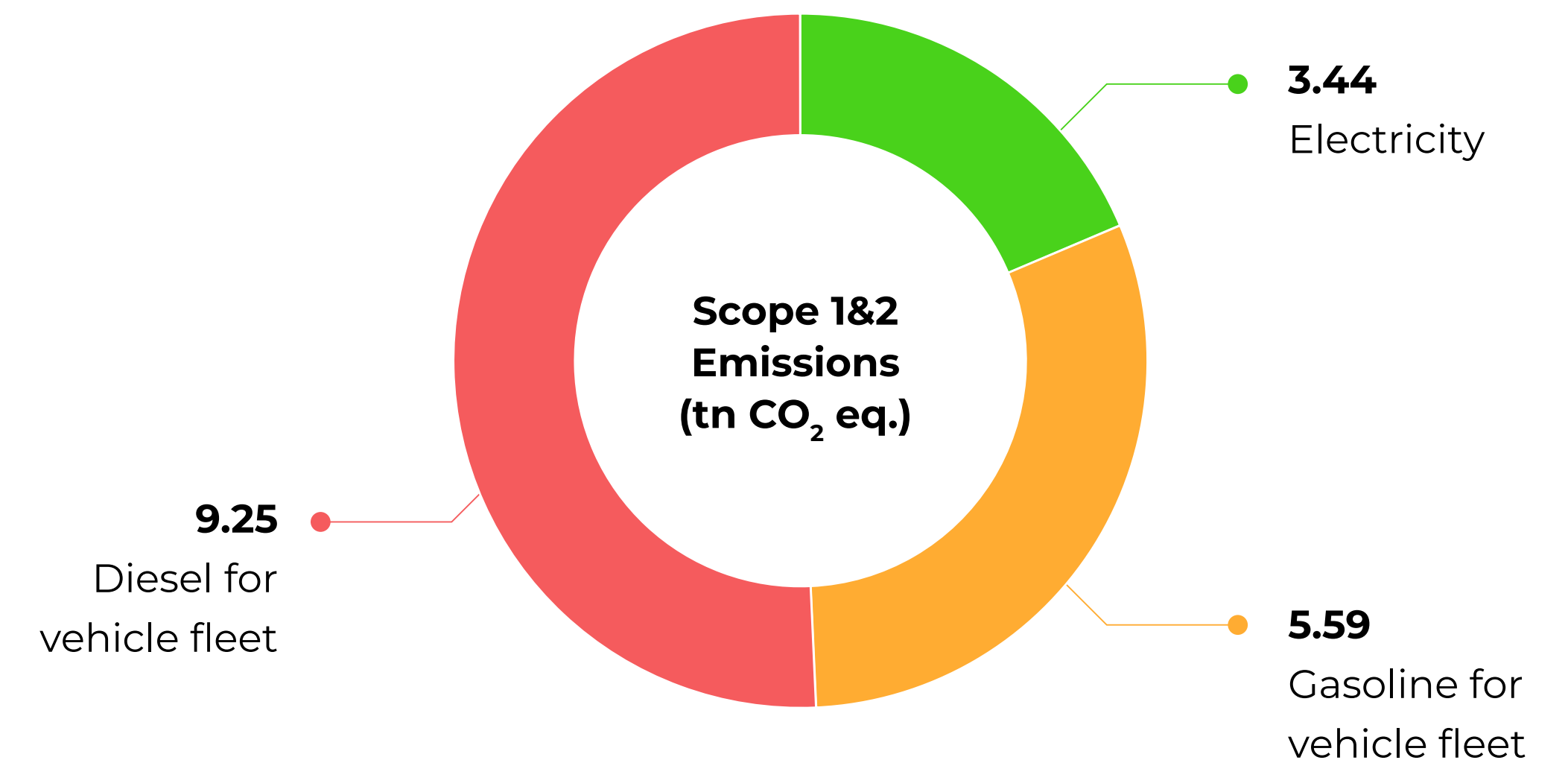
2 • Greenhouse Gas Emissions

Recognizing the importance of mitigating our environmental impact, we have conducted a comprehensive assessment of our carbon footprint, encompassing Scope 1, Scope 2, and Scope 3 emissions. Our focus is on reducing these emissions by optimizing our operations and partnering with manufacturers who prioritize low-carbon processes.



a • Scope 1 and 2 emissions

In 2023, 3BRO Ltd.'s greenhouse gas emissions from Scope 1 (vehicles fuels) and Scope 2 activities (electricity) amounted to 18.28 tn CO₂ eq.

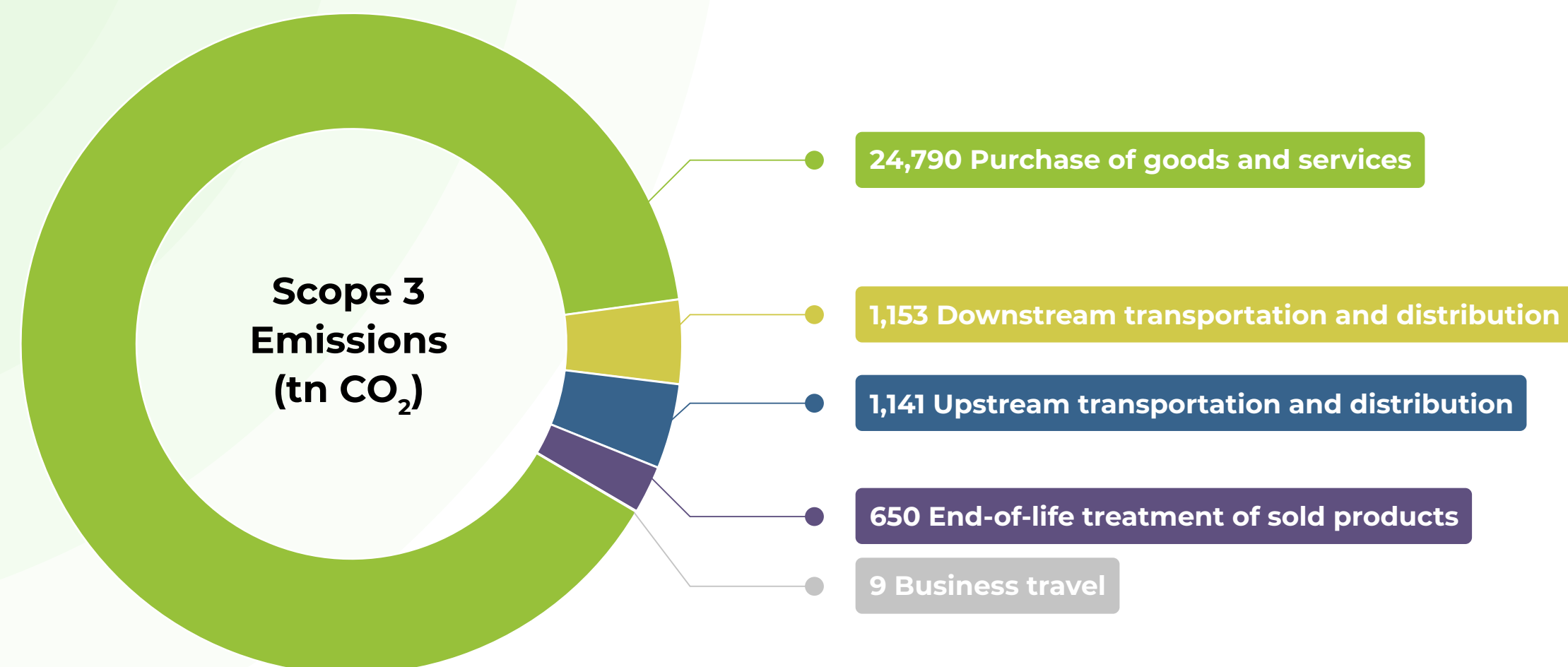


The calculations of CO₂ emissions from electricity consumption and vehicle fuel (gasoline and diesel) usage are based on data obtained from the annual national inventory report, which is submitted to the Secretariat of the United Nations Framework Convention on Climate Change (UNFCCC).

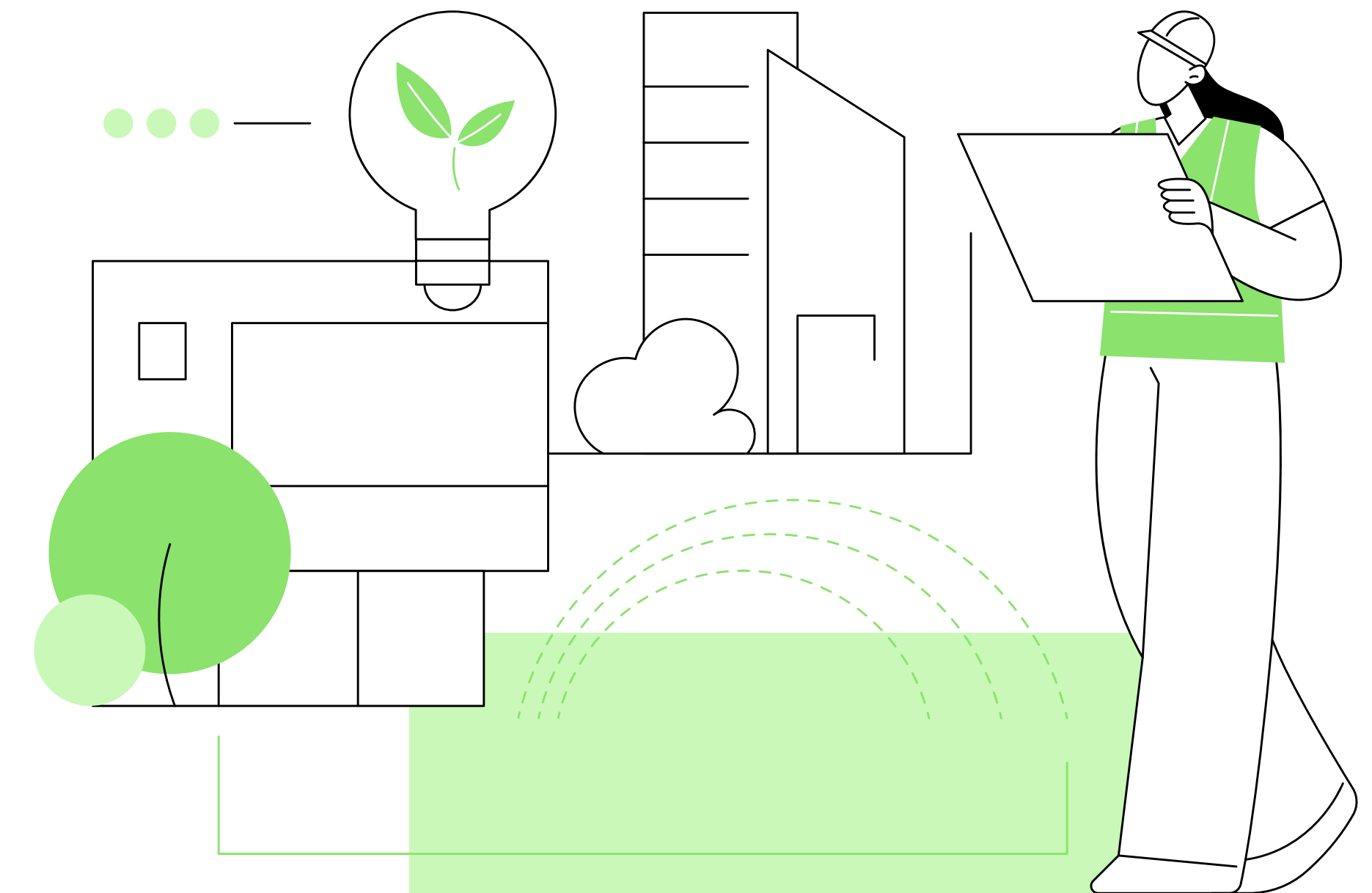
b • Scope 3 emissions

At 3BRO Ltd., we recognize that Scope 3 emissions represent a significant portion of our overall environmental impact, and as such, we are committed to working closely with our partners to address this challenge. We collaborate with our suppliers to ensure they adopt low-carbon practices, from manufacturing processes to the packaging and transportation of goods. Furthermore, we are actively engaging with logistics providers to explore more sustainable transportation options, such as optimizing load efficiencies and reducing unnecessary trips. By fostering long-term partnerships with environmentally conscious suppliers and service providers, we are striving to create a more sustainable supply chain.

In 2023, 3BRO Ltd. proceeded with the calculations of its major Scope 3 emissions from the following activities:



The emissions from the above categories were calculated at 27,743 tn CO₂. Almost 90% of the emissions resulting from the purchase of goods and services category. The calculation of Scope 3 emissions is performed based on the guidelines of the Greenhouse Gas (GHG) Protocol. The categories assessed we selected based on the applicability and importance to the company's business operations.





3 • **Waste & Water Management**

Although 3BRO Ltd. operates primarily as a trading firm and does not engage in manufacturing or production processes, we are still committed to minimizing the environmental impact of our operations. As a result, the waste generated by our company is relatively minimal and exclusively consists of office-related waste. However, even with our low waste output, we recognize the importance of responsible waste management and have implemented several initiatives to reduce, recycle, and manage the waste produced in our offices. Waste reduction remains a priority in our approach to environmental management. We focus on reducing waste at its source by promoting efficient use of resources within our offices. This includes initiatives such as implementing paperless processes, encouraging digital documentation, and minimizing the use of single-use items. By adopting these practices, we not only reduce our environmental footprint but also foster a culture of sustainability among our employees.

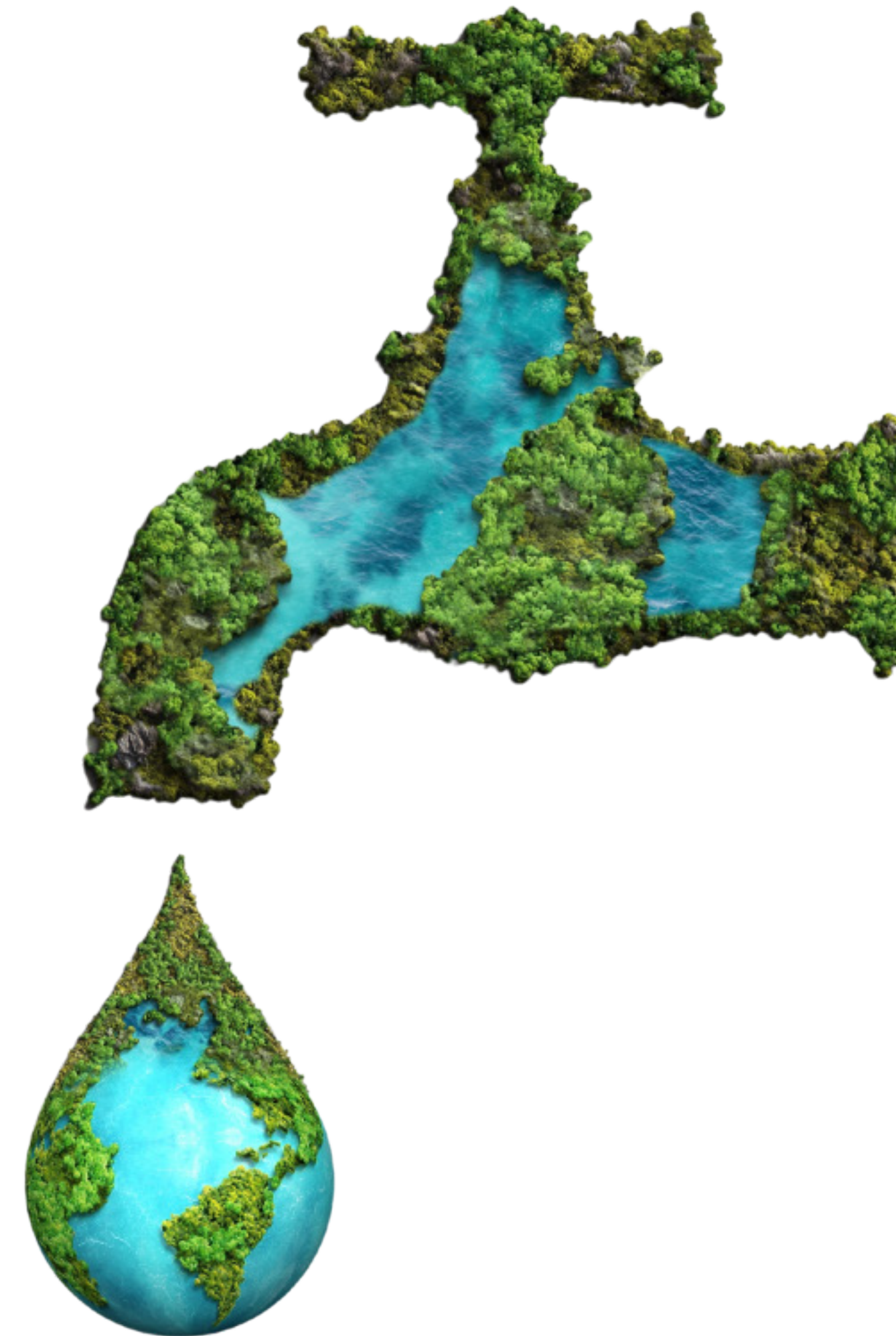
• **Waste generation in 2023**

Materials	Quantity (kg)	Percentage recycled (%)
Paper	63	98
Cartridges – Toners	12	100
Plastic	60	100

* The quantities of waste that were not recycled were disposed of through municipal waste management services.

Water management is also a key aspect of our environmental commitment, even though our operations do not have a significant water footprint. Therefore, we are promoting water-saving practices among employees. While our water usage is minimal, we remain committed to using this resource responsibly and ensuring that any water we discharge is managed in an environmentally sound manner. In 2023, the total consumption of water for sanitation needs at our offices stood at 219 m³.

At 3BRO Ltd., regulatory compliance is a cornerstone of our business operations. We have maintained a strong track record, with no fines or penalties for environmental violations. This achievement underscores our unwavering commitment to adhering to all environmental laws and regulations, ensuring that our practices remain both sustainable and responsible.

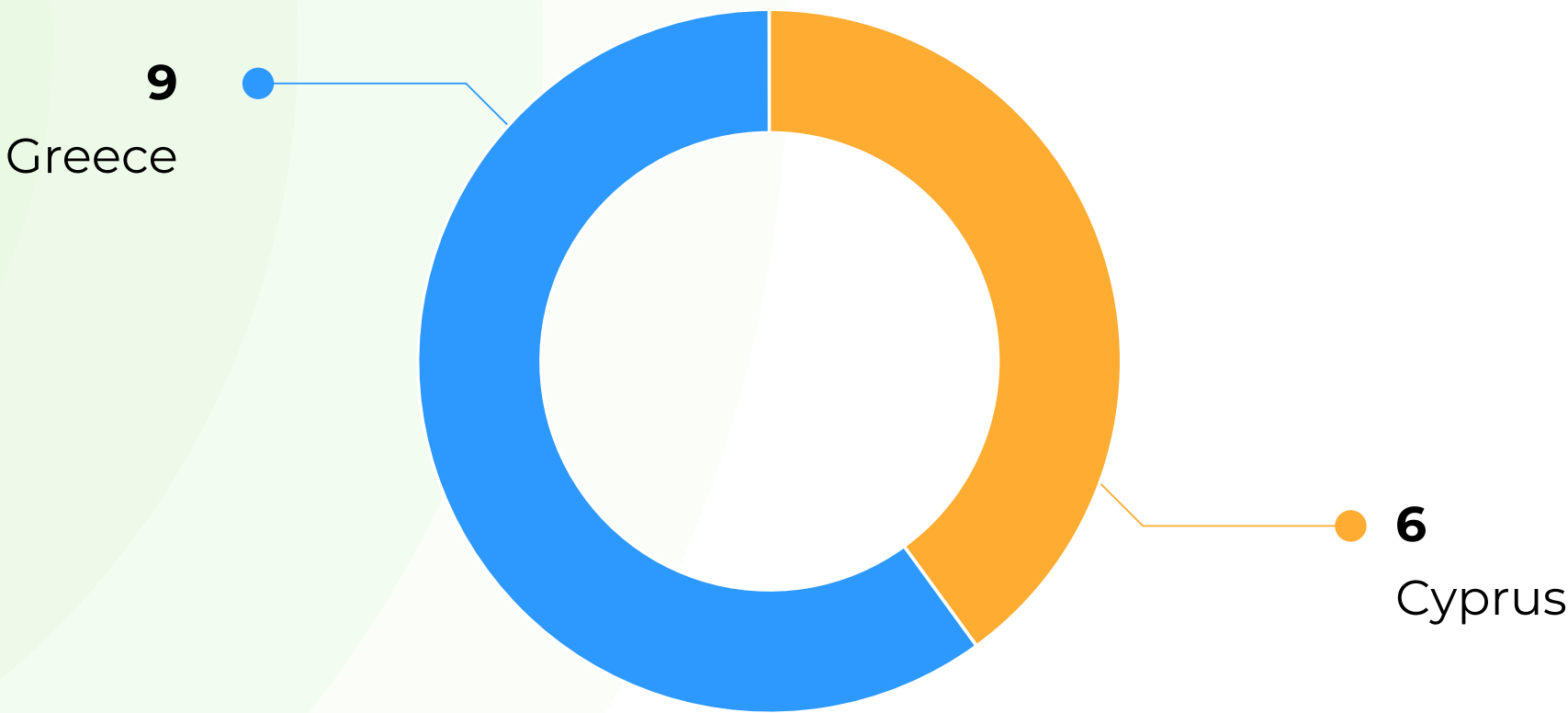


SOCIAL

1 • Employees

3BRO Ltd. prides itself on fostering a safe, inclusive, and dynamic workplace. Our workforce is a critical driver of our success, and we are committed to ensuring their well-being, growth, and satisfaction.

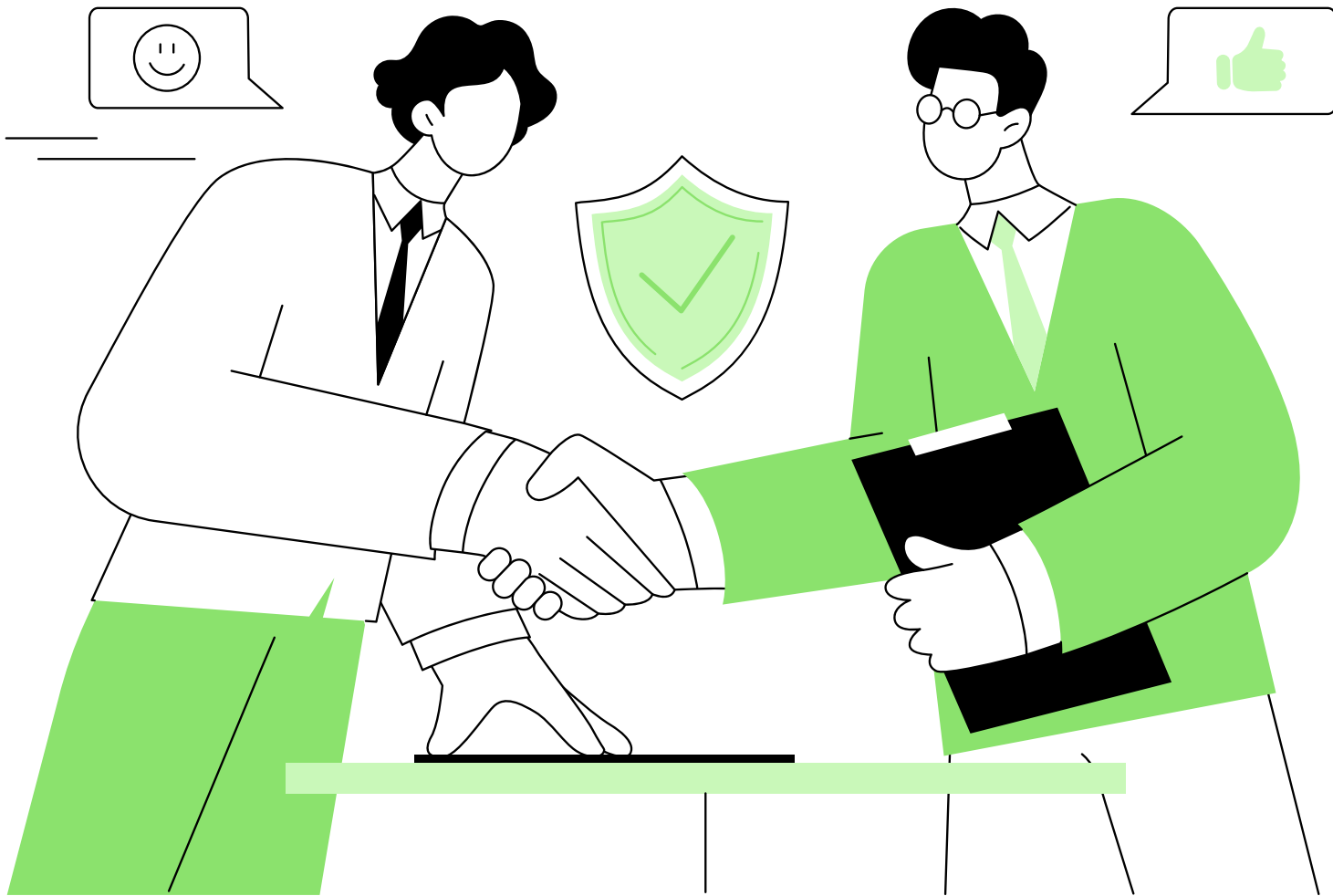
In 2023, 3BRO Ltd. maintained a workforce of 15 full-time employees.



We strive to retain talent by creating an engaging, supportive, and growth-oriented environment. During the reporting period, our annual employee turnover rate was 17% for voluntary departures and 0% for involuntary exits. At the same time, our 42% hire rate reflects the continued growth and expansion of our business.

We firmly believe that cultivating a transparent and positive workplace culture is essential to reducing turnover, enhancing job satisfaction, and driving long-term success.

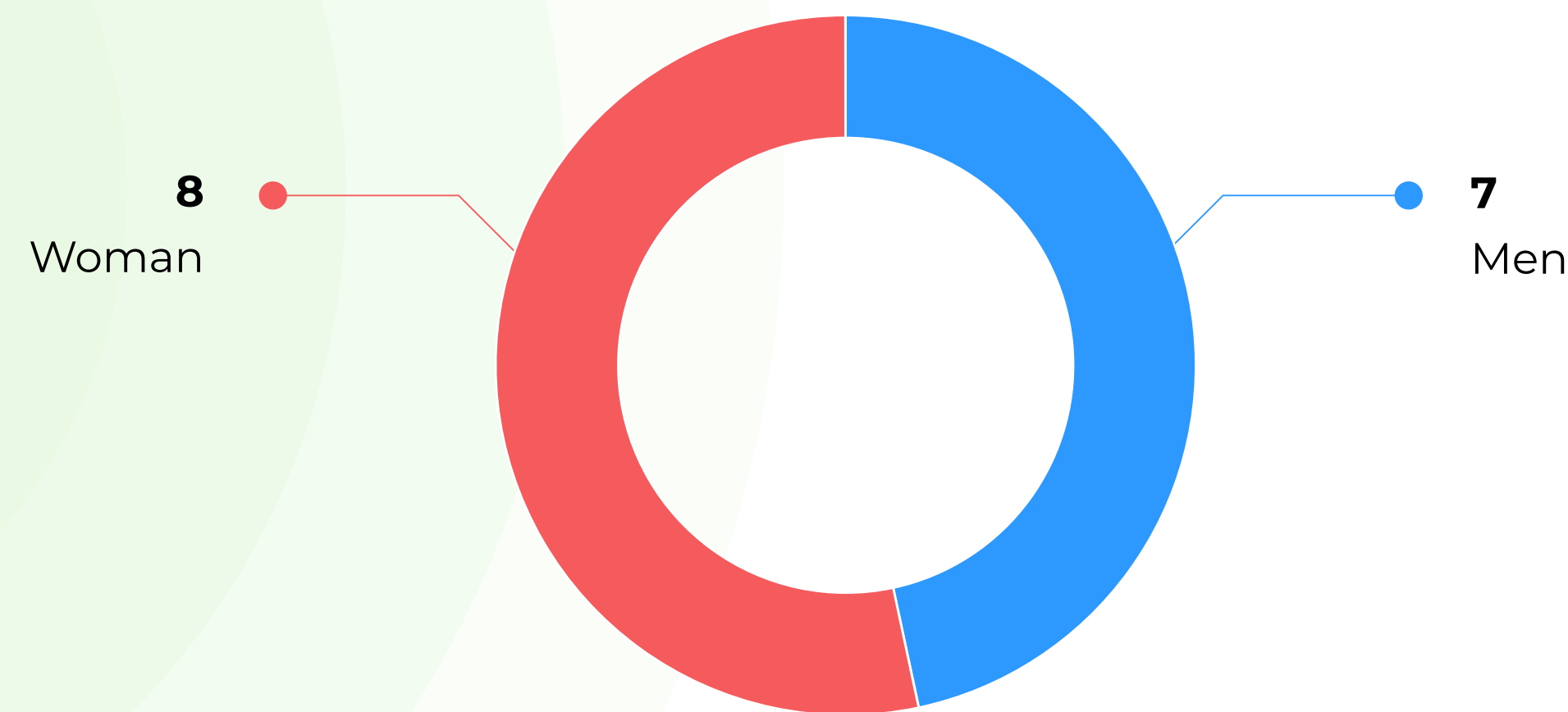
To support our commitment, 3BRO Ltd. received in 2024 a certification according to Sound Industrial Relation Standard, further assuring our dedication to high employee standards. This certification will not only validate our human resources protocols but will also serve as a benchmark for continuous improvement.



2 • Diversity & Inclusion

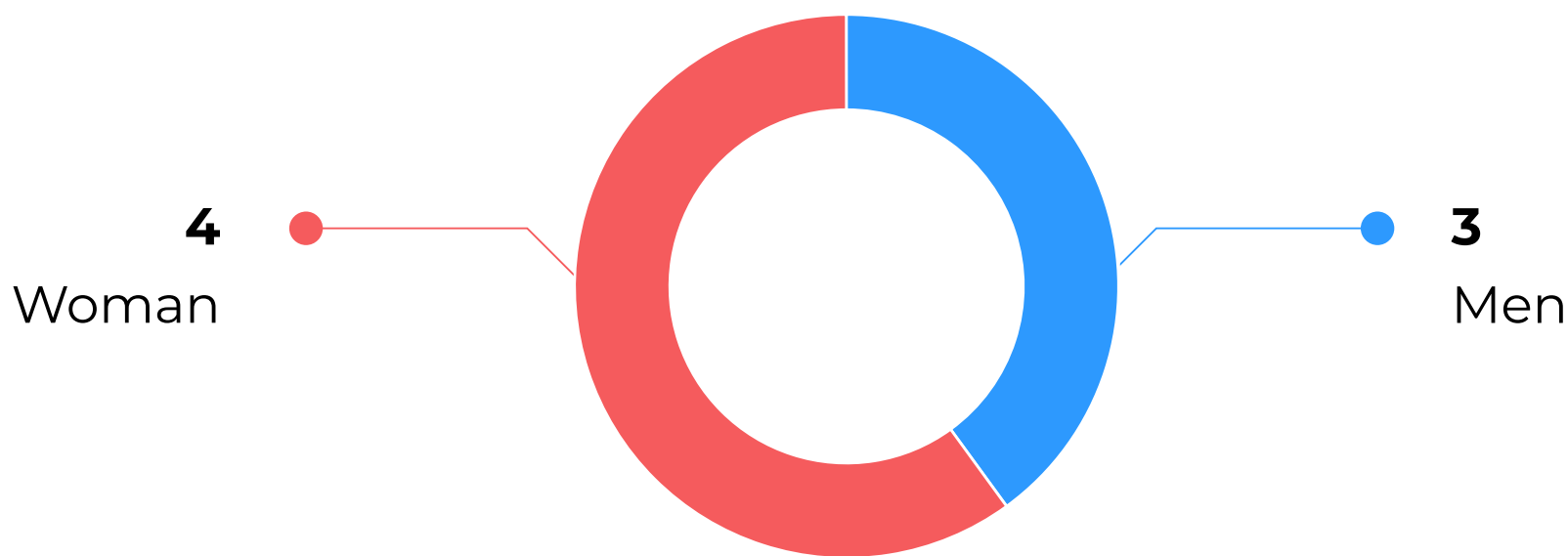
3BRO Ltd. is committed to providing equal employment opportunities, recognizing the benefits of a diverse workforce regardless of race, religion, color, nationality, ethnicity, age, gender, marital status, sexual orientation, disability, or any other legally protected characteristic. The company has zero tolerance to any form of discrimination.

As of the reporting year, women represent approximately 53% of our total workforce.



Age Group	Under 30	Between 30-50	Over 50	Total number of employees
Women	1	7	0	8
Men	0	7	0	7

This diversity reinforces our belief that varied perspectives and backgrounds drive innovation, creativity, and resilience. Additionally, 60% of our new hires during the year were women, further demonstrating our ongoing efforts to build a balanced and inclusive team.



We are committed to providing top-quality working conditions and fostering advancement opportunities grounded in merit and fairness. Our approach ensures competitive and fair compensation, aligned with national labor market standards and supported by contracts that comply fully with relevant national regulations. This includes adherence to all national and European laws, including minimum wage, regulated working hours, and fair provisions for leave, reflecting our dedication to an equitable and supportive work environment.

Our workforce policy explicitly prohibits child labor and compulsory labor, ensuring that all employees work freely and are treated with respect. We remain committed to promoting diversity and equal opportunity across all levels of our organization and have implemented policies that strictly prevent any form of discrimination.

3 • **Health & Safety**

As an independent trading firm specializing in electrical and industrial products, 3BRO Ltd. understands the importance of maintaining rigorous standards of health and safety in all operations.

We have a comprehensive Health & Safety Policy that outlines procedures for maintaining safe working environments, minimizing risks, promoting a work-life balance and adhering to regulatory guidelines. In that context in 2024 we received a certification according to Sound Industrial Relation Standard which also covers the Health & Safety issues related to the employees. Furthermore, our employees participated in a comprehensive health and safety training session focusing on awareness and accident prevention. The training has covered topics such as hazard identification, risk assessment, safety protocols and emergency evaluation procedures.

In 2023, we achieved a year free of any workplace accidents or fatalities, reflecting the effectiveness of our preventive measures and safety protocols. This safety record strengthens our commitment to maintaining and enhancing workplace safety standards.

Health and Safety Indicator
Number of Incidents in 2023

0 **Number of injuries**

0 **Number of fatalities**

0 **Lost Time Injury Frequency Rate**



4 • Human Rights and Labor Policies

3BRO Ltd. upholds strong human rights standards as part of our core operational policies. In addition to incorporating human rights principles into our human resources policies, we have embedded respect for human rights within our overall company values. Our commitment to these values is reflected in our fair hiring practices, equal opportunity policies, and our zero-tolerance stance on forced or child labor.

In 2023, there were zero incidents of human rights violations or any other related employee violations, including discrimination, reflecting our commitment to upholding a respectful and safe environment for all.

Setting communication as a priority for our employees, we have set up an Open-Door Policy, encouraging employees to freely communicate with management about any concerns or issues related to their work and to submit complaints, suggestions and ideas. Furthermore, regular meetings between management and staff are organized to ensure effective communication and coordination.

At 3BRO Ltd., we are dedicated to fostering a workplace that supports the well-being of our employees by enabling a healthy balance between personal and professional responsibilities. Our Work-Life Balance Policy incorporates strategies and practices aimed at meeting the diverse needs of our workforce, retaining talent through low turnover rates, enhancing employee satisfaction. Special accommodations are provided for employees returning from maternity or parental leave, ensuring a smooth transition back into the workplace. Additionally, employees have access to flexible working arrangements, which may be requested for specific periods to address family or other personal commitments, subject to management approval.

In alignment with this philosophy, we provide robust leave policies, including 18 weeks of maternity leave, paternity leave provisions, and seven days of unpaid leave annually for emergencies related to family illness or accidents. Further, unpaid leave can be granted for significant family obligations, such as travel for medical care abroad. Together, these initiatives reflect our commitment to supporting employees at every stage of their personal and professional journeys. We also emphasize the importance of fair and objective compensation practices through our Policy on Compensation and Benefits. Salary decisions are made based on each employee's value and contribution to the company, ensuring top performers are rewarded both financially and with opportunities for career growth.



5 • Employee Development and Training

At 3BRO Ltd., we are deeply committed to unlocking the full potential of every employee by recognizing the critical role of education and personal growth in driving individual and organizational success. Continuous development and lifelong learning are cornerstones of our approach, ensuring that employees are equipped with the skills and knowledge needed to excel in their roles and adapt to an ever-changing industry landscape. To this end, we provide targeted and appropriate training programs aimed at improving performance while offering opportunities for personal and professional growth that align with individual abilities, ambitions, and available opportunities. Employees with aspirations and the necessary skills are given enhanced prospects for career advancement, supported by honest and confidential feedback about their performance and open channels for expressing professional concerns.

These programs focus on areas such as technical skills, safety, environmental practices, regulatory compliance, and customer service excellence. By staying current with industry standards and embracing new technologies, employees are empowered to contribute to the company's success while advancing their careers.

This investment reflects our broader commitment to fostering a knowledgeable, skilled, and motivated workforce that is integral to our long-term vision of growth and excellence.

At 3BRO Ltd., our Performance Evaluation System complements our commitment to continuous development by providing a structured and transparent framework for assessing employee performance. The system aims to objectively evaluate individual contributions through clear criteria and processes, fostering higher performance at the individual, departmental, and organizational levels. Annual evaluations, typically conducted in December, focus on both goal achievement and skill assessments, ensuring fairness and open communication throughout the process. By identifying training needs and development opportunities in a meritocratic manner, the system supports employees in their professional growth while enhancing job satisfaction. This approach reinforces our dedication to a culture of accountability, growth, and continuous improvement.



6 • Stakeholder Engagement

Our primary stakeholders include customers, suppliers, communities, and employees. 3BRO Ltd. maintains an active dialogue with these groups to ensure alignment with their needs, concerns, and expectations. Our approach to stakeholder engagement emphasizes transparency, accountability, and shared growth:



Customers: As a customer-centric organization, 3BRO Ltd. is dedicated to delivering high-quality, technologically advanced products. We actively seek feedback to meet the evolving demands of our customers and prioritize sustainable options whenever possible.



Suppliers: We collaborate with a large number of reputable manufacturers, selecting partners that align with our values and standards. In 2023, we began a structured process to assess suppliers based on Environmental, Social, and Governance (ESG) criteria, ensuring they comply with critical certifications in environmental and other management systems. This step reinforces our commitment to sustainable and ethical procurement practices.



Communities: We understand the importance of positive community relations and strive to operate in a manner that benefits and respects our surrounding communities. Our approach minimizes any potential adverse impact, ensuring our operations and business practices do not harm the communities we engage with.



Employees: Employee engagement is integral to our company culture. Through regular feedback mechanisms, open communication channels, and professional development opportunities, we foster a motivated workforce that feels valued and respected.

7 • Supplier Assessment

As part of our sustainable sourcing initiative, we began formal supplier assessment for ESG factors this year. By requesting comprehensive ESG information and relevant certifications, we ensure our suppliers meet ethical and environmental standards. This initiative not only enhances our value chain's sustainability but also ensures that our suppliers share our commitment to responsible business practices.

We are proud to source 99% of our products and materials from within the European Union and the United Kingdom, where stringent sustainability practices and criteria are adhered to at every stage of the supply chain. This commitment ensures that our sourcing aligns with high environmental, ethical, and quality standards, reflecting our dedication to supporting sustainable development and minimizing our environmental footprint.

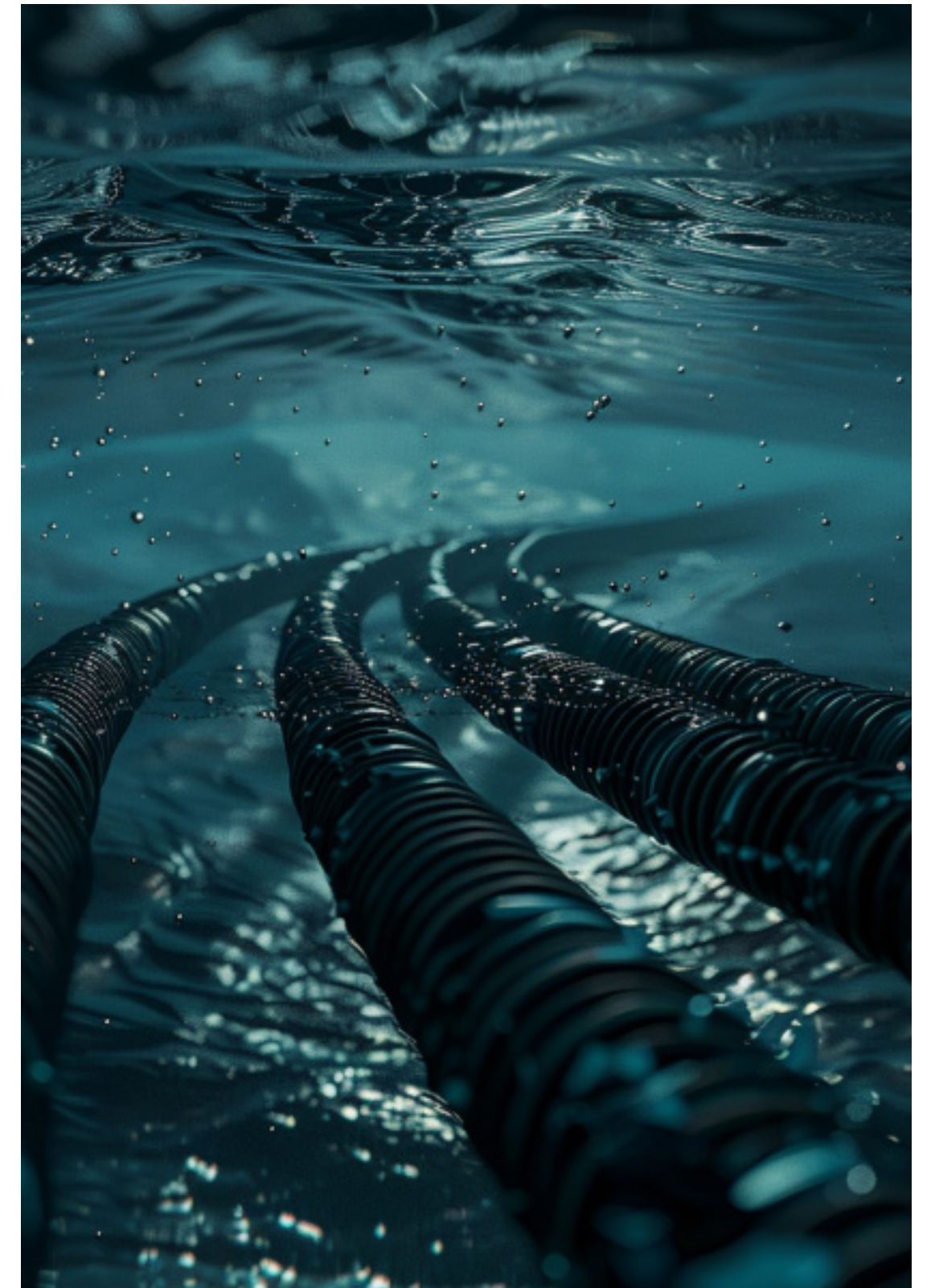
8 • Social Responsibility

3BRO Ltd. actively participates in a range of corporate social responsibility initiatives to support our communities and promote social well-being. Our CSR activities include, among others, significant donations to organizations like Action Aid and the Center for Preventive Paediatrics. These contributions reflect our commitment to addressing critical social issues and improving the health and welfare of vulnerable groups. Through our support for Action Aid, we aim to help eradicate poverty, support human rights, and empower communities, while our donation to the Center for Preventive Paediatrics aids in the prevention and treatment of childhood diseases, ensuring a healthier future for young children.

GOVERNANCE

3BRO Ltd. is committed to upholding the principles of accountability, transparency, and integrity in every aspect of our business. Good governance is fundamental to our success and serves as the foundation for the long-term sustainability of our organization.

Our governance framework is designed to ensure effective oversight and strategic direction, safeguard stakeholder interests, and reinforce our dedication to ethical and responsible business practices.



1 • Sustainability Oversight

Our Board of Directors (BoD) is composed of diverse, skilled professionals who bring a wealth of experience, and strong oversight capabilities to the organization. Sustainability is integral to our governance practices, and our BoD is actively involved in overseeing the organization's ESG responsibilities. The board has direct responsibility for setting sustainability targets, assessing progress, and identifying emerging risks and opportunities related to sustainability. Its' oversight ensures that our ESG initiatives are strategically aligned with our broader corporate goals and that we maintain accountability to our commitments. By providing sustainability oversight, our board embeds sustainable principles into our governance structure, ensuring they are prioritized within our decision-making processes. This approach highlights our dedication to responsible corporate stewardship and our ambition to make a positive impact on the environment and society.



2 • Operational Integrity

Our governance system includes robust policies and procedures that guide all levels of our organization. From risk management to internal controls and compliance, we have put in place a comprehensive governance infrastructure designed to support ethical conduct, operational transparency, and accountability.

A key aspect of this system is our adherence to internal audits and regular reviews of governance processes. These audits are essential to identifying areas for improvement, ensuring compliance with regulatory requirements, and maintaining the high standards expected by our stakeholders. By continuously refining our systems, we ensure that our operations are not only efficient and effective but also aligned with our strategic vision and ethical commitments.

Furthermore, our company has been certified according to ISO 9001 for our Quality Management System, demonstrating our commitment to maintaining high standards of quality, efficiency, and customer satisfaction in all aspects of our operations. We have implemented and adhere to the requirements outlined in the ISO 9001 standard to continually improve our processes and deliver

3 • Business Ethics and Compliance

At 3BRO Ltd., we hold ourselves to the highest ethical standards and are committed to maintaining a culture of integrity and honesty across all operations. Our Code of Conduct clearly defines acceptable standards of behavior and reflects our zero-tolerance stance on unethical practices. All employees, from the board to the operational teams, are expected to adhere to these ethical standards, which promote accountability, fairness, and transparency.

In the reporting period, 3BRO Ltd. recorded zero (0) incidents of business ethics violations (i.e. corruption, money laundering, anticompetitive behavior, fraud or terrorist financing), demonstrating the effectiveness of our ethics policies and the commitment of our employees to upholding them. To further safeguard our ethical standards, we have established an Anonymously Complaint Process that allows employees to report any suspected misconduct or unethical behavior anonymously. This reporting channel is instrumental in ensuring that potential violations are addressed swiftly and effectively, reinforcing a culture of integrity throughout our organization.

Any form of harassment, including sexual harassment or bullying, is strictly prohibited and considered a serious disciplinary offense that violates both legal provisions and our core values. Upon becoming aware of any incident of harassment, whether reported or identified proactively, we take immediate action to address the issue, prevent its recurrence, and penalize the offender, regardless of their position.

All actions are conducted with utmost seriousness, confidentiality, and respect for human dignity, with penalties proportionate to the severity of the case, up to and including dismissal. Additionally, we maintain a zero-tolerance policy toward any retaliation or adverse treatment of individuals who report or assist in the investigation of harassment, ensuring a safe and supportive environment for all.





4

• Data Privacy and Protection

In today's digital world, safeguarding sensitive information is paramount. At 3BRO Ltd., we are committed to protecting the privacy and data security of our clients, partners, and employees. Our GDPR compliance processes are integrated into our Enterprise Resource Planning (ERP) system and Microsoft 365 platform, utilizing their respective GDPR modules. These systems enable us to manage and safeguard personal data in compliance with GDPR requirements, including data access controls, data encryption, data minimization, and data subject rights management.

We handle all personal information pertaining to employees, clients, business partners, suppliers, and other third parties with the utmost care and confidentiality. We ensure full compliance with data protection laws, safeguarding privacy and maintaining the trust of all stakeholders.

Through continuous monitoring and updates to our data privacy policies, we stay responsive to emerging threats and technological advancements, ensuring that our data security practices are aligned with industry standards. This proactive approach has proven effective, as we successfully maintained a strong record of data security throughout 2023, with no incidents of data breaches reported. This commitment to data privacy and protection allows us to build and maintain trust with our clients and partners, who can feel confident in our ability to handle their data responsibly.

GRI TABLE

Statement of use	3BRO Ltd. has reported with reference to the GRI Standards for the period 1/1/2023-31/12/2023.	
GRI 1 used	GRI 1: Foundation 2021	
GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	About This Report
	2-2 Entities included in the organization’s sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report
	2-6 Activities, value chain and other business relationships	About 3BRO Ltd.
	2-7 Employees	Employees
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Oversight
	2-19 Remuneration policies	Human Rights and Labor Policies

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Human Rights and Labor Policies
	2-27 Compliance with laws and regulations	Business Ethics and Compliance
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, Human Rights and Labor Policies
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management
GRI 303: Water and Effluents 2018	303-5 Water consumption	Waste & Water Management
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions
	305-3 Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions
GRI 306: Waste 2020	306-3 Waste generated	Waste & Water Management
	306-4 Waste diverted from disposal	Waste & Water Management
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supplier Assessment

GRI Standard	Disclosure	Location
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employees
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Rights and Labor Policies
	401-3 Parental leave	Human Rights and Labor Policies
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Health & Safety
	403-9 Work-related injuries	Health & Safety
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Development and Training
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Development and Training
GRI 405: Diversity and Equal Opportunity 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity & Inclusion
GRI 406: Non-discrimination 2016	414-1 New suppliers that were screened using social criteria	Diversity & Inclusion
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supplier Assessment
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Protection



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