

GRI content index 2021

General Disclosure	GRI	LOG Israel	LOG Hungary	Link to relevant chapter in report
Name of the organization; Entities included	102-1; 102-45	Log Plastic Products (1993) LTD	Log Plasticon ZRT	About LOG
Activities, brands, products, and services	102-2	Development and manufacturing of packaging for pharmaceutical industry	Manufacturing of packaging for pharmaceutical industry	About LOG
Location of headquarters, operations	102-3; 102-4	Kibbutz Ashdot Ya'acov Ichud, Israel	Csepi Ut 137, Tokol H2316, Hungary	About LOG
Ownership and legal form	102-5	Log Holdings	Log Plastic Products (1993) LTD	About LOG
Scale of the organization	102-7	Small size	Small size	About LOG
Information on employees	102-8			Our People
Supply chain	102-9; 201-10; 204; 308, 414			Our Responsible Supply Chain
Statement from senior manager	102-14			A message from CEO
Values, principles, standards	102-16; 102-17			Code of Ethics
List of stakeholder groups	102-40; 102-42; 102-43			Code of Ethics
Report content and topic boundaries; material topics	102-46; 102-47			Sustainability
Reporting period	102-50			2021
Date of most recent report	102-51			Jan-22
Contact point	102-53			About this report
GRI Content Index	102-55			About this report
Customer satisfaction ratings (annual business review)	416	3.4 (out of max 5 points)	2.5 (out of max 5 points)	Our Business Ethics
ESG Goals				
Environmental Goals				Our Planet
Social Goals				Our People
Governance Goals				Our Business Ethics

Environmental Disclosure		GRI	Total 2021	Link to relevant chapter in report
Electricity Purchased from Grid (Scope 2)	KWh	302	12,722,004	Our Planet
Total energy consumption (incl. green energy)	KWh	302	11,872,004	Our Planet
CO2 KG Total energy consumption (with green energy)	CO2 Kg	302	5,109,004	Our Planet
CO2 KG Total energy consumption (with green energy)	CO2 tons	302	5,109	Our Planet
Total energy consumption	GJ	302	40,615	Our Planet
Energy intensity	GJ / Ton	203	3,010.41	Our Planet
Emissions of ozone-depleting substances (ODS), NOX, SOX, and other significant air emissions		305-6; 305-7	N/A	Our Planet
Total weight of packaging materials	Tons	301-1	3,953	Our Planet
Water withdrawn from municipal water utilities	M3	303-3	6,720	Our Planet
Water intensity	M³ / ton	303-4	2	Our Planet
Total recycled Non- Hazardous Waste	Tons	306	631	Our Planet
Total Non-Hazardous waste	Tons	306	494	Our Planet
Total waste	Tons	306	1,124	Our Planet
Waste intensity	Tons / Ton	306	0.3	Our Planet
Income due to selling recyclable waste	\$USD	306	1,550	Our Planet
Significant Spills	UNIT	306-4	N/A	Our Planet
Paper consumption	packages		694	Our Planet
Employees travel (scope 1) - private	KM	302	751,177	Our Planet
Employees travel (scope 1) - minibus	KM	302	31,598	
Employees travel (scope 1) GHG emissions	CO2e tons	302	175	Our Planet
	By sea	302	N/A	Our Planet
	By Air	302	N/A	Our Planet
Product transformation (scope 1)	By land (Track)	302	424,606	Our Planet
Product transformation (scope 1) GHG emissions	CO2e tons	302	278	Our Planet
Direct (scope 1) GHG emissions	CO ₂ e tons	305-1	453	Our Planet
Indirect (scope 2) GHG emissions	CO ₂ e tons	305-2	5,109	Our Planet
Direct (scope 1) and indirect (scope 2) GHG emissions	CO ₂ e tons	305-3	5,562	Our Planet
GHG emissions intensity	CO ₂ e tons / ton	305-4	1.3	Our Planet

*estimations according to 2021 data

Basic assumptions: an estimate of the volume of transportation in Hungary of about 30% of the change in Israel (approximation to the relative share of total production - 43%)

Social Disclosure	GRI	Israel		Hungary		Total		Link to relevant
		2020	2021	2020	2021	2020	2021	
Total number of employees on payrols	102-8	140	150	126	114	266	264	Our People
Total number of women employees (payroll)	102-8	61	64	69	74	130	138	Our People
Total number of men employees (payroll)	102-8	79	86	40	40	119	126	Our People
Total employees senior managers	405-1	7	10	8	8	15	18	Our People
Total employees middle managers	405-1	23	25	16	17	39	42	Our People
Total employees non-managers	405-1	110	115	102	89	212	204	Our People
Women senior managers	405-1	3	5	2	2	5	7	Our People
Women middle managers	405-1	8	8	5	5	13	13	Our People
Women non-managers	405-1	49	50	62	67	111	117	Our People
% women in workforce	102-9	44%	43%	55%	65%	49%	52%	Our People
% women in senior managemnet	405-1	43%	50%	25%	25%	33%	39%	Our People
% women in management roles	405-1	37%	37%	29%	28%	33%	33%	Our People
% women in non management roles	405-1	45%	43%	61%	75%	52%	57%	Our People
Men senior managers	405-1	4	4	6	6	10	10	Our People
Men middle managers	405-1	15	17	11	11	26	28	Our People
Men non-managers	405-1	61	65	23	23	84	88	Our People
Total senior managers - under age 30	405-1	0	0	0	0	0	0	Our People
Total senior managers - age 30-50	405-1	5	4	8	8	13	12	Our People
total senior managers age - age 50 and up	405-1	2	9	1	1	3	10	Our People
Total middle managers - under age 30	405-1	0	7	1	3	1	10	Our People
Total middle managers - age 30-50	405-1	15	11	15	14	30	25	Our People
Total middle managers - age 50 and up	405-1	9	7	1	1	10	8	Our People
Total non-managers - under age 30	405-1	27	22	14	27	41	49	Our People
Total non-managers age 30-50	405-1	50	65	23	38	73	103	Our People
Total non-managers - age 50 and up	405-1	32	25	29	35	61	60	Our People
% senior managers age 50 and up	405-1	29%	90%	13%	13%	20%	56%	Our People
% middle managers age 50 and up	405-1	39%	28%	6%	6%	26%	19%	Our People
% managers age 50 and up	405-1	37%	46%	8%	8%	24%	30%	Our People
% non managers age 50 and up	405-1	29%	22%	28%	39%	29%	29%	Our People
% age 50 and up in workforce	405-1	29%	37%	24%	50%	23%	42%	Our People
Total employees - under age 30	405-1	34	22	15	28	41	50	Our People
Total employees age 30-50	405-1	65	73	31	47	73	120	Our People
Total employees - age 50 and up	405-1	41	55	30	57	61	112	Our People
Number of employees from minority groups, by level and gender	405-1	11	20	7	7	18	27	Our People
Women senior managers	405-1	0	0	0	0	0	0	Our People
Women middle managers	405-1	0	1	0	0	0	1	Our People
Women non-managers	405-1	3	1	2	2	5	3	Our People
Men senior managers	405-1	0	0	0	0	0	0	Our People
Men middle managers	405-1	1	1	0	0	1	1	Our People
Men non-managers	405-1	7	17	5	5	12	22	Our People
% minorities in workforce	405-1	8%	13%	6%	6%	7%	10%	Our People
Number of disabled employees, by level and gender	405-1	3	9	11	7	14	16	Our People
Women senior managers	405-1	0	0	0	0	0	0	Our People
Women middle managers	405-1	0	0	0	0	0	0	Our People
Women non-managers	405-1	0	0	9	4	9	4	Our People
Men senior managers	405-1	0	0	0	0	0	0	Our People
Men middle managers	405-1	0	0	0	0	0	0	Our People
Men non-managers	405-1	3	0	2	3	5	3	Our People
% people with disabilities	405-1	2%	6%	9%	6%	5%	6%	Our People

Number of employees hired on a permanent contract	102-8	140	142	109	113	249	255	Our People
Women	102-8	61	64	69	69	130	133	Our People
Men	102-8	79	78	40	44	119	122	Our People
% on permanent contract	102-8	100%	95%	87%	99%	94%	97%	Our People
Number of employees hired on a fixed term / temporary contract	102-8	0	10	0	0	0	10	Our People
Women	102-8	0	1	0	0	0	1	Our People
Men	102-8	0	9	0	0	0	9	Our People
Number of employees working full time	102-8	140	150	101	108	241	258	Our People
Women	102-8	61	64	61	64	122	128	Our People
Men	102-8	79	86	40	44	119	130	Our People
Number of employees working part time	102-8	0	0	3	5	3	5	Our People
Women	102-8	0	0	3	5	3	5	Our People
Men	102-8	0	0	0	0	0	0	Our People
The number of supervised workers during the year	102-8	0	4	0	0	0	4	Our People
Women	102-8	0	0	0	0	0	0	Our People
Men	102-8	0	4	0	0	0	4	Our People
Number of employees covered by collective bargaining agreements	102-41	0	0	0	0	0	0	Our People
New hires by gender and age group	401-1	39	79	93	98	132	177	Our People
Women <30	401-1	11	5	20	24	31	29	Our People
Women 30-50	401-1	6	10	30	35	36	45	Our People
Women >50	401-1	3	13	10	14	13	27	Our People
Total women new hires	401-1	20	28	60	73	80	101	Our People
% women of new hires	401-1	51%	35%	65%	74%	61%	57%	Our People
Men <30	401-1	9	5	18	9	27	14	Our People
Men 30-50	401-1	5	26	12	14	17	40	Our People
Men >50	401-1	5	20	3	2	8	22	Our People
Total new hires <30	401-1	20	10	38	33	58	43	Our People
Total new hires 30-50	401-1	11	36	42	49	53	85	Our People
Total new hires >50	401-1	8	33	13	16	21	49	Our People
Total new hires	401-1	39	79	93	98	132	177	Our People
% new hires age 50 and up	401-1	21%	42%	14%	16%	16%	28%	Our People
Leavers by gender and age group	401-1		43	104	95		138	Our People
Women <30	401-1		8	20	18		26	Our People
Women 30-50	401-1		4	34	35		39	Our People
Women >50	401-1		2	16	16		18	Our People
Men <30	401-1		18	16	11		29	Our People
Men 30-50	401-1		9	13	12		21	Our People
Men >50	401-1		2	5	3		5	Our People
Total leavers <30	401-1		26	36	29		55	Our People
Total leavers 30-50	401-1		13	47	47		60	Our People
Total leavers >50	401-1		4	21	19		23	Our People
Total leavers	401-1		43	104	95		138	Our People
Turnover rate	401-1		29%	83%	83%		52%	Our People
leavers/new hires	401-1		54%	112%	97%		78%	Our People
% woman leavers			33%		73%		60%	
% leavers under 30	401-1		60%		31%		40%	Our People
% leavers -50	401-1		91%		80%		83%	Our People
Average annual rate of basic salary paid in \$USD	405-2		38,176		9,760		47,936	Our People
Total salary paid to employees in \$USD, by level and gender	405-2		7,711,475		2,108,000		9,819,475	Our People

Women senior managers	405-2		495,012				Our People
Women middle managers	405-2		838,066				Our People
Women non-managers	405-2		1,742,213				Our People
Total women basic salary in \$USD	405-3		3,075,291		1,024,000	4,099,291	Our People
Men senior managers	405-2		748,387				Our People
Men middle managers	405-2		1,437,564				Our People
Men non-managers	405-2		2,450,233				Our People
Total men basic salary in \$USD	405-3		4,636,184		1,083,000	5,719,184	Our People
Ratio of total basic salary of women to men	405-3		66%		95%	72%	Our People
Average women basic salary	405-3		35,348		7,211	29,705	Our People
Average man basic salary	405-3		41,395		14,635	45,390	Our People
Ratio of average salary - women to man	405-3		85%		49%	65%	Our People
'unadjusted' pay gap	405-3		15%		51%	35%	Our People

Trainings and evaluations							
Number of training hours by level and gender	404-3						Our People
Women senior managers	404-3			241			Our People
Women middle managers	404-3			386			Our People
Women non-managers	404-3			1073			Our People
Total number of training hours for women	404-3			1700			Our People
Men senior managers	404-3			224			Our People
Men middle managers	404-3			784			Our People
Men non-managers	404-3			3248			Our People
Total number of training hours for men	404-3			4256			Our People
Total number of training hours for all employees	404-3			5956		311	Our People
% training hours for women	404-3			29%			Our People
% training hours for women managers (from total training hours for managers)	404-3			38%			Our People
Training hours per employee	404-4			40		2.7	Our People
Employee Performance Reviews - Number of employees that recieved a formal performance review during the year, by level and gender	404-3		100%	100%		100%	Our People
Women senior managers	404-3			6		2	Our People
Women middle managers	404-3			8		5	Our People
Women non-managers	404-3			50		67	Our People
Men senior managers	404-3			4		6	Our People
Men middle managers	404-3			17		11	Our People
Men non-managers	404-3			65		23	Our People

Employee Health and Safety										
GRI	Israel			Hungary			Total		Link to relevant chapter in report	
	2019	2020	2021	2019	2020	2021	2020	2021		
Total number of accidents/injury	403	4	14	10		9	11	23	21	Our People
Total number of accidents - to Men	403	3	9	7		6	5	15	12	Our People
Total number of accidents - to Women	403	1	5	3		3	6	8	9	Our People
% women accidents	403	25%	36%	30%		33%	55%	35%	43%	Our People
Total number of days missed	403	21	43	69		0	69	43	138	Our People
Total number of days missed - by Men	403	17	31	69		0	48	31	117	Our People
Total number of days missed - by Women	403	4	12	0		0	21	12	21	Our People
% of women missed days from total missed days	403	19%	28%	0%			30%	28%	15%	Our People
Types of injury	403-2	Minor injuries as a result of momentary lack of attention and, an accident to an employee riding a motorcycle on the way back from work	Minor injuries as a result of momentary lack of attention and, 4 workers were involved in road accidents on the way back from work (Stumbles, pains, cuts)	Minor injuries (Stumbles, pains, cuts)		bruise caused by falling (3x), cutting by knife (4x), cutting by machine component (1x), burning caused by machine (1x)	bruise caused by falling (6x), bruise caused by machine (1x), cutting by cardboard box (1x), cutting by excess material on the bottle (1x), cutting by machine component (1x), burning caused by machine (1x)			Our People
Lost time injury (LTI) frequency rate for direct workforce - (total number of lost time injury events) x 1,000,000 / total hours worked company wide	403			2,172			3,055		4,344	Our People
Lost time injury (LTI) severity rate for direct workforce - (number of days lost due to injuries) x 1,000 / total hours worked	403			0.26			0.36		0.51	Our People

Community Investments	GRI	Link to relevant chapter in report
Total community Investments (in \$)	413	Our People

Governance Disclosure	GRI	LOG Israel	LOG Hungary	Link to relevant chapter in report
Governance structure	102-18			Our Business Ethics
body and its committees; committies; collective knowledge; risk management processes	102-22; 102-26; 102-27; 102-29; 102-30; 102-33			Our Business Ethics
Chair of the highest governance body	102-23	Nurit Nahum	Shaul Bassi	Our Business Ethics
Remuneration policies	102-35			Our Business Ethics
Process for determining remuneration	102-36			Our Business Ethics
Diversity of governance bodies	405-1			Our Business Ethics

Ethics

Percentage or number of employees trained on ethics		100%	100%	Our Business Ethics
Whistleblower procedure for stakeholders to report on COE violation, corruption etc.		V	V	Our Business Ethics
KPIs related to whistle blowing procedure		o complaints	o complaints	Our Business Ethics

Compliance

Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications (including advertising, promotion, and sponsorship)	205-3	0	0	Our Business Ethics
Total number and nature of confirmed incidents of corruption	205-3	0	0	Our Business Ethics
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	205-3	0	0	Our Business Ethics
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	205-3	0	0	Our Business Ethics
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	205-3	0	0	Our Business Ethics
Legal actions for anti-competitive behavior, anti-trust and monopoly practices	206-2	0	0	Our Business Ethics
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	416-2	0	0	Our Business Ethics
Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1	0	0	Our Business Ethics
Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:	419-1	0	0	Our Business Ethics
Total monetary value of significant fines;	419-1	0	0	Our Business Ethics
Total number of non-monetary sanctions;	419-1	0	0	Our Business Ethics
Cases brought through dispute resolution mechanisms.	419-1	0	0	Our Business Ethics