

Data Description	Measurement unit	GRI	SELA		%
			2020	2021	
Environmental Disclosure					
Energy Consumption					
Scope 1 - Fuel and direct energy consumption		302-1			
Diesel Fuel Consumption	LITERS	302-1	428,784	481,776	12%
	GJ	302-1	17,593	19,767	
	GHG	302-1	1,177,441	1,322,957	
Gasoline Consumption	LITERS	302-1	68,386	82,400	20%
	GJ	302-1	2,462	2,967	
	GHG	302-1	159,818	192,569	
Electricity from non-grid sources	KWh	302-1	303,246	640,067	111%
	GJ	302-1	1,092	2,304	
	GHG	302-1	-	-	
Total scope 1	GJ	302-1	21,147	25,038	13%
	GHG	302-1	1,337,259	1,515,526	
Scope 2 - Electricity purchased for consumption		302-1			
Electricity Purchased from Grid	KWh	302-1	1,731,705	1,508,910	-18%
	GJ	302-1	6,234	5,432	
	GHG	302-1	860,791	709,167	
Total scope 2	KWh	302-1	1,731,705	1,508,910	-18%
	GJ	302-1	6,234	5,432	
	GHG	302-1	860,791	709,167	
Total energy consumption	GJ	302-1	27,381	30,470	1%
	GHG	302-1	2,198,050	2,224,692	
Total renewable sources		302-1			
Solar Energy (non-grid)	KWh	302-1	1,438,373	1,812,213	26%
	GJ	302-1	5,178	6,524	
Total renewable energy produced from total energy use	GJ	302-1	19%	21%	13%
Total renewable energy produced from total electricity use	KWh	302-1	71%	84%	19%
Materials					
Recycled/reused materials used:					
Reused materials - wooden pallets fixed for reuse	units	301-1	16,058	14,853	-8%
Recycled wooden pallets	units	301-1	70,399	84,517	20%
Cardboards/Cartons - from recycled material	units	301-1	132,000	184,000	39%
non-renewable materials used:					
Plastic Shrinks	TONS	301-1	52	50	-4%
Nylon for surface covers	units (packages)	301-1	1,000	1,305	31%
Stickers	units	301-1	16,000,000	23,000,000	44%
Ribbons	units (roll)	301-1	1,125	692	-38%
Branded adhesive paper	meter	301-1	900,000	1,196,200	33%
Paper (A4)	packages	301-1	2,865	3,515	23%
Transparent adhesive paper	meter	301-1	26,000	128,000	392%
Band wire for the machine	packages	301-1	21	19	-10%
Tying strings	TONS	301-1	0.6	0.3	-40%
Disposable cups	Carton 1000 units	301-1	100	205	105%
Water Consumption					
Total water withdrawl	m3	303-3	5,622	6,875	22%
Waste management					
Cardboards/Cartons sold for recycling	TONS	306-3	141	135	-4%
Electronic products for recycling that were evacuated by the company to May/ Eco-mmunity	TONS	306-3	42,675	59,360	39%
Paper waste transferred for recycling	cubic meter		650	650	
garbage disposal to landfill	cubic meter	306-3	2,385	3,420	43%
Total waste generated	TONS	306-3	45,851	63,565	39%
Total waste diverted to recycling	TONS	306-4	43,466	60,145	138%
Environmental compliance					
Total monetary value of significant fines	US\$		0	0	
Total number of non-monetary sanctions	Number		0	0	
Environmental Investments					

Investments in environmental projects - Electric forklifts	NIS		269,400	1,000,001	271%
Investments in projects for energy efficiency - Solar panels	NIS		660,000	180,000	-73%
Improvement of energy efficiency through technology or equipment upgrades - Euro 6 standard in all the company's trucks	NIS		450,000	1,800,000	300%
Expenditures on treatment and disposal of waste - wooden pallets	NIS		74,439	63,129	-15%
Total environmental investments	NIS		1,453,839	3,043,130	109%
Environmental Incomes/savings					
Income from the sale of waste for recycling - Cardboards/cartons	NIS		15,000	16,000	7%
Income from recycling electronic products - May	NIS		621,138	456,300	-27%
Income from recycling electronic products - Eco-munity	NIS		272,610	627,357	130%
Total environmental incomes	NIS		908,748	1,099,657	21%

Social Disclosure

Data Description	GRI	SELA		
		2020	2021	%
Employment				
Women	2-8	109	142	30%
Man	2-8	191	211	10%
Total number of employees	2-8	300	353	18%
% of Women in workplace	2-8	36%	40%	11%
DEI				
Senior managers	405-1	5	5	0%
Middle managers	405-1	26	29	12%
Non-managerial employees	405-1	269	319	19%
Total number of employees	405-2	300	353	18%
Women senior managers	405-1	1	1	0%
Women middle managers	405-1	1	2	100%
Women non-managerial employees	405-1	107	140	31%
Total number of women managers	405-2	2	3	50%
% of women managers	405-2	6%	9%	37%
Men senior managers	405-1	4	4	0%
Men middle managers	405-1	25	27	8%
Men non-managerial employees	405-1	162	179	10%
Total number of men managers	405-1	29	31	7%
% of men managers	405-1	94%	91%	-3%
Senior managers < 30	405-1	0	0	0%
Senior managers - 30-50	405-1	3	3	0%
Senior managers > 50	405-1	2	2	0%
Middle managers < 30	405-1	2	1	-50%
Middle managers - 30-50	405-1	17	20	18%
Middle managers > 50	405-1	6	5	-17%
Non-managerial employees < 30	405-1	64	79	23%
Non-managerial employees - 30-50	405-1	138	164	19%
Non-managerial employees > 50	405-1	68	79	16%
Total employees < 30	405-1	66	80	21%
Total employees - 30-50	405-1	158	187	18%
Total employees > 50	405-1	76	86	13%
% employees > 50	405-1	25%	24%	-4%
Pay gap				
Senior female managers - FY salary and basic compensation	405-2			
Women - middle managers	405-2	107,723	119,880	11%
Women - non-managerial	405-2	8,601,288	10,069,329	17%
Women - Total salary	405-2	8,709,011	10,189,209	17%
Men - middle managers	405-2	4,447,074	4,989,158	12%
Men - non-managerial	405-2	17,007,706	18,947,656	11%
Men - Total salary	405-2	21,454,780	23,936,814	12%
Ratio of basic salary and remuneration of women to men	405-2	41%	43%	5%

Senior female managers - monthly average of salary and basic compensation	405-2			
Women - middle managers	405-2	8,977		
Women - non-managerial	405-2	6,699	5,994	-11%
Men - middle managers	405-2	14,824	15,399	4%
Men - non-managerial	405-2	8,749	8,821	1%

Trainings

שעות הדרכה לנשים מנהלות בכירות	404-1	1.5	1.5	0%
שעות הדרכה לנשים מנהלות בדרגי ביניים	404-1	22	23.5	7%
שעות הדרכה לנשים לא מנהלות	404-1	183	232.5	27%
סך שעות הדרכה לנשים	404-1	206.5	257.5	25%
שעות הדרכה לגברים מנהלים בכירים	404-1	42	42	0%
שעות הדרכה לגברים מנהלים בדרגי ביניים	404-1	262.5	283.5	8%
שעות הדרכה לגברים לא מנהלים	404-1	1701	1879.5	10%
סך שעות הדרכה לגברים	404-1	2005.5	2205	10%
סך שעות הדרכה לכלל העובדים	404-1	2212	2462.5	11%
שעות הדרכה ממוצעות לעובד לשנה	404-1	7.4	7.0	-5%

OHS

OHS management	403-1; 403-2; 403-5	There is a Health and Safety management system. The field is managed in a regulated manner according to an annual safety plan with incident reports, conducting an annual risk survey, training emergency teams, annual trainings for all employees (including ergonomics) and more		
Employees serious injuries/accidents	403-9			Broken leg from being hit by a forklift; Blunt force trauma as a result of goods falling from a shelf
Total injuries/accidents - including car accidents	403-9	2	1	-50%
Total accidents - for women	403-9	3	1	-67%
Total working hours	403-9	534,887	551,963	
Total working days lost due to an accident - for men	403-9	98	6	-94%
Total working days lost due to an accident - for women	403-9	8	5	-38%
Total working days lost due to an accident	403-9	106	11	-90%
LTIR		4.5	2.2	-52%

Community investment

Financial donations		₪ 265,000.00	₪ 334,000.00	26%
Total volunteering hours			120.0	
Total value of volunteering hours			5,312	
The 'Hakvutsa' website - funded by Sela Logistics		₪ 150,000.00	₪ 150,000.00	0%
Total donations		₪ 415,000.00	₪ 484,000.00	17%
% of donations from net profit (before tax)		0.80%	0.90%	13%

Governance Disclosure

Data Description	GRI	SELA		
		2020	2021	%
Compliance				
Total number and nature of confirmed incidents of corruption	205-3	There were no incidents of corruption in the company		
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	206-1	No official, including senior officials, was investigated for non-competition, unfairness or monopolization		
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications (including advertising, promotion, and sponsorship), classified by their result: fine or warning.		No fines or warnings were imposed for advertising and sales promotion offenses		
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	416-2	No fines or warnings were imposed for impacting safety and health during work		

Substantiated complaints concerning breaches of customer privacy and losses of customer data		No fines were imposed or investigations opened for violation of customer privacy and data security concerning customers	
Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:	2-27	No investigations were opened for violation of regulations and laws in the social and economic field	
Ethics			
Code of Ethics		Code of ethics is in the process of being updated, including training for managers and employees No events were recorded	
Incidents of violation of the code of ethics	406-1		
Board Diversity			
Board gender diversity	405-1	The company's board of directors includes women, the same goes for the company's management ; 33% women in the BOD (2 out of 6); The chairman of the BOD is a woman (Rona Ofer)	