

Topic	Measurement unit	GRI	SELA			
			2020	2021	2022	2023
<b>Environmental Disclosure</b>						
<b>Energy Consumption</b>						
<b>Scope 1 - Fuel and direct energy consumption</b>		302-1				
Diesel Fuel Consumption	LITERS	302-1	428,784	481,776	508,698	460,629
	GJ	302-1	17,593	19,767	20,872	18,900
	GHG - WTW	302-1	1,439,432	1,617,327	1,707,705	1,546,337
	GHG - TTW	302-1	1,177,441	1,322,957	1,396,885	1,264,888
Gasoline Consumption	LITERS	302-1	68,386	82,400	113,853	115,998
	GJ	302-1	2,462	2,967	4,099	4,177
	GHG - WTW	302-1	201,304	242,556	335,142	341,457
	GHG - TTW	302-1	159,818	192,569	266,074	271,088
Total scope 1	GJ	302-1	<b>21,147</b>	<b>22,734</b>	<b>24,971</b>	<b>23,076</b>
	GHG - WTW	302-1	<b>1,640,736</b>	<b>1,859,883</b>	<b>2,042,846</b>	<b>1,887,794</b>
	GHG - TTW	302-1	<b>1,337,259</b>	<b>1,515,526</b>	<b>1,662,959</b>	<b>1,535,975</b>
<b>Scope 2 - Electricity used for consumption</b>		302-1				
Electricity from non-grid sources	KWh	302-1	303,246	640,067	688,354	674,218
	GJ	302-1	1,092	2,304	2,478	2,427
	GHG - WTW	302-1	-	-	-	-
	GHG - TTW	302-1	-	-	-	-
Electricity Purchased from Grid	KWh	302-1	1,731,705	1,508,910	2,713,016	3,021,156
	GJ	302-1	6,234	5,432	9,767	10,876
	GHG - WTW	302-1	860,791	709,167	1,275,118	1,419,943
	GHG - TTW	302-1	860,791	709,167	1,275,118	1,419,943
Total scope 2	KWh	302-1	<b>2,034,951</b>	<b>2,148,977</b>	<b>3,401,370</b>	<b>3,695,374</b>
	GJ	302-1	<b>7,326</b>	<b>7,736</b>	<b>12,245</b>	<b>13,303</b>
	GHG - WTW	302-1	<b>860,791</b>	<b>709,167</b>	<b>1,275,118</b>	<b>1,419,943</b>
	GHG - TTW	302-1	<b>860,791</b>	<b>709,167</b>	<b>1,275,118</b>	<b>1,419,943</b>
Total energy consumption (scope 1,2)	GJ	302-1	<b>28,473</b>	<b>30,470</b>	<b>37,216</b>	<b>36,380</b>
	GHG - WTW	302-1	<b>2,501,527</b>	<b>2,569,049</b>	<b>3,317,964</b>	<b>3,307,737</b>
	GHG - TTW	302-1	<b>2,198,050</b>	<b>2,224,692</b>	<b>2,938,077</b>	<b>2,955,919</b>

<b>Total renewable sources</b>		302-1				
Solar Energy (non-grid)	KWh	302-1	1,438,373	1,812,213	1,921,184	1,870,139
	GJ	302-1	5,178	6,524	6,916	6,733
Total renewable energy reduced from total energy use	GJ	302-1	18%	21%	16%	16%
	KWh	302-1	71%	84%	56%	51%
Net Energy use - reducing renewable energy production ('offset')	KWh	302-1	596,578	336,764	1,480,186	1,825,235
	GJ	302-1	2,148	1,212	5,329	6,571
Net Scope 2	GHG - WTW	302-1	296,499	158,279	695,687	857,860
<b>Energy intensity</b>	GJ / Unit	302-3	0.009	0.009	0.012	0.014
<b>GHG intensity</b>	GHG - WTW/ Unit	302-3	0.831	0.798	0.920	1.079
<b>GHG intensity</b>	GHG - TTW/ Unit	302-4	0.731	0.691	0.814	0.964

The calculations from 2022 onwards are based on Tank to wheel and Well to wheel

<b>Materials</b>						
Recycled/reused materials used:						
Recycled wooden pallets	units	301-1	70,399	84,517	96,267	72,942
Cardboards/Cartons - over 5% of recycled material	units		132,000	184,000	327,173	260,035
non-renewable materials used:						
Plastic closures for deliveries	units	301-1	1,000	1,000	1,000	1,000
Plastic Shrinks	TONS	301-1	52	50	41	52
Nylon for surface covers	units (packages)	301-1	1,000	1,305	7,330	1,025
Stickers	units	301-1	16,000,000	23,000,000	19,852,271	18,928,000
Ribbons	units (roll)	301-1	1,125	692	2,296	1,309
Branded adhesive paper	meter	301-1	900,000	1,196,200	959,600	709,440
Paper (A4)	packages	301-1	2,865	3,515	6,420	5,405
Transparent adhesive paper	meter	301-1	26,000	128,000	860,112	1,494,540
Band wire for the machine	packages	301-1	21	19	4	20
Tying strings	TONS	301-1	1	0	1	0
Disposable cups	Carton 1000 units	301-1	100	205	196	220

<b>Water Consumption</b>						
Total water withdrawl	m3	303-3	5,622	6,875	9,146	10,482
<b>Water intensity</b>	M3 / Unit	303-3	0.002	0.002	0.003	0.003

<b>Waste management</b>						
Wooden pallets sold for reuse	units	301-1	16,058	14,853	17,561	11,821
Cardboards/Cartons sold for recycling	TONS	306-3	141	135	588	438
Electronic products for recycling that were evacuated by the company to May/ Eco-community	TONS	306-3	4,267	4,610	4,827	5,770
Paper waste transferred for recycling	TONS		232	232	240	441
Garbage disposal <b>to landfill</b>	TONS	306-3	161	311	356	783
Total waste generated	TONS	306-3	4,801	5,288	6,010	7,432
Total waste diverted to recycling	TONS	306-4	<b>4,640</b>	<b>4,977</b>	<b>5,654</b>	<b>6,649</b>
% waste diverted to recycling		306-4	<b>97%</b>	<b>94%</b>	<b>94%</b>	<b>89%</b>
<b>Environmental compliance</b>						
Total monetary value of significant fines	US\$		0	0	0	0
Total number of non-monetary sanctions	Number		0	0	0	0
<b>Environmental Investments</b>						
Investments in environmental projects - <b>Electric forklifts</b>	NIS		269,400	1,000,001	2,015,000	752,352
Investments in projects for energy efficiency - <b>Solar panels</b>	NIS		660,000	180,000	-	-
Improvement of energy efficiency through technology or equipment upgrades - <b>Euro 6 standard in all the company's trucks</b>	NIS		450,000	1,800,000	360,000	-
Investments in sensors to turn off air conditioners and bins to separate waste at the source						14,900
Expenditures on treatment and disposal of waste - <b>wooden pallets</b>	NIS		74,439	63,129	60,000	-
Total environmental investments	NIS		1,453,839	3,043,130	2,435,000	767,252

<b>Environmental Incoms/savings</b>						
Income from the sale of waste for recycling - <b>Cardboards/cartons</b>	NIS		15,000	16,000	35,720	38,977
Income from recycling electronic products - May	NIS		621,138	456,300	505,000	1,936,449
Income from recycling electronic products - Eco-mmunity	NIS		272,610	627,357	973,000	2,271,690
<b>Total environmental Incoms/savings</b>	<b>NIS</b>		<b>908,748</b>	<b>1,099,657</b>	<b>1,513,720</b>	<b>4,247,116</b>
<b>Additional information</b>						
Environmental management system certification			work in progress			
Training of employees on energy conservation/climate actions			work in progress			

## Social Disclosure

### Employment

Women	#	2-8	109	142	184	187
Man	#	2-8	191	211	229	231
<b>Total number of employees</b>	#	<b>2-8</b>	<b>300</b>	<b>353</b>	<b>413</b>	<b>418</b>
% of Women in workplace	#	<b>2-8</b>	<b>36%</b>	<b>40%</b>	<b>45%</b>	<b>45%</b>

### DEI

Senior managers	#	405-1	5	5	10	12
Middle managers	#	405-1	26	29	42	44
Non-managerial employees	#	405-1	269	319	361	362
<b>Total number of employees</b>	#	<b>405-2</b>	<b>300</b>	<b>353</b>	<b>413</b>	<b>418</b>
Women senior managers	#	405-1	1	1	2	4
Women middle managers	#	405-1	1	2	7	7
Women non-managerial employees	#	405-1	107	140	175	176
<b>Total number of women managers</b>	#	<b>405-2</b>	<b>2</b>	<b>3</b>	<b>9</b>	<b>11</b>
<b>% of women managers</b>	#	<b>405-2</b>	<b>6%</b>	<b>9%</b>	<b>17%</b>	<b>20%</b>
Men senior managers	#	405-1	4	4	8	8
Men middle managers	#	405-1	25	27	30	37
Men non-managerial employees	#	405-1	162	179	191	186
<b>Total number of men managers</b>	#	<b>405-1</b>	<b>29</b>	<b>31</b>	<b>38</b>	<b>45</b>
<b>% of men managers</b>	#	<b>405-1</b>	<b>94%</b>	<b>91%</b>	<b>73%</b>	<b>80%</b>
Senior managers < 30	#	405-1	0	0	0	-
Senior managers - 30-50	#	405-1	3	3	6	7
Senior managers > 50	#	405-1	2	2	4	5
Middle managers < 30	#	405-1	2	1	2	1
Middle managers - 30-50	#	405-1	17	20	28	31
Middle managers > 50	#	405-1	6	5	12	12
Non-managerial employees < 30	#	405-1	64	79	102	90
Non-managerial employees - 30-50	#	405-1	138	164	169	175
Non-managerial employees > 50	#	405-1	68	79	90	97
<b>Total employees &lt; 30</b>	#	<b>405-1</b>	<b>66</b>	<b>80</b>	<b>104</b>	<b>91</b>
<b>Total employees - 30-50</b>	#	<b>405-1</b>	<b>158</b>	<b>187</b>	<b>203</b>	<b>213</b>
<b>Total employees &gt; 50</b>	#	<b>405-1</b>	<b>76</b>	<b>86</b>	<b>106</b>	<b>114</b>
<b>% employees &gt; 50</b>	#	<b>405-1</b>	<b>25%</b>	<b>24%</b>	<b>26%</b>	<b>27%</b>

<b>Pay gap</b>						
FY salary and basic compensation		405-2				
Women - middle managers	NIS	405-2	107,723	119,880	1,125,925	1,238,069
Women - non-managerial	NIS	405-2	8,601,288	10,069,329	13,016,856	13,350,271
Women - Total salary	NIS	405-2	8,709,011	8,709,011	14,142,781	14,588,340
Men - middle managers	NIS	405-2	4,447,074	4,989,158	7,129,227	10,140,772
Men - non-managerial	NIS	405-2	17,007,706	18,947,656	21,240,327	19,735,182
Men - Total salary	NIS	405-2	21,454,780	23,936,814	28,369,554	29,875,954
<b>Ratio of basic salary and remuneration of women to men</b>		<b>405-2</b>	<b>41%</b>	<b>36%</b>	<b>50%</b>	<b>49%</b>
Monthly average of salary and basic compensation		405-2				
Women - middle managers	NIS	405-2	8,977	4,995	13,404	14,739
Women - non-managerial	NIS	405-2	6,699	5,994	6,199	6,321
Men - middle managers	NIS	405-2	14,824	15,399	19,803	22,840
Men - non-managerial	NIS	405-2	8,749	8,821	9,267	8,842
<b>Trainings</b>						
Training hours for senior women managers	Hours	404-1	2	2	3	6
Training hours for women middle managers	Hours	404-1	22	24	108	119
Training hours for women non-managers	Hours	404-1	183	233	750	980
Total training hours for women	Hours	404-1	206.5	257.5	861	1105
Training hours for senior men managers	Hours	404-1	42	42	54	23
Training hours for men middle managers	Hours	404-1	263	284	381	171
Training hours for men non-managers	Hours	404-1	1,701	1,880	2,906	2,828
Total training hours for men	Hours	404-1	2,006	2,205	3,341	3,022
Total training hours for all employees	Hours	404-1	<b>2,212</b>	<b>2,463</b>	<b>4,202</b>	<b>4,127</b>
<b>Average training hours per employee per year</b>	Hours	<b>404-1</b>	<b>7.4</b>	<b>7.0</b>	<b>10.2</b>	<b>9.9</b>

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			Broken leg from being hit by a forklift; Blunt force trauma as a result of goods falling from a shelf
Employees serious injuries/accidents	#	403-9	2	1	12	8
Total injuries/accidents - including car accidents	#	403-9	12	6	13	10
Total accidents - for women	#	403-9	3	1	3	3
Total working hours	Hours	403-9	534,887	551,963	874,238	877,800
Total working days lost due to an accident - for men	#	403-9	98	6	40	216
Total working days lost due to an accident - for women	#	403-9	8	5	119	49
Total working days lost due to an accident	#	403-9	106	11	159	265
TRIR			4.5	2.2	3.0	2.3

Community investment						
Financial donations	NIS	413-1	265,000	334,000	420,600	437,000
Total volunteering hours	Hours	413-1		120		60
Average cost per employee hour	NIS	413-1	46	42		49
Total value of volunteering hours	NIS	413-1	-	5,081		2,955
The 'Hakvutsa' website - funded by Sela Logistics	NIS	413-1	150,000	150,000	150,000	210,000
Total donations	NIS	413-1	415,000	484,000	570,600	647,000
<b>% of donations from net profit (before tax)</b>	NIS		<b>0.80%</b>	<b>0.90%</b>	<b>0.70%</b>	<b>1.00%</b>

## Governance Disclosure

Compliance						
Total number and nature of confirmed incidents of <b>corruption</b>		205-3	There were no incidents of corruption in the company			
Legal actions for <b>anti-competitive</b> 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 <b>marketing communications</b> (including advertising, promotion, and sponsorship), classified by their result: fine or		206-1	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 <b>health and safety impacts of products</b> 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 <b>social and economic area</b> 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	All employees went through the Code of Ethics' training	All employees went through the Code of Ethics' training	
Incidents of violation of the code of ethics		406-1	No events were recorded			
Responsible Sourcing						
Proportion of spending on local suppliers/ <b>social suppliers (NGOs)</b>		204-1	100%	100%	100%	100%
Supplier Environmental Assessment		308				Sent to 4 material suppliers