Comprehensive ESG Report for Global CyberWorks WorldConnect

Executive Summary

Global CyberWorks WorldConnect is committed to integrating Environmental, Social, and Governance (ESG) principles into its operations. The company aims to enhance supply chain efficiency while promoting sustainability and ethical practices. Key highlights include initiatives focused on reducing waste, improving customer experiences, fostering community engagement, and addressing modern slavery risks throughout its supply chain. The company adheres to the OECD Due Diligence Guidance for Responsible Business Conduct, ensuring a proactive approach to identifying and mitigating risks.

Company Profile

- Name: Global CyberWorks WorldConnect
- Industry: Supply Chain Solutions
- Mission Statement: To provide innovative supply chain solutions that enhance efficiency and sustainability, ensuring that businesses can operate responsibly while meeting customer demands.

Overview of Services

- Seamless Order Management: Integrates inventory and order management to improve delivery efficiency.
- Connected Customer Experiences: Provides an end-to-end platform for enhanced decision-making and visibility across supply chains.
- End-to-End Inventory Orchestration: Utilizes predictive analytics to navigate disruptions and reduce waste.
- Autonomous, Predictive Logistics: Offers AI-driven logistics solutions for proactive problem recognition and risk minimization.

Environmental Responsibility (ESRS E1 - E5)

Sustainability Initiatives

Global CyberWorks is committed to reducing its carbon footprint through energy-efficient logistics and sustainable sourcing practices. The company actively tracks emissions reductions as part of its environmental impact measurement.

Impact Measurement

Metrics for measuring environmental impact include:

- Tracking emissions reductions.
- Monitoring water usage efficiency.
- Implementing waste management practices.

The company recognizes the importance of biodiversity and ecosystems (ESRS E4) in its operations and aims to incorporate resource use and circular economy principles (ESRS E5) into its supply chain processes.

Environmental Management Policy

1. Introduction

Global CyberWorks WorldConnect is dedicated to promoting sustainable practices and minimizing environmental impacts across our operations and supply chain. This Environmental Management Policy outlines our commitment to establishing and implementing an Environmental Management System (EMS) that complies with applicable laws and regulations while mitigating environmental risks associated with our operations.

2. Policy Statement

Global CyberWorks WorldConnect is committed to ensuring that all suppliers establish and implement a suitable EMS that addresses the environmental impacts linked to their operations. This includes the management of chemicals, waste, wastewater, air emissions, noise pollution, and resource usage.

3. Scope

This policy applies to all employees, suppliers, contractors, and business partners of Global CyberWorks WorldConnect across all tiers of our supply chain. It encompasses all products and services provided by or on behalf of Global CyberWorks.

4. Minimum Requirements for Suppliers

A. Establishment of an Environmental Management System (EMS)

- Suppliers shall establish and implement an EMS that ensures compliance with applicable laws and regulations.
- Suppliers shall assign personnel responsible for managing the EMS and provide training on how to monitor, track, and improve performance.
- Suppliers shall identify and maintain all applicable environmental permits, legal documents (e.g., Environmental Impact Assessments), licenses, approvals, and certifications. All documents required by law must be available for review.

B. Minimizing Environmental Impacts

1. Chemicals Management:
   - Suppliers shall comply with relevant national or local regulations regarding the handling and management of hazardous chemicals.
   - Suppliers shall maintain an updated inventory list of all chemicals used in their operations.
2. Wastewater and Air Emissions:
   - Suppliers shall treat wastewater and air emissions according to local standards before discharge.
   - Routine monitoring of wastewater discharge, air emissions, and noise levels must be conducted as required by applicable local or national standards.
3. Waste Handling:
   - Suppliers shall segregate non-hazardous and hazardous waste streams and routinely track waste outputs.
   - Suppliers must not directly discharge wastewater or hazardous waste into the environment or expose hazardous waste to rain or surface runoff.
4. Noise Pollution:
   - Suppliers shall comply with regulations regarding noise mitigation and emissions.

C. Energy and Resource Efficiency

- Suppliers shall comply with local regulations regarding energy and water consumption.
- Personnel within each facility shall be assigned responsibility for tracking major consumption patterns of key resources linked to operations.
- Suppliers should set targets to monitor and reduce consumption of natural resources through conservation measures.

5. Good Practices

- Suppliers are encouraged to implement a certified EMS such as ISO 14001 or Europe's Eco-Management and Audit Scheme (EMAS).
- Training should be provided to all employees on minimizing environmental impacts during operations.
- Suppliers should use technology to regularly track energy and resource consumption.

6. Monitoring and Reporting

Global CyberWorks WorldConnect will conduct regular audits of suppliers' compliance with this policy. We will also establish grievance mechanisms for workers to report concerns related to environmental practices without fear of retaliation.

7. Governance

The implementation of this Environmental Management Policy will be overseen by Global CyberWorks' Risk Management and Sustainability Committee (RMSC). The RMSC will review this policy annually and report on its effectiveness to senior leadership.

8. Communication

This policy will be communicated to all employees, suppliers, contractors, and business partners through training sessions, internal communications platforms, and publicly available documents on our website.

9. Conclusion

Global CyberWorks WorldConnect is committed to minimizing our environmental impact through responsible practices in our operations and supply chain. By implementing this Environmental Management Policy, we aim to protect the environment while promoting sustainability within our business practices.

Social Responsibility (ESRS S1 - S3)

Community Engagement (ESRS S3)

Global CyberWorks engages with local communities through strategic partnerships aimed at enhancing social welfare and supporting local economies. Collaborations with NGOs promote educational programs, vocational training initiatives, and community development projects.

Employee Relations (ESRS S1)

The company promotes diversity, equity, and inclusion through workplace policies designed to create an inclusive environment. Employee training programs focus on cultural sensitivity, conflict resolution techniques, and leadership development.

Modern Slavery Mitigation Strategies (ESRS S2)

Global CyberWorks acknowledges the significant risk of modern slavery within its supply chain, particularly among migrant workers. The company has implemented several tangible actions to address these risks:

1. Policy Commitment: In 2019, Global CyberWorks became a signatory to the AAFA (American Apparel & Footwear Association) and FLA (Fair Labor Association) Commitment to Responsible Recruitment alongside over 130 other brands, retailers, and suppliers. This commitment led to the development of a Responsible Recruitment Policy that was rolled out with suppliers, complemented by capacity-building initiatives to ensure compliance with policy provisions.
2. Cross-Departmental Senior Leadership Engagement: The Board's Risk Management and Sustainability Committee (RMSC), established in 2001, meets twice a year to discuss modern slavery issues including human rights due diligence legislation, forced labor import bans, and operationalizing supply chain mapping.
3. Comprehensive Risk Assessments: Every two years, Global CyberWorks conducts a comprehensive risk assessment led by third-party labor experts with participation from its Vendor Compliance and Sustainability team. This assessment includes supply chain mapping and traceability reviews.

Key Policies Related to Modern Slavery

1. Code of Conduct & Business Ethics: Mandates the elimination of all forms of forced labor; over 2,600 employees completed initial training.
2. Supplier Code of Conduct: Requires adherence to minimum standards regarding forced labor; hosted 54 training sessions attended by 1,148 suppliers in key sourcing regions in 2022.
3. Combatting Forced Labor Policy: Specifically prohibits state-imposed forced labor; suppliers must confirm non-engagement in such practices.
4. Responsible Recruitment Policy: Launched in November 2020; sets requirements for suppliers on responsible recruitment aligned with international standards.

Governance (ESRS G1)

Corporate Governance Structure

Global CyberWorks maintains a structured board governance model emphasizing accountability and transparency in decision-making processes. The Risk Management and Sustainability Committee (RMSC) was established in 2001; it meets biannually to review corporate responsibility strategies related to modern slavery legislation.

Transparency Measures

The company employs various measures for stakeholder communication ensuring all parties are informed about governance practices and business operations through platforms like "One Family," the internal communications tool.

Ethics & Compliance Programs

Established frameworks guide responsible behavior encompassing codes of ethics/supplier codes combating forced labor/responsible recruitment certifications/training sessions conducted globally targeting high-risk zones/vendors/staff members alike.

Human Rights Due Diligence

Global CyberWorks acknowledges modern slavery risks in the sectors where it operates. Every two years, the company undertakes a comprehensive risk assessment led by third-party labor experts with participation from its Vendor Compliance and Sustainability team. This assessment includes:

- Supply chain mapping
- Traceability reviews

The company understands that certain sectors are at higher risk for modern slavery issues—specifically services, manufacturing, construction, agriculture, and domestic work—and is committed to taking preventive actions.