

2022 IMPACT *Report*

One of our goals is to establish GPG as a company with a positive impact on all stakeholders:

EMPLOYEES, CUSTOMERS, SUPPLIERS, COMMUNITY,
AND THE ENVIRONMENT, with the ambition of becoming a
B-Corporation.

A B-Corporation is a business that meets the highest standards
of SOCIAL AND ENVIRONMENTAL PERFORMANCE, with a
purpose beyond profit.

This is a brief summary of activities that took place across the
business in 2022 to support this goal.



People

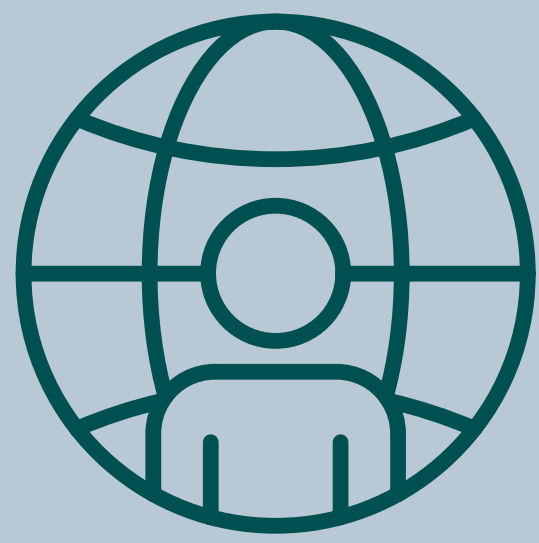
ANNUAL LEAVE (AL) POLICY

We granted 25 DAY AL to all Full Time Equivalent (FTE) employees as part of the company's broader **Employee Wellbeing goals**.

LEARNING & DEVELOPMENT (L&D) PROGRAMME

We introduced an **L&D Programme** for all employees. The aim is to have development plans in place for every individual to help them grow and achieve both their personal and professional potential, within the business.





Community



SPONSORSHIPS & DONATIONS:

We sponsored multiple projects under our 3 strategic themes:

CREATIVITY & CULTURE: the Waterford Walls, Seek Dundalk, and Fleadh Mullingar.

LEARNING & DEVELOPMENT: Social Entrepreneurs Ireland, TCD Access Programme (TAP), and Community Foundation Ireland (CFI) programmes with An Cosan, Citiwise Education, and Kinia Education & Training.

DIVERSITY, EQUALITY & INCLUSION: Vincent de Paul Celbridge, Saint John of God, UNICEF, Migrant Rights Centre Ireland, and Tar Isteach.

VOLUNTEER DAY:

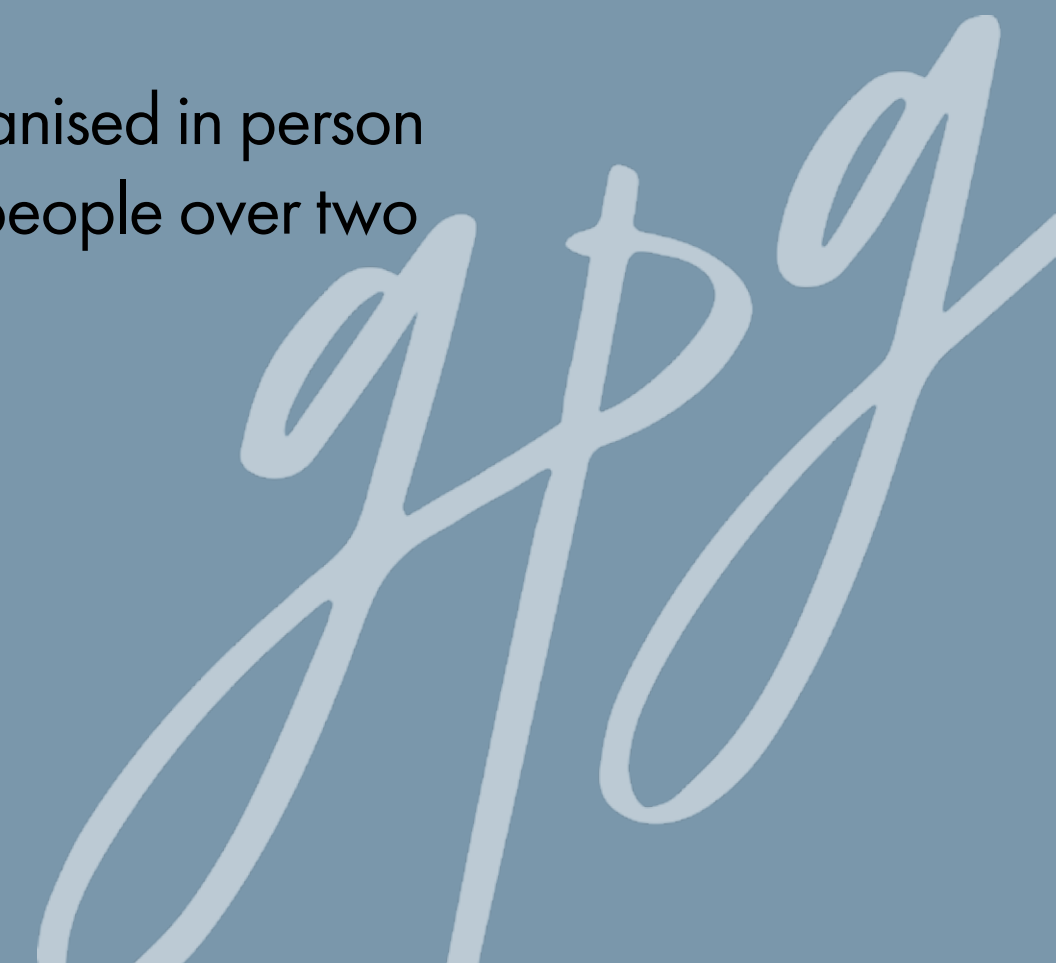
We organised our first-ever Volunteer Day for our employees. We donated two days of our time, services, and paint products to Saint John of God Community Services in Celbridge.

26 staff members painted one of the residential homes, which was equivalent to approximately 4 bungalows. We met some of the residents and the staff over the two days who were most appreciative of our services.

HERITAGE WEEK EVENT:

We organised another fantastic tour of our historic famine workhouse with local historian Cathi Fleming.

The event was organised in person and attracted 50 people over two nights.





Environment



SURFACE PROTECT was awarded the **Eurofins Indoor Air Comfort Gold Certificate** and we plan to expand this certification to some of our other products this year.

Environment will be our focus for 2023 we are currently learning from like-minded companies in the paints industry.

Our immediate action points around environmental sustainability are to develop an **Environmental Management Policy**, establish our Scope 1 & 2 emissions, set emission reduction targets, draft a **Procurement Policy** and **Supplier Code of Conduct**, ensure that our NPD pipeline follows robust sustainability targets, and complete a life cycle assessment (LCA) for our most in-demand products.

We will then set concrete and achievable targets for the rest of the year.