

GRI content index 2023

Topic	Data Description	GRI	Explanation	Location
GRI 2: General Disclosures 2021				
1. The organization and its reporting practices	Organizational details	2-1	Log Holdings - hold Log Plastic Products (1993) LTD, which hold the manufacturing site in Hungary - Log Plasticon ZRT. Both are small sized companies. Headquarters located in Kibbutz Ashdot Yaracov Ichud, Israel; another manufacturing plant located in Csepel Ut 137, Tokod H2316, Hungary	About LOG
	Entities included in the organization's sustainability reporting	2-2	Log Plastic Products (1993) LTD; Log Plasticon ZRT	About LOG
	Reporting period, frequency and contact point	2-3	Jan 1 2023 - Dec 31 2023	About this report
	Restatements of information	2-4	NA	
	External assurance	2-5	NA	
2. Activities and workers	Activities, value chain and other business relationships	2-6	Development and manufacturing of packaging for pharmaceutical industry	About LOG
	Employees	2-7	260 employees, all on LOG's payroll	Our People
	workers who are not employees	2-8	NA	Our People
	Governance structure and composition	2-9	See Our Business Ethics	Our Business Ethics
3. Governance	Nomination and selection of the highest governance body	2-10	The members of the board of directors are selected according to suitability for the position based on qualifications, accumulated experience, etc.	Our Business Ethics
	Chair of the highest governance body	2-11	In Israel - Nurit Nahum In Hungary - Shaul Bassi	Our Business Ethics
	Role of the highest governance body in overseeing the management of impacts and delegation of responsibility for managing impacts	2-12, 2-13	LOG's board of directors meets 8 times a year to approve a work plan, investments over a million NIS and the group's annual reports. This guidance is transferred for implementation at all LOG's management levels.	Our Business Ethics
	Role of the highest governance body in sustainability reporting	2-14	Approval before publication	Our Business Ethics
	Conflicts of interest	2-15	See our Code of Ethics	Our Business Ethics
	Collective knowledge of the highest governance body	2-17	See Our Business Ethics	Our Business Ethics
	Evaluation of the performance of the highest governance body	2-18	See Our Business Ethics	Our Business Ethics
	Remuneration policies	2-19	See Our Business Ethics	Our Business Ethics
	Process to determine remuneration	2-20	See Our Business Ethics	Our Business Ethics
	Annual total compensation ratio	2-21	A compensation plan based on objectives and bonuses was approved by the board of directors two years ago and will be approved in each new update. It is important to emphasize that three management members have ESG-based compensation targets.	Our Business Ethics
	4. Strategy, policies and practices	Statement on sustainable development strategy	2-22	See message from LOG's CEO
Policy commitments		2-23	See throughout the report	Code of Ethics
Embedding policy commitments		2-24	See throughout the report	Code of Ethics
Processes to remediate negative impacts and mechanisms for seeking advice and raising concerns		2-25, 2-26	The group manages a regulated process of handling customer complaints and employee inquiries - up to the management level. This is with the aim of identifying negative effects and addressing the concerns that arise from these material stakeholders	Code of Ethics
Compliance with laws and regulations		2-27	Zero material incidents	Our Business Ethics
5. Stakeholders engagement	Membership associations	2-28	LOG is a member of a variety of professional associations including: the Israel Manufacturers Association, the Israel Kibbutz Association, the Israel Plastics Industry Association, the Israel Advertisers Association, the plastic and rubber manufacturers, the Israel Quality Association.	
	Approach to stakeholder engagement	2-29	See about LOG	About LOG
	Collective bargaining agreements	2-30	LOG support freedom of association but it's employees are not part of collective bargaining agreement	Our People

Environmental Disclosure			Israel					Hungary					Total 2023	Location
Topic	Scope	Unit	2019	2020	2021	2022	2023	2019	2020	2021	2022	2023		
Electricity Purchased from Grid		KWh	8,533,029	8,871,023	8,523,159	7,942,708	8,852,030	4,026,926	4,259,306	3,252,869	3,502,136	3,669,969	12,521,999	Our Planet
Solar energy		KWh	1,440,000	1,440,000	215,616	212,602	220,334	-	-	-	-	-	220,334	Our Planet
Total electricity consumption (deducting solar energy)		KWh	7,093,029	8,431,023	8,307,543	7,730,106	9,072,364	4,026,926	4,259,306	3,252,869	3,502,136	3,669,969	12,742,333	Our Planet
Electricity intensity	2	Kwh / ton	2,973	2,879	3,429	3,306	3,624	2,885	2,659	1,804	2,245	2,521	3,205	Our Planet
Emissions from electricity		CO2e Kg	4,650,064	4,909,842	4,007,886	3,734,937	3,780,419	1,276,536	1,350,200	1,031,159	1,110,177	1,181,730,000	4,962,149	Our Planet
LPG		kg		2,498	3,152	6,964	5,716						1,187,446	Our Planet
Emissions from LPG	1	CO2e Kg		7,457	9,409	20,788	17,062						17,062	Our Planet
Truck transport of goods		km	326,620	326,620	326,620	300,000	289,430	-	-	-	-	-	289,430	Our Planet
Truck travel GHG emissions	1	CO2e kg	214,164,734	214,164,734	214,164,734	196,710,000	189,779	-	-	-	-	-	189,779	Our Planet
Total scope 1 emissions		Kg CO2e	337,568	345,025	360,454	378,720	206,842	17,705	17,705	17,705	17,339		206,842	Our Planet
Total scope 2 emissions		Kg CO2e	4,650,064	4,909,842	4,007,886	3,734,937	3,780,419	1,276,536	1,350,200	1,031,159	1,110,177	1,181,730,000	4,962,149	Our Planet
Total scopes 1&2 emissions		Ton CO2e	4,988	5,255	4,368	4,114	3,987,261	1,294	1,368	1,049	1,128	1,181,730	5,169	Our Planet
CO2e Emissions intensity		Ton CO2e per ton production	2.1	1.8	1.8	1.7	1.7	0.9	0.9	0.6	0.7	0.8	1.3	Our Planet
Water withdrawn from municipal water utilities		M3	6,851	5,201	5,878	4,922	4,375	676	699	842	762	880	5,255	Our Planet
Water intensity		M ³ / ton	2.87	1.78	2.43	2.11	1.84	0.45	0.44	0.47	0.49	0.60	1.37	Our Planet
Total recycled Non-Hazardous Waste		Tons	274	282	354	350	337	-	40	277	343	185	522	Our Planet
Total Non-Hazardous waste - to		Tons			23	12	12	153	207	494	12	8.5	21	Our Planet
Total Non-Hazardous waste		Tons	274	282	377	363	350	153	247	770	355	194	544	Our Planet
Waste intensity		Tons / ton	0.11	0.10	0.30	0.16	0.15	0.10	0.15	0.43	0.38	0.16	0.15	Our Planet

GHG Emissions	2020		2021		2022		2023	
	Israel	Hungary	Israel	Hungary	Israel	Hungary	Israel	Hungary
Scope 1 per site (ton CO2e)	345.0	17.7	360.5	17.7	378.7	17.3	206.8	
Total Scope 1 (ton CO2e)		362.7		378.2		396.1		206.8
Scope 2 per site (ton CO2e)	4,671.1	1,356.2	3,782.2	1,037.2	3,057.8	1,110.2	3,780.4	1,181.7
Total Scope 2 (ton CO2e)		6,021.3		4,813.3		4,168.0		4,962.1
Scope 1-2 per site (ton CO2e)	5,016.1	1,367.9	4,142.6	1,048.9	3,436.5	1,127.5	3,987.3	1,181.7
Total Scope 1-2 (ton CO2e)		6,384.0		5,191.5		4,564.0		5,169.0
Carbon Intensity (ton CO2e per ton product)		1.4		1.2		1.2		1.3
Scope 3 per site (ton CO2e)					3,453.1		7,453.2	4,030.8
Total Scope 3 (ton CO2e)					3,453.1		11,484.5	11,484.0
Scope 1,2,3 per site (ton CO2e)					6,889.6		11,440.5	5,212.5
Total emissions scope 1,2,3 (ton CO2e)						8,017.1		16,653.0

Scope 3 GHG emissions according to the categories measured	2022 in ton CO2e	%	2023 in ton CO2e	%
1 (purchased goods and services)	3,081	89.21%	10,791.23	93.97%
4 (upstream transportation and distribution)	175	5.08%	408.58	3.56%
5 (waste generated in operations)	9	0.27%	15.38	0.13%
6 (business travel)	184	5.32%	68.10	0.59%
9 (downstream transportation and distribution)	4	0.11%	21.48	0.19%
7 (Employee Commuting)			179.29	1.56%
Total Scope 3 (6 categories measured)	3,453	100%	11,484.06	100%

Waste management in Israel - all transferred to recycle	2022					2023				
	Sell (NIS)	Payment (NIS)	M3	units	Kg	Sell (NIS)	Payment (NIS)	M3	Units	Kg
Shredded raw material and waste	390,116				282,600	254,752				211,309
wooden surfaces	4778			383	5,595	10,617			1,292	21,794
Big Bags	4451			171	684	1,470			245	980
Iron waste	2,942				400	4,320			101	500
Dirty rags		14,300	11		3,850		15,600	12		12,000
pressure tanks		2,100	1		150		4,200	2		2,000
nylon	1,500		12		12	1,500		12		15,000
Ecommunity - chip waste	0	0	2		2			3		3,000
Ecommunity - fluorescents	0	0	0.75		100			1		500
Ecommunity - electronic waste	0	0	2		100			2		2,000
cardboard		9,600			57,000		9,600			68,400
parbuz disposal		3,366			12,320		3,603		1628	12,460
Total	402,288	29,366	28.75	544	362,813	272,659	29,400	31.5		949,943.00
% of waste recycled					97%					96%

Waste management in Hungary	2022		2023	
	KG	Income (EUR)	KG	Income (EUR)
Plastics	282,600	26,506	163,000	15,575
Wood	5,595	0	3,850	0
plastic bags	8,900	555	2,165	114
Carton	9,500	237	1,075	23
Textile	3,850	0	1,500	0
Metal	32,810	4,830	13,860	1,495
Municipal waste - to landfill	12,320	0	8,500	0
Total	355,575	32,128	193,950	17,425
% of waste transferred to recycle		97%		96%

Environmental investments in Hungary production site (in EUR):			
2022		2023	
Project	Investment	Project	Investment
New leak & Milling System, Conveyor	109,692	Plovian Cooling system	125,000
2 New chiller	103,710		
4 New Plovian grinders	137,388		
all lights change for LED	4,620		
Renovation of the emergency lighting system	996		
Total investments	356,406		125,000

Environmental investments in Israel production site (in NIS):			
2022		2023	
Project	Investment	Project	Investment
A new compressor, which replaces an old one.	300,000	New compressor	333,000
New 20 socket template.	915,000		
Total investments	1,215,000		333,000

Estimated packaging material in Hungary (in Ton):				
Year	2018	2021	2022	2023
Paper		5.8	2.4	1.2
Wood		7.8	3.7	1.6
Plastic		1	0.6	0.6
Total		15	7	3

Estimated packaging material in Israel (in Ton):		
Material	2021	2022
LDPE	0	8,551
MDPE	1,912	11,579
PP	0.025	0.02
injection HDPE	248,781	207,517
Paper/cardboard	270,801	271,051
Wood	10,259	9,413
Plastic	2733,303	2637,327
Total	531,778	508,131

% of recyclable products manufactures/used recycled material	2022		2023	
	Israel	Hungary	Israel	Hungary
% of our products manufactured in Israel consist of one material/plastic, that is, recyclable in any recycling infrastructure.	64%	73%	85%	77%
Recycled material in 2022 in Israel.	102.6 tons	236.784	145.2 tons	150.375

Social Disclosure	GRI	Israel				Hungary				Total				% change	Location
		2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023		
Total number of employees on payroll	102-8	140	150	139	145	126	114	107	113	266	264	246	258	5%	Our People
Total number of women employees (payroll)	102-8	61	64	58	62	69	74	71	72	130	138	129	134	4%	Our People
Total number of men employees (payroll)	102-8	79	86	77	83	40	40	36	41	119	126	113	124	10%	Our People
Total employees senior managers	405-1	7	10	8	9	8	8	6	7	15	18	14	16	14%	Our People
Total employees middle managers	405-1	23	25	34	32	17	7	7	4	39	42	41	36	-12%	Our People
Total employees non-managers	405-1	110	115	201	261	102	89	94	214	212	204	295	475	61%	Our People
Women senior managers	405-1	3	5	4	5	2	2	3	3	5	7	7	8	14%	Our People
Women middle managers	405-1	8	8	16	16	5	5	2	2	13	13	18	18	0%	Our People
Women non-managers	405-1	49	50	79	79	62	67	66	159	111	117	181	238	31%	Our People
% women in workforce	102-9	44%	43%	42%	43%	55%	65%	66%	64%	49%	52%	52%	52%	-1%	Our People
% women in senior management	405-1	43%	50%	50%	50%	25%	50%	50%	43%	33%	39%	50%	50%	0%	Our People
% women in management roles	405-1	37%	37%	48%	48%	28%	38%	38%	45%	33%	33%	45%	50%	10%	Our People
% women in non management roles	405-1	45%	43%	57%	30%	61%	75%	74%	74%	52%	57%	61%	50%	-18%	Our People
Men senior managers	405-1	4	4	5	4	6	6	3	4	10	10	8	8	0%	Our People
Men middle managers	405-1	15	17	20	16	11	11	5	2	26	28	25	18	-28%	Our People
Men non-managers	405-1	61	65	137	137	23	23	28	55	84	88	165	192	16%	Our People
Total senior managers - under age 30	405-1	0	0	0	0	0	0	0	1	0	0	0	1	100%	Our People
Total senior managers - age 30-50	405-1	5	4	4	4	8	8	5	6	13	12	9	10	9%	Our People
Total senior managers age - age 50 and up	405-1	2	9	4	4	1	1	1	0	3	10	5	5	0%	Our People
Total middle managers - under age 30	405-1	0	7	1	1	1	1	0	0	1	10	2	1	-50%	Our People
Total middle managers - age 30-50	405-1	15	11	18	17	15	14	7	2	30	25	25	19	-24%	Our People
Total middle managers - age 50 and up	405-1	9	7	16	14	1	1	0	1	10	8	16	15	-6%	Our People
Total non-managers - under age 30	405-1	27	22	110	85	14	27	21	65	41	49	131	150	15%	Our People
Total non-managers age 30-50	405-1	69	65	150	190	23	38	30	98	73	103	138	113	-11%	Our People
Total non-managers - age 50 and up	405-1	32	25	74	64	29	35	43	81	61	60	117	145	24%	Our People
% senior managers age 50 and up	405-1	29%	29%	50%	56%	13%	13%	17%	0%	20%	56%	36%	31%	-13%	Our People
% middle managers age 50 and up	405-1	39%	28%	47%	44%	6%	6%	0%	25%	28%	19%	39%	42%	7%	Our People
% managers age 50 and up	405-1	37%	46%	48%	46%	8%	8%	8%	9%	24%	30%	38%	38%	1%	Our People
% non-managers age 50 and up	405-1	29%	22%	27%	25%	28%	39%	46%	38%	29%	29%	40%	31%	-23%	Our People
% age 50 and up in workforce	405-1	29%	37%	48%	58%	24%	50%	44%	73%	29%	42%	57%	65%	13%	Our People
Total employees - under age 30	405-1	34	22	112	86	15	22	21	66	41	50	133	152	14%	Our People
Total employees age 30-50	405-1	65	73	90	91	31	47	39	76	73	120	129	167	29%	Our People
Total employees - age 50 and up	405-1	41	55	84	84	30	57	47	83	61	112	141	167	18%	Our People
Number of employees from minority groups, by level and gender	405-1	11	20	53	50	7	7	7	1	18	27	60	51	-15%	Our People
Women senior managers	405-1	0	0	0	0	0	0	0	0	0	0	0	0	0%	Our People
Women middle managers	405-1	0	1	0	0	0	0	0	0	0	1	0	1	100%	Our People
Women non-managers	405-1	3	17	17	16	2	2	2	1	5	3	19	17	-11%	Our People
Men senior managers	405-1	0	0	0	0	0	0	0	0	0	0	0	0	0%	Our People
Men middle managers	405-1	1	1	0	0	0	0	0	0	1	0	2	1	-100%	Our People
Men non-managers	405-1	7	17	34	33	5	5	5	0	12	22	39	33	-15%	Our People
% minorities in workforce	405-1	8%	13%	38%	34%	6%	6%	7%	1%	7%	10%	24%	20%	-19%	Our People
Number of disabled employees, by level and gender	405-1	3	9	9	14	11	7	5	3	14	16	14	17	21%	Our People
Women senior managers	405-1	0	0	0	1	0	0	0	0	0	0	0	1	100%	Our People
Women middle managers	405-1	0	0	0	0	0	0	0	0	0	0	0	0	0%	Our People
Women non-managers	405-1	0	0	0	0	0	0	0	0	0	0	0	0	0%	Our People
Men senior managers	405-1	0	0	0	0	0	0	0	1	9	4	7	1	-86%	Our People
Men middle managers	405-1	0	0	0	0	0	0	0	0	0	0	0	0	0%	Our People
Men non-managers	405-1	0	0	0	0	0	0	0	0	0	0	0	0	0%	Our People
% people with disabilities	405-1	2%	6%	6%	10%	9%	6%	5%	3%	5%	3	7	15	114%	Our People
Number of employees hired on a permanent contract	102-8	140	142	139	144	109	113	107	113	249	255	248	257	4%	Our People
Women	102-8	61	64	57	61	69	69	71	72	130	133	128	133	4%	Our People
Men	102-8	79	78	77	83	40	44	36	41	119	122	113	124	10%	Our People
% on permanent contract	102-8	100%	95%	100%	99%	87%	99%	100%	100%	94%	97%	100%	100%	0%	Our People
Number of employees hired on a fixed term / temporary contract	102-8	0	10	1	1	0	0	0	0	0	10	1	1	0%	Our People
Women	102-8	0	1	0	0	0	0	0	0	0	1	1	1	0%	Our People
Men	102-8	0	9	0	0	0	0	0	0	0	9	0	0	0%	Our People
Number of employees working full time	102-8	140	150	139	144	101	113	107	113	241	258	247	256	8%	Our People
Women	102-8	61	64	57	61	64	68	72	72	122	128	125	130	4%	Our People
Men	102-8	79	86	77	81	40	44	31	40	119	130	108	121	12%	Our People
Number of employees working part time	102-8	0	0	0	0	0	0	0	0	0	0	0	0	0%	Our People
Women	102-8	0	0	0	0	0	0	0	0	0	0	0	0	0%	Our People
Men	102-8	0	0	0	0	0	0	0	0	0	0	0	0	0%	Our People
The number of supervised workers during the year	102-8	0	4	0	0	0	0	0	0	0	4	0	0	0%	Our People
Women	102-8	0	0	0	0	0	0	0	0	0	0	0	0	0%	Our People
Men	102-8	0	4	0	0	0	0	0	0	0	4	0	0	0%	Our People
Number of employees covered by collective bargaining agreements	102-41	0	0	0	0	0	0	0	0	0	0	0	0	0%	Our People
New hires by gender and age group	401-1	39	79	115	131	83	98	52	119	132	177	207	241	16%	Our People
Women <30	401-1	11	5	42	25	20	24	13	26	31	29	55	51	-7%	Our People
Women 30-50	401-1	6	10	15	13	30	35	16	29	36	45	31	42	35%	Our People
Women >50	401-1	3	13	13	10	10	14	9	32	13	27	22	42	91%	Our People
Total women new hires	401-1	20	28	70	48	60	73	38	87	80	101	108	135	25%	Our People
% women of new hires	401-1	51%	35%	45%	37%	65%	74%	73%	79%	61%	57%	52%	56%	7%	Our People
Men <30	401-1	9	15	37	18	15	17	3	8	27	14	16	45	9%	Our People
Men 30-50	401-1	5	26	15	12	12	14	7	8	17	40	35	33	-6%	Our People
Men >50	401-1	5	20	12	21	3	2	2	7	8	22	16	28	75%	Our People
Total new hires <30	401-1	20	10	87	62	38	33	16	34	58	43	103	96	-7%	Our People
Total new hires 30-50	401-1	11	36	43	38	42	49	23	37	53	85	86	75	14%	Our People
Total new hires >50	401-1	8	33	25	31	13	13	16	13	21	49	38	70	84%	Our People

Total new hires	401-1	39	79	155	131	93	98	52	110	132	177	207	241	16%	Our People
% new hires age 50 and up	401-1	21%	42%	16%	24%	14%	16%	25%	35%	16%	28%	0	1	44%	Our People
Leavers by gender and age group	401-1		43	163	116	104	95	59	108	138	222	222	224	1%	Our People
Women <30	401-1		9	39	21	20	18	11	29	39	50	50	50	0%	Our People
Women 30-50	401-1		4	10	4	10	34	18	26	39	34	34	36	6%	Our People
Women >50	401-1		2	22	11	16	10	29	29	18	32	40	25%	Our People	
Men <30	401-1		18	41	36	16	11	8	11	29	49	47	47	-4%	Our People
Men 30-50	401-1		9	27	20	13	12	10	7	21	37	27	27	-27%	Our People
Men >50	401-1		2	18	18	5	3	2	6	5	20	24	24	20%	Our People
Total leavers <30	401-1		26	80	57	38	29	19	40	55	99	99	97	-2%	Our People
Total leavers 30-50	401-1		13	43	30	47	28	28	33	60	71	63	63	-11%	Our People
Total leavers >50	401-1		4	40	28	21	19	12	35	23	62	63	63	21%	Our People
Total leavers	401-1		43	163	115	104	95	59	108	138	222	222	223	0%	Our People
Turnover rate	401-1		29%	117%	80%	83%	83%	55%	96%	52%	2	2	2	2%	Our People
leavers/new hires	401-1		54%	105%	88%	112%	97%	113%	98%	78%	2	2	2	-15%	Our People
% woman leavers			33%	9%	12%	NA	73%	66%	36%	60%	1	0	0	-35%	Our People
% leavers under 30	401-1		60%	49%	49%	NA	31%	32%	37%	40%	1	1	1	6%	Our People
% leavers >50	401-1		91%	75%	75%	NA	80%	80%	68%	83%	2	1	1	-8%	Our People
Average annual rate of basic salary paid in \$USD	405-2		38,176	45,418	45,030	NA	9,760	9,538	10,391	47,936	54,956	55,421	1%	Our People	
Total salary paid to employees in \$USD, by level and gender	405-2		7,711,475	6,086,078	5,958,921		2,108,000	1,649,976	1,805,695	9,819,475	7,736,054	7,794,616	0%	Our People	
Women senior managers	405-2		495,012	414,937	459,498	NA	67,526	84,527	84,527	482,463	544,025	544,025	13%	Our People	
Women middle managers	405-2		638,066	349,648	768,852	NA	113,298	177,489	177,489	462,946	946,341	946,341	104%	Our People	
Women non-managers	405-2		1,742,213	1,609,761	1,113,141	NA	695,906	754,114		2,305,667	1,867,255	1,867,255	-19%	Our People	
Total women basic salary in \$USD	405-3		3,075,291	2,374,346	2,341,491	NA	1,024,000	876,730	1,016,130	4,099,291	3,251,076	3,357,621	3%	Our People	
Men senior managers	405-2		748,387	574,507	562,823	NA	230,639	101,207		805,146	664,030	664,030	-18%	Our People	
Men middle managers	405-2		1,437,564	786,062	1,247,684	NA	175,170	183,906		961,232	1,431,590	1,431,590	49%	Our People	
Men non-managers	405-2		2,450,233	2,351,163	1,806,923	NA	367,437	504,452		2,718,600	2,311,375	2,311,375	-15%	Our People	
Total men basic salary in \$USD	405-3		4,636,184	3,711,732	3,817,430	NA	1,083,000	773,246	789,565	5,719,184	4,484,978	4,406,995	-2%	Our People	
Ratio of total basic salary of women to men	405-3		66%	64%	65%	NA	95%	113%	129%	72%	72%	76%	5%	Our People	
Average women basic salary	405-3		48,051	40,937	37,766	NA	13,838	12,348	1	29,705	25,202	25,057	-1%	Our People	
Average man basic salary	405-3		53,909	48,204	43,583	NA	27,075	21,479	0	45,390	39,690	35,540	-10%	Our People	
Ratio of average salary - women to man (unadjusted) pay gap	405-3		89%	85%	87%	NA	49%	43%	-29%	65%	63%	71%	11%	Our People	
	405-3		11%	15%	13%	NA	49%	43%	-29%	35%	37%	29%	-19%	Our People	

	Israel		Hungary	
	2022	2023	2022	2023
pay gap between highest pay and the average pay of production workers (without performance-dependent bonus)	3.9	3.78	3.02	3.8
pay gap between highest pay and the median pay of all employees (without performance-dependent bonus)	-	6.06	13.11	8.24

Trainings and evaluations																		
	GRI	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	% change	Location			
Number of training hours by level and gender	404-3														Our People			
Women senior managers	404-3		241	112	1130	NA			328			23			Our People			
Women middle managers	404-3		386	112	714	NA			328			8		440	1153	162%	Our People	
Women non-managers	404-3		1073	140	928	NA			162			831		322	1759	446%	Our People	
Total number of training hours for women	404-3		1700	365	2772	NA			636			862		1263	3634	202%	Our People	
Men senior managers	404-3		224	208	1130	NA			8			17		8	216	1147	431%	Our People
Men middle managers	404-3		784	196	694	NA			28			8		224	702	213%	Our People	
Men non-managers	404-3		3248	257	931	NA			92			265		349	1196	243%	Our People	
Total number of training hours for men	404-3		4256	661	2755	NA			128			290		789	3045	286%	Our People	
Total number of training hours for all employees	404-3		5956	1026	5527	NA	311	966	1152		6267	1992	6679	235%	Our People			
% training hours for women	404-3		29%	36%	50%	NA		87%	75%			60%	54%	-10%	Our People			
% training hours for women managers (from total training hours for managers)	404-3		38%	50%	NA			0.553571429				8	1,056,2971	#DIV/0!	Our People			
Training hours per employee	404-4		40	7	38	NA	2.7	9	10			8.1	25.9	220%	Our People			
Employee Performance Reviews - Number of employees that received a formal performance review during the year, by level and gender	404-3	100%	100%	12%	100%	NA	100%	100%	100%		100%	51%	100%	98%	Our People			
Women senior managers	404-3		6	3	5	NA	2	2	3		100%	8	8	82%	Our People			
Women middle managers	404-3		8	2	16	NA	5	1	2			3	18	500%	Our People			
Women non-managers	404-3		50	0	79	NA	67	0	159			117	0	238	230%	Our People		
Men senior managers	404-3		4	3	4	NA	6	2	4			10	5	60%	Our People			
Men middle managers	404-3		17	5	16	NA	11	3	2			28	8	18	125%	Our People		
Men non-managers	404-3		65	0	137	NA	23	0	55			88	0	192	192%	Our People		

Employee Health and Safety															
	GRI	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	% change	Location
Total number of accidents/injury	403	14	10	8	12	9	11	2	8	23	21	10	20	100%	Our People
Total number of accidents - to Men	403	9	7	8	9	6	5	0	2	15	12	8	11	38%	Our People
Total number of accidents - to Women	403	5	3	2	3	3	6	2	5	8	9	4	8	100%	Our People
% women accidents	403	36%	30%	25%	25%	33%	55%	100%	63%	35%	43%	40%	40%	0%	Our People

Total number of days missed	403	43	69	68	39	0	69	35	144	43	138	206	245	19%	Our People	
Total number of days missed - by Men	403	31	69	69	31	0	48	0	49	31	117	186	217	17%	Our People	
Total number of days missed - by Women	403	12	0	0	8	0	21	0	95	12	21	21	29	38%	Our People	
% of women missed days from total missed days	403	28%	0%	0%	21%	0%	30%		66%	28%	15%	10%	12%	16%	Our People	
Types of injury	403-2	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)	Minor injuries as a result of momentary lack of attention and, 2 workers were involved in road accidents on the way back from work	Minor injuries as a result of momentary lack of attention	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)	bruise caused by falling (3x), cutting by knife (4x), cutting by machine component (1x), burning caused by machine (1x)	Minor injury as a result of momentary lack of attention and, 1 worker was involved in road accident on the way back from work	Minor injury as a result of momentary lack of attention and, 3 worker was involved in road accident on the way back from work							Our People
Total working hours				310,168	303,534	296,431		228,382	215,032	213,464		538,550	518,566	509,895		
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		1,891	1,904	1,118		2,568	1,384	5,734		2,178	3,377	4,084	21%	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		0.22	0.22	0.13		0.30	0.16	0.67		0.26	0.40	0.48	21%	Our People	

Community Investments (in NIS)	GRI	2021	2022	2023	Location
Donations	413	50,000		26,560	10,400 Our People
In-like donations		10,000		13,700	24,000 Our People
Total value of employee volunteering hours		201,000		207,498	219,520 Our People
Total		261,000		247,758	253,920 Our People

Governance Disclosure	GRI	LOG Israel	LOG Hungary	Location
Ethics				
Percentage of number of employees trained on ethics		100%	100%	Our Business Ethics
Whistleblower procedure for stakeholders to report on COE violation, corruption etc.		Y	Y	Our Business Ethics
KPIs related to whistle blowing procedure		0 complaints	0 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