Communication on Progress



SHORE TO SHORE (PVT) LTD.







SHORE TO SHORE, SRI LANKA is a 50:50 equity, Joint Venture between The Expo Industrial Group Sri Lanka, and Shore To Shore Incorporation USA.

A Project approved by the BOI (Board of Investment of Sri Lanka), operating in the Free Trade Zone, Katunayake (Duty & Tax Free Zone) - it specializes in Brand Packaging Solutions through Manufacture & Supply of Tags Labels & Merchandise Identification Brand Packaging Products for Garments and Retail Industry.

Want To Know More?

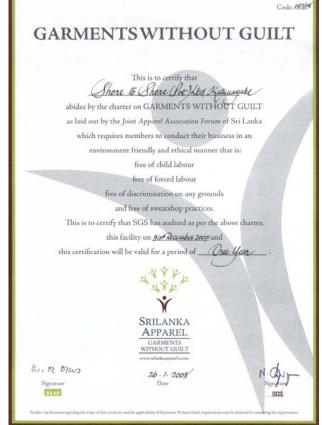




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Statement of Continued Support





Be Empowered to Think Globally and Act Locally!

We at Shore to Shore, continually strive to excel in the way we do business through state of the art technology and conduct our business activities on principles based on internationally accepted human rights and green productions standards to ensure that our products are manufactured under ethical, humane and green production processes.

We are committed to diversity in a working environment where there is mutual trust and respect and where everyone feels responsible for the performance and the reputation of the Company.

We are committed to safe and healthy working environment for all employees We respect the dignity of the individual and the right of employees to freedom of association.

We are committed to making continuous improvements in the management of our environment impact and to the long term goal of developing a sustainable business.

We find that Global Compact principles based on the good governance codes of the United Nations as a sound road map to achieve our goals through ethical business practices. The Board of Directors are committed and responsible for ensuring these principles are understood and observed by all employees and their commitment towards good governance in unstinted.

Beauno Fernando

Chairman & MD

Shore To Shore - Sri Lanka December 2008



REPORTING PROGRESS AGAINST THE UN GLOBAL COMPACT



	COMPACT		
● Human Rights			
Global Compact Principles	STS Policy / Procedure / Progress to date		
Businesses should:			
1. Support and respect the protection of internationally proclaimed human rights	We are a SA 8000 certified Company and we continually undergoes recertification process and		
2. Make sure they are not complicit in human rights abuses	the our current certificate is valid till October 2010.Certificate No 18536-2008-ASA –IND – SAI.The Auditors were DNV Sri Lanka, a Div of Det Norske Vertitas AS ,Oslo, Norway. Our next surveillance audit is due in January 2009.		
3.Commitment to a Safe and Hygienic work place	Since May 2007,. We continue to testing for Noise, Illumination, Dust & Heat levels by The Division of Occupational Hygiene, Dept of Labour, Sri Lanka. The report is used for corrective actions to ensure that the Health & Safety of the employees are within National/International standards		

We continue to provide NIOSH recommended quality PPE & provide training by professional staff of the Division of Occupational Hygiene, Dept of Labour, On correct use of PPE and the usage of chemicals .These two trainings are now a annual feature as we believe that through continuous training and awareness programs, our employees will practice high standards in health and safety practices on their own.

The training on use of chemicals done in June 2008.

The below picture shows the training on PPE on 26^{th} Nov 2008.



Use of Personal Protective Equipment



In November this year we subjected another across section of our employees for Audiometric tests to check whether their ears are affected by Woven Machinery and another cross section of employees were subjected for lung function tests. To check whether any employees are effected by nuisance dust or dust containing chemicals. These tests were conducted by the Division of Occupational Hygiene, Dept of labour. We are happy and proud to mention that these report results showed that no one in the year's sample was affected by sound, nuisance dust or dust containing chemicals.

The below pictures shows the carrying out the audiometric tests.



Health of the employees.

Below pictures shows the Lung functions tests are being carried out.





We continue to test drinking water on annual basis. The tests are carried out by SGS to ensure that the testing is handled by an internationally accepted auditing company.



With the global effort on containment and enhance the awareness of HIV/AIDS and support this needs from all quarters of the community, specially from the workplace, we initiated our own efforts by joining The Sri Lanka Business Coalition on HIV and AIDS (SLBCH). As the 1st steps towards our efforts we conducted a awareness program on "HIV/AIDS at workplace" . The program was conducted by our Human Resource Manager , who is trained by the ILO in 2006 . This program was conducted in connection with the World AIDS day , 1st Dec .

Below are few pictures from that program held on 26th Nov 2008





HIV/AIDS Awareness in Workplace

CSR -Employee family welfare

In 2008 the Company took a decision to start an annual Community Social Service Project .Thus, in June this year we selected a Home for disabled children in our district for such a project.

We selected Anandapura Home for Disabled In the Katana - about 22 km from out factory for this project.

The project consisted of:

- 4. Repainting the two dormitories male and female and the dinning area.
- 5. Floor and wall tiling of the dinning and wash basing area.
- 6. Fixing of water drainage pipes so that the water from the wash basins are piped to a further spot, so the close environs of the orphanage is clean and tidy.

CSR –**Community Social Service**













Commitment on Freedom of Association

The term of the previous Employee's Council ended in November this year. The nominations received for the new committee slightly exceeded the previous committee numbers, however, the Company in it's commitment for the freedom of association, gave the green light for all nominated members to serve in the committee as it was the choice of the employees. The inaugural meeting was held on 24th of November 2008. The Senior Manager, Industrial Relations of the KEPZ also attended this meeting and made a speech congratulating the Employees and the Company on the positive manner which we conduct our employee relations practices and the respect and the dignity the Management afford the employee council members and how we conduct the Employee Councils meeting and address employee grievances.

The new Employee's Council members were introduced to the general membership by the Chairman of the Company on Monday 1st Dec at the regular morning meeting.

Below Pictures show the inaugurals meeting attend by the Company Chairman, and the Senior Manager, Industrial Relations, KEPZ.

Further step towards compliance on Human Rights







As a further proof of our commitment towards our ethical practices , the Company obtained another Certificate "GARMENTS WITHOUT GUILT" issued by the Joint Apparel Association Forum of Sri Lanka , an association of Garment Manufactures in Sri Lanka . This audit ensures that our Company is :

- 1. Free of Child Labour
- 2. Free of Forced Labour
- 3. Free of discrimination on any grounds
- 4. Free of sweatshop practices

The SGS auditing company audited us on 31st Dec 2007 as per above charter. And due for re-audit before the end of the year.

We are the only Garment Accessory Manufacturer to obtain this certification other than garment manufacturers.

● Environment		
Global Compact Principles	STS Policy / Procedure / Progress to date	
Commitment on continuous improvements in the management of our environment impact and a long term goal of developing a sustainable business.	We are an ISO 14000certified Company and we continually undergoes recertification process and the current certificate is valid till August 2011.Certificate No 31795-2008-AE – IND- RvA. The Auditors were DNV Sri Lanka, a Div of Det Norske Vertitas AS, Oslo, Norway. Our next surveillance audit is due in January 2009.	