

# Communication on Progress



**SHORE TO SHORE**  
BRAND PACKAGING SOLUTIONS

*ISO 9001 - ISO 14001 - SA 8000 Certified*

**SHORE TO SHORE (PVT) LTD.**

**EPZ KATUNAYAKE, SRI LANKA**



**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?

**Shr2ShrOnline**

[WWW.SHR2SHR.COM](http://WWW.SHR2SHR.COM)



| SL | Description                                      | Page No.           |
|----|--|--------------------|
| 1  | Contents   | 02                 |
| 2  | Statement of Continued Support                   | <u>03</u>          |
| 3  | REPORTING PROGRESS AGAINST THE UN GLOBAL COMPACT | <u>04 &amp; 13</u> |



**DET NORSKE VERITAS**  
**SOCIAL ACCOUNTABILITY SYSTEM CERTIFICATE**

Certificate No. 18536-2008-ASA-IND-SAI

This is to certify that  
the Social Accountability System  
of

**SHORE TO SHORE (PVT) LTD**

at  
SIS House, Ring Road 1, KEPZ, Katunayake, Sri Lanka

has been found to conform to the Social Accountability Standard:

**SOCIAL ACCOUNTABILITY 8000: 2001**

This Certificate is valid for the following product or service range:

**MANUFACTURE AND SUPPLY OF MERCHANDISE IDENTIFICATION,  
PACKAGING PRODUCTS, TAGS, LABELS, PRINTED FABRIC LABELS, AND  
WOVEN LABELS TO THE RETAIL AND APPAREL INDUSTRY**

Original Certification date: 2004-10-09  
This Certificate is valid until: 2010-10-09

Place and date:  
Chennai, 2008-01-09

For the Accredited Unit:  
DNV CERTIFICATION SERVICES,  
REGION INDIA


Compliance to the Standard in respect to the indicated scope is certified by the DNV approval registered Team Leader:

P. Vinayathan  
Lead Auditor

Krishnakumar N. R.  
Management Representative

The use of the Accreditation Mark indicates accreditation in respect of the activities covered by the accreditation number 003

DNV AB CERTIFICATION SERVICES, ENDRYSGATAN 15, S-131 21, ROSH, VISNINGSBÄCK, KRISTINA, SÖDERBYGGEN (S), SE-141 86, STOCKHOLM - 400 008



**DET NORSKE VERITAS**  
**MANAGEMENT SYSTEM CERTIFICATE**

Certificate No. 31793-2008-AE-IND-BeA

This is to certify that  
the Environmental Management System  
of

**SHORE TO SHORE (PVT) LTD.**

at  
SIS House, Ring Road 1, Katunayake, SRI LANKA

has been found to conform to the Environmental Management System Standard:  
**ISO 14001:2004**

This Certificate is valid concerning all activities related to:

**MANUFACTURE AND SUPPLY OF 'MERCHANDISE IDENTIFICATION'  
PACKAGING PRODUCTS, TAGS, LABELS, PRINTED FABRIC LABELS  
AND WOVEN LABELS TO THE RETAIL AND APPAREL INDUSTRY**

Original Certification date: 2008-08-15  
This Certificate is valid until: 2011-08-15

Place and date:  
Chennai, 2008-08-21

For the Accredited Unit:  
DNV CERTIFICATION B.V.,  
THE NETHERLANDS

Compliance to the Standard in respect to the indicated scope is certified by the ISO approval registered Team Leader:

A.J. Chandrasena  
Lead Auditor

Rajulalan Ajit  
Management Representative

Lack of fulfillment of conditions as set out in the Appendix may render this Certificate invalid.

DNV SYSTEMS B.V. JOZINGDIJK 1, 2009 LB BURELSTAD, THE NETHERLANDS, TEL: +31 (0) 20 248 4400 FAX: +31 (0) 20 248 7000


Code: 0E2/04

## GARMENTS WITHOUT GUILT


This is to certify that  
*Shore to Shore (Pvt) Ltd, Katunayake*  
abides by the charter on GARMENTS WITHOUT GUILT  
as laid out by the Joint Apparel Association Forum of Sri Lanka  
which requires members to conduct their business in an  
environment friendly and ethical manner that is:

- free of child labour
- free of forced labour
- free of discrimination on any grounds  
and free of sweatshop practices.


This is to certify that SGS has audited as per the above charter,  
this facility on 31st December 2007 and  
this certification will be valid for a period of One Year.



**SRI LANKA  
APPAREL**  
GARMENTS  
WITHOUT GUILT  
www.srilankapparel.com

*A. M. Dinesh*  
Signature  


26.1.2008  
Date

*N. G. Jayasinghe*  
Signature  


Further clarifications regarding the scope of this certificate and the applicability of Garments Without Guilt requirements may be obtained by consulting the organization.

## Statement of Continued Support



**SHORE TO SHORE**  
BRAND PACKAGING SOLUTIONS



**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



| ○ Human Rights  |  |
|---|--|
| Global Compact Principles   | STS Policy / Procedure / Progress to date  |
| <b>Businesses should:</b>   |  |
| <b>1. Support and respect the protection of internationally proclaimed human rights</b> | We are a SA 8000 certified Company and we continually undergoes recertification process and 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 Veritas AS ,Oslo, Norway. Our next surveillance audit is due in January 2009. |
| <b>2. Make sure they are not complicit in human rights abuses</b>                       |  |
| <b>3.Commitment to a Safe and Hygienic work place</b>                                   | 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                              |

## Use of Personal Protective Equipment

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<sup>th</sup> Nov 2008.



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.




**TEST REPORT**

|                                      |                                       |
|--------------------------------------|---------------------------------------|
| <b>Sample No. : SL:GL:8660009726</b> | <b>DATE : 16/09/2008</b>              |
| <small>JOE No. : 86619422</small>    | <small>Report No. :8665010140</small> |

**SAMPLE COLLECTED BY SGS LANKA (PVT) LTD**

**SAMPLE IDENTIFIED AS : DRINKING WATER**

**COMPANY NAME** Shore to Shore (Pvt) Ltd  
**ADDRESS** Ring Road 1., E.P.Z Katunayaka,  
**CITY** Sri Lanka  
**SAMPLING METHOD** SPOT  
**SAMPLE DESCRIPTION** COLLECTED DATE : 03.09.2008  
 COLLECTED TIME : 11.00 AM  
 (SAMPLE DESCRIBED BY THE CLIENT AS: DRINKING WATER SAMPLE)  
 SAMPLE COLLECTED BY MR. JEEWAKA DE SILVA OF SGS LANKA (PVT) LTD. AND  
 WITNESSED BY MR. MARK KURUKULASURIYA OF SHORE TO SHORE (PVT) LTD.  
**SAMPLE CONDITION** MICROBIOLOGICAL WATER SAMPLE RECEIVED UNDER CHILLED CONDITION, IN A GLASS BOTTLE.  
 CHEMICAL WATER SAMPLE RECEIVED UNDER AMBIENT TEMPERATURE, IN A PLASTIC BOTTLE.  
**SAMPLE QTY.** 1.5 L

**COMMENTS:** MAXIMUM PERMISSIBLE LIMITS AS PER SLS 614:1983

**SAMPLE RECD ON** 03-September-2008  
**TEST START DATE** 04-September-2008  
**TEST END DATE** 16-September-2008

| TESTS  | PROTOCOL             | RESULT          | MAX. PERMIS. LEVEL |
|--|----------------------|-----------------|--------------------|
| * AEROBIC PLATE COUNT (CFU/ml)<br>(On Plate Count Agar at 35±1°C for 48±2 hrs) | APHA : 21st ED. 2005 | <01             | <100               |
| CHLORIDE (as Cl )  | APHA 21st ED. 2005   | 14 mg/l         | 1200 mg/l          |
| CONDUCTIVITY   | APHA 21 st ED-2005   | 153 µS/cm @298K | 3500 µS/cm         |
| FREE AMMONIA (as NH3)  | APHA 21st ED 2005    | <0.02 mg/l      | 0.06 mg/l          |
| NITRATE (as N)   | APHA 21st ED. 2005   | 0.002 mg/l      | 0.01 mg/l          |
| pH   | APHA 21st ED. 2005   | 6.9 @298K       | 6.5 - 9.0          |
| * TOTAL COLIFORM (MPN/100 ml)  | APHA : 21st ED. 2005 | NOT OBSERVED    | NONE               |
| * E.coli (MPN/100 ml)  | APHA : 21st ED. 2005 | NOT OBSERVED    | NONE               |

\*\*\*\* End of Report \*\*\*\*

per pro SGS Lanka (Pvt) Ltd.  
  
 Laboratory Manager

Page 1 of 1

This document is issued by the Company under its General Conditions of Service printed overleaf or available on request and accessible at [http://www.sgs.com/terms\\_and\\_conditions.htm](http://www.sgs.com/terms_and_conditions.htm). Attention is drawn to the limitations of liability, indemnification and jurisdiction issues defined therein. Any holder of this document is advised that information contained hereon reflects the Company's findings at the time of its intervention only and within the limits of Client's instructions. If any. The Company's sole responsibility is to its Client and this document does not exonerate parties to a transaction from exercising all their rights and obligations under the transaction documents. Any unauthorized alteration, forgery or falsification of the content or appearance of this document is unlawful and offenders may be prosecuted to the fullest extent of the law.

Unless otherwise stated the results shown in this test report refer only to the sample(s) tested and such sample(s) are retained for 30 days only. This document cannot be reproduced except in full, without prior approval of the Company.

SGS Lanka (Pvt) Ltd | Laboratory Services, 1<sup>st</sup> Floor, 140, Veerabai Street, Colombo - 2, Sri Lanka. t + 94 (0) 11 5376280 f + 94 (0) 11 5376289 e [sgs.lanka@sgs.com](mailto:sgs.lanka@sgs.com) www.sgs.com  
 Head Office, 2<sup>nd</sup> Floor, 140, Veerabai Street, Colombo - 2, Sri Lanka t + 94 (0) 11 5376280 f + 94 (0) 11 2435404 | 4717879 e [sgs.lanka@sgs.com](mailto:sgs.lanka@sgs.com) www.sgs.com



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 1<sup>st</sup> 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 , 1<sup>st</sup> Dec .

Below are few pictures from that program held on 26<sup>th</sup> 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 our 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 its 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 24<sup>th</sup> 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 1<sup>st</sup> 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**

|  |   |
|--|---|
|  | <p>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 :</p> <ol style="list-style-type: none"> <li>1. Free of Child Labour</li> <li>2. Free of Forced Labour</li> <li>3. Free of discrimination on any grounds</li> <li>4. Free of sweatshop practices</li> </ol> <p>The SGS auditing company audited us on 31<sup>st</sup> Dec 2007 as per above charter. And due for re-audit before the end of the year.</p> <p>We are the only Garment Accessory Manufacturer to obtain this certification other than garment manufacturers.</p> |
|--|---|

| ◎ Environment  |  |
|--|--|
| Global Compact Principles  | STS Policy / Procedure / Progress to date  |
| <p><b>Commitment on continuous improvements in the management of our environment impact and a long term goal of developing a sustainable business.</b></p> | <p>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 Veritas AS, Oslo, Norway. Our next surveillance audit is due in January 2009.</p> |
|  |  |