

UNITED NATIONS  
**GLOBAL**  
**COMPACT**

Communication  
On Progress  
2013

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## Message of Continued Support



We are pleased to present to you the MAS Communication on Progress of for the 10th consecutive year. As an organisation that is continuously striving towards excellence, we are proud to benchmark our performance in adhering to, and complying with the Global Compact and its principles for a decade.

Ours is a culture driven by change; building on our vision to inspire people to achieve their true potential, exploring the freedom for innovation, creating value for all our stakeholders, communities and the nation, and establishing an environment that respects humanity. For MAS, 'Change is Courage'.

This year, the Global Compact partnered initiative of the Women's Empowerment Principles (WEPs) honoured us by recognizing MAS and our Chairman Deshamanya Mahesh Amalean, with the WEPs Cultural Change for Empowerment Award 2013 for the MAS Women Go Beyond Programme. As a pioneer signatory of the CEO commitment to the WEPs, we are committed to take our projects and activities to the next level. MAS also became a founding participant of the Business for Peace initiative of the Global Compact through our two plants - Vaanavil and Vidiyal - in Sri Lanka's post-conflict area of Killinochchi, another testimony to our commitment to nurture sustainable futures for our people and communities. 2013 also saw significant advancements in terms of our Environmental Sustainability which centred around a newly formalised governance structure to co-ordinate and facilitate improvements across the group.

Our report highlights the key policies which reflect our commitment to the four Global Compact areas; Human Rights, Labour Standards, Environment and Anti-corruption. Furthermore, we have detailed the specific projects and actions undertaken by our organisation which further the cause of the ten principles.

As we review our progress of the past year, we reiterate our commitment to Global Compact and its principles for another decade to come.

Dian Gomes  
Head, Group Branding and CSR  
MAS Holdings (Pvt) Ltd.

# The UNGC Principles



The UN Global Compact requires companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment and anti-corruption:

## Human Rights

- P1 Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- P2 Principle 2:** make sure that they are not complicit in human rights abuses.

## Labour

- P3 Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- P4 Principle 4:** the elimination of all forms of forced and compulsory labour;
- P5 Principle 5:** the effective abolition of child labour; and
- P6 Principle 6:** the elimination of discrimination in respect of employment and occupation.

## Environment

- P7 Principle 7:** Businesses should support a precautionary approach to environmental challenges
- P8 Principle 7:** undertake initiatives to promote greater environmental responsibility
- P9 Principle 7:** encourage the development and diffusion of environmentally friendly technologies

## Anti-Corruption

- P10 Principle 7:** Businesses should work against corruption in all its forms, including extortion and bribery.

The above icons appear in the document to indicate that the relevant principle is addressed by an activity mentioned in the page. As shown above, the colour of the icons indicate the broad area being addressed.

# Other UN Initiatives

## Caring for Climate

Having taken part in the Caring for Climate initiative from August 2008, MAS is one of 400 companies from over 65 countries to be a part of this movement. The world's largest global coalition, Caring for Climate is led by the UN Global Compact, the UNEP, and the UNFCCC. Based on the consensus that climate change will affect business and society in vital ways, consultants from the UNGC, UNEP, and WBCSD prepared a statement titled "Caring for Climate, The Business Leadership Platform", and it is this statement which offers participants an opportunity to demonstrate climate leadership.

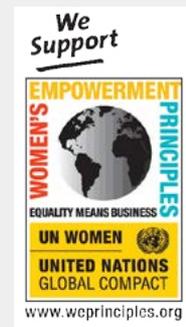


MAS chooses to endorse and implement the Caring for Climate initiative through CEO support, tactical changes within the organisation, and on-going public communication.

## Women's Empowerment Principles

The Women's Empowerment Principles are the end result of a collaboration between the UNGC, the United Nations Entity for Gender Equality (UN Women). The principles offer guidance to companies on how to empower women in the workplace, marketplace, and community. The seven principles are as follows:

1. Establish high-level corporate leadership for gender equality.
2. Treat all women and men fairly at work - respect and support human rights and non-discrimination.
3. Ensure the health, safety, and well-being of all women and men workers.
4. Promote education, training, and professional development for women.
5. Implement enterprise development, supply chain, and marketing practices that empower women.
6. Promote equality through community initiatives and advocacy.
7. Measure and publicly report on progress to achieve gender equality.



MAS was involved in the consultation process when the seven principles were formulated. In November 2011, the Chairman of MAS signed the CEO Statement of Support for the Women's Empowerment Principles. MAS Holdings (Sri Lanka) and Mr. Mahesh Amalean, Chairman of MAS Holdings, were awarded the Women's Empowerment Principles Leadership Award 2013 - Cultural Change for Empowerment Award 2013 for MAS Women Go Beyond, a distinctive programme established in 2003 that challenges the accepted norms of garment industry employment for women in Sri Lanka and the South Asia region.

## Business for Peace

After a decade of researching the role of business and its contribution to peace, in September 2013 the UN Global Compact launched the Business for Peace initiative. The platform assists companies in implementing responsible business practices in conflict-affected and high-risk areas.



MAS endorsed the initiative in September 2013, and is proud to be one of the founding participants of Business for Peace.

# MAS Believes...

## The Way We Work

- Changing With The Times
- Compliance & Risk Management
- Safety & Health For All
- Employee Wellness and Lifestyle
- Caring for the Environment

# Changing with the Times

Becoming a US\$ 1 billion company in 2013, MAS is aware of the significant role it plays as a global benchmark and industry trend setter. While honesty and integrity are the building blocks of the MAS value framework, all activities of the organisation take place within this foundation.

The MAS corporate culture is influenced positively by an open-door policy, which enables all employees to access senior personnel in each of our companies. While our 'first name' culture defies local norms, it also enables employees to interact directly with senior-level management. This we feel is an effective way to empower our people and allow them to reach their potential.

We actively encourage certification and adherence to well-developed standards even among external providers and suppliers. This even applies to companies that provide us with security services, meals and healthcare etc.

As a responsible employer, MAS verifies the details of prospective employees with authentic documentation including verified certification from their local government officer.

As a significant move that reflects our ethos, the company lobbied with the government and trade unions to allow employees to embrace a 5-day work week although local law stipulated a five-and-a-half day work week. Since most of our associates indicated that they would like time off on Saturday and Sunday to enjoy a full weekend with their families, MAS obtained signatures from our employees and lobbied with the respective legislators and trade unions to successfully obtain an administrative relaxation from the Labour Department.

We ensure that employees are granted leave as stipulated by local law while any overtime worked is also regulated as per local laws.

In the aftermath of the conflict that gripped our nation for nearly three decades, MAS has initiated a drive towards setting up production plants in the North and East of the country. We believe that we can build a foundation for peace and reconciliation in Sri Lanka by providing opportunities for youth in these areas, which were affected badly during the conflict.

While now employing the largest workforce in Sri Lanka of any non-government entity with over 60,000 combined personnel, MAS is building its ethos on the societal values of caring for the elderly and educating the younger generation. Our policies and procedures address these values and have ensured that we have not had any complaints in this area.

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## Building the MAS Code of Conduct

In 2013, MAS conducted research both internally and externally to identify its shortcomings in relation to its operations.

As an outcome of this, a decision was made to create a set of norms for the company as a guideline for corporate conduct.

In order to do this, MAS benchmarked some of the leading companies in the world to build a code of conduct that will help

induct associates into the company culture and enable employees to gain a sound understanding of their rights.

The MAS Code of Conduct is scheduled to launch in 2014 and will be a significant milestone in the history of the company.

### Some operational improvements proposed by the draft guideline include:

- A helpline together with trained human resource personnel to be appointed at each unit to champion the code and address any violations.
- The code is expected to cover areas that are based on internationally proclaimed human rights.
- All employees will be required to do an annual assessment based on the code of conduct in order to ensure sound understanding of human rights principles and company values.
- Non-discrimination, sexual harassment and equal opportunity employment are other aspects expected to be covered in the code of conduct.
- While honesty and integrity are important aspects of the MAS value framework, this will be addressed comprehensively in the code.
- There will also be a specific policy on gift giving and receiving presents. A gift registry will be maintained by each HR department in order to monitor and ensure all transactions between employees, as well as other stakeholders, are free from bribery and corruption.

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## Vaanavil and Vidiyal

MAS has always had a strong passion to unite communities and assist in its development. In 2012, we decided to commence operations in two factories, Vaanavil and Vidiyal, in Killinochchi – an area that was ravaged by a full-scale war for over 30 years.

The names of the facilities themselves, Vidiyal, meaning “dawn” and Vaanavil signifying “rainbow” aptly symbolize MAS’ philosophy behind this venture. Like the “rainbow” which is a collaboration of colours, MAS’ passion is to unite communities and work together in the area to herald a new dawn in the development of the region.

MAS offers a an employee value proposition honed through two and half decades, and the opportunity for professional as well as personal development. The opportunity created through MAS was viewed by the community, not only as giving them solutions to their financial situation in the short term, but also offering long term prospects for their children to work and re-build lives.

Whilst contributing positively to building livelihoods of employees and families; many indirect employment opportunities were created both during the construction phase, and since the commencement of operations. This impacts labour market trends in the area.

MAS Intimates Vidiyal commenced its journey in January 2012 with 30 trainees, as a temporary training and manufacturing facility in Killinochchi town. At the end of 2013 Vidiyal had 500 employees and over 100 trainees in its employment. Up-skilling consisted of technical training and operational awareness conducted at sister plants of MAS Intimates. Soft skills development for personal and professional growth is a key tenet of MAS Intimates philosophy and team members are given the chance to attend computer and English classes, experiential team-building activities, motivational lectures and programmes aimed at grooming and personal hygiene. Vidiyal is built



according to resource efficiency principles bringing in MAS standards of Lean and green into the facility design, facilities management and its core operations. It focuses on environmental sustainability, and water and energy management elements. Initiatives include a reverse osmosis (raw water treatment plant), recycling of solid wastes through a third party, waste water treatment for use in gardens, the discharge of storm water within the premises to recharge tube wells; as well as, numerous energy conscious initiatives such as motion sensors for lights in common areas and fixed glass windows with large openings to obtain maximum natural lighting during daytime.

Vaanavil is the MAS Active plant in the North. The plant started as a training school in 2012 to build skills and provide employment to over 150 employees between mid 2012 to early 2013. In 2013 the operations were relocated to the main site which now houses a state-of-the-art apparel manufacturing facility having been designed and built in accordance with resource efficiency principles. By the end of 2013 Vaanavil provided employment opportunities to over 600 people. The employees of Vaanavil are provided with training on their required job skills as well as life skills.

Once fully operational both plants will provide employment for 2000 people.

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# Compliance & Risk Management

MAS applies audits to all of our factories and plants to monitor the efficiency of our systems and processes; an example of this is displayed in the MAS Intimates Internal Audit Tool. This fully integrated internal audit tool used at Intimates has been enhanced further to include the monitoring of on-site service providers, to align with the evolving requirements of our customers and the need to drive compliance standards in the supply chain.

MAS Intimates' central compliance audit team conducts audits integrating labour, health, safety, supply chain security, and brand protections biannually. Customer audits were conducted throughout the year, and MAS Intimates has an average rate of 94%, maintaining the standards we have created over the previous years. Our transparency, commitment, and the persistent effort to maintain standards of exceptional performance has convinced the external Brands to empower us by training our compliance team through joint audits in order to do self-audits on their behalf in the long-term. This is a landmark achievement for MAS in terms of trust, integrity, and capacity for self-reliance, as perceived by our customers.

A web-based compliance share point is in place and used by the Compliance Team as a platform to share the above information and other compliance related activities and best practices.

Key stakeholders who play an important role in the overall management of our social compliance activities include:

## Brands

Employer's Federation of Ceylon

Federation of Chambers of Commerce and Industry of Sri Lanka

Institute of Engineers, Sri Lanka

National Institute of Occupational Safety and Health

Industrial Safety Division of the Department of Labor

District Factory Inspecting Engineer

District Labor Department

Board of Investment

Central Environmental Authority of Sri Lanka

Regional Medical Officer / Public Health Inspector

International Labor Organization

Commercial Audit Companies

St. John Ambulance

Sri Lanka Red Cross

Fire Department

The Air Force

OSH Experts

National Armed Forces

Security Agencies

Fair Labor Association, USA

BSCI (Business Social Compliance Initiative)

Sustainable Apparel Coalition

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**Some of our Risk and Compliance related activities and achievements by MAS Intimates and MAS Active cluster for 2013:**

Selected Strategic Business Units (SBUs) of the MAS Intimates cluster participated as a supplier of the Fair Labor Association.

Oekotex 100 certification has been renewed to uplift and sustain customer safety and high human ecological standards.

MAS Intimates Slimtex was awarded the Plan A Ethical Excellence certificate by Marks & Spencer, subsequent to a comprehensive assessment and audit of the superior labor standards sustained by the plant.

MAS Intimates Slimtex conducted a Health and Safety Week to promote hygiene, hydration, and nutrition. The programme spanned over five days and several events and clinics were organised for the benefit of all of their employees.

Two of our factories were able to complete the implementation of the Nike E-SAT Minimum Environment Sustainability Programmer

C -TPAT (Customs Trade Partnership Against Terrorism) - In continuing the work from year 2012, 2013 was further concentrated to enhance the security practices within MAS. Four MAS Active factories: Shadeline, Synergy, Asialine, and Linea AITC conducted external audits for C-TPAT under NIKE in a successful manner

A majority of our plants are WRAP (Worldwide Responsible Accredited Production) standards certified, whilst a selected few are BSCI (Business Social Compliance Initiative) Ethical Trading Initiative certified.

Second tier suppliers (printers and embellishers) have been monitored for their sustenance of labor standards and brand protection requirements, in a drive to emphasize the importance of maintaining the same amongst the key stakeholders of the business.

With the purpose of evaluating environmental performance which leads to improvement, we made the submission of Higg Index 1.0 - Facilities Module evaluations for four of our factory locations and submitted to relevant brands. MAS was part a of the committee created to formulate the Social & Labour tool for Higg 2.0 and for piloting the same on behalf of the Sustainable Apparel Coalition.

The commissioning of MAS Intimates Sumbiri plant on Indonesian soil to manufacture lingerie for leading brands meet all legal, customer, and MAS standards.

The MAS Intimates Bangladesh plant stepped up the training requirements for fire safety and emergency preparedness and commissioned a survey of all electrical installations in the factory.

Continuous T&D of all compliance executives.

For MAS Active, year 2013 was remarkable as 11 out of 12 facilities were Platinum certified under WRAP. 10 out of 12 plants are ISO 14001: 2004 and OHSAS 18001: 2007 certified.

The Gold Award at the National Cleaner production Awards (2013) was won by MAS Active Asialine under the 'Large scale Manufacturing' category. This was awarded after 3 years, as no entity had obtained the required criteria for it. At the award ceremony the Bronze Award was won by MAS Active Synergy.

MAS Active Sustainable Business Quiz was held on the 6th of December 2013 at Royal College Skills Centre for the eighth consecutive year. The year's event witnessed the highest ever participation with 13 teams competing for the Operations Center— Inter Department Trophy while 11 teams were in competition for the Inter SBU challenge. The main objective behind this initiative is to boost the spirit and enhance the knowledge on compliance standards.

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# Safety & Health For All

MAS is committed to achieving high standards of environmental quality and product safety while providing a safe and healthy workplace for our employees, contractors and other stakeholders.

At the heart of our occupational culture is the understanding by all that safety and good health is a basic human need and a birthright. We exceed all applicable regulatory requirements and implement programmes and processes to achieve greater protection and develop innovative programmes that safeguards the community, the workplace, and the environment. Personal safety of employees have been prioritized with food and domestic water testing being done periodically by an internationally accredited testing laboratory. In addition Thermography survey of electrical installations in all the factories have been conducted by SGS Lanka.

We seek a healthy and safe workplace, devoid of occupational injury and illness by emphasizing individual accountability for safety by all employees and at all levels of management. We firmly believe that “we cannot make a quality product with an unsafe process.” A high level of emphasis is laid on Ergonomics in order to ensure that the right working conditions are provided for the workers.

Furthermore, health and safety committees are formed in all of our divisions to ensure that health and safety standards are not compromised and to enhance the quality of life at work of employees. All employees are trained on first aid and fire safety to ensure that they are prepared in case of emergencies. Training programmes are conducted on chemical safety and personal protective equipment to ensure that safety awareness levels are raised.

To ensure that our health and safety management system is operating effectively and efficiently at all of our sites, we have devised a robust management system and a continuous improvement programme in partnership with the labour department and other authorities.

We continue to manage occupational safety risks based on OHSAS18001 standards (Organizational Health & Safety Assessment Series) with a view to managing risks efficiently and systematically adding more transparency to improve the company’s long term reputation as an ethical manufacturer, while at the same time providing an accident/ injury free environment.

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Keeping in line with the national theme of 'Prevention of Occupational Diseases and Injuries to Enhance Healthy Workforce', to Commemorate the National Occupational Safety and Health (OSH) Week which falls in the second week of October, a number of initiatives were taken by the Divisional Sustainable Business Team such as:

- Awareness Session was conducted on Safety for undergraduates of Human Resources Management, University of Kelaniya.
- Factory Tour and awareness session was conducted on Safety Culture, Chemical Management, & PPE Usage for Undergraduates of Facilities Management, University of Moratuwa.
- Workshop was organised for Best ESH Committee Members of MAS ACTIVE Division to further improve their knowledge and share the best practices among them.
- Divisional Poster Competition and Divisional Crossword Puzzle Competition was organised to raise the awareness and heighten interest among people.

**Our framework of health and safety management system comprehensively covers the following core elements:**

- Fire prevention training
- Hazardous materials management systems
- Emergency preparedness and response systems
- Occupational health systems
- Environmental monitoring system
- Injury and illness systems, with a "zero accident" vision
- Personal safety and hygiene systems / first aid
- Product Safety
- Electrical Installations and Equipment safety systems
- Training and continuous improvement programmes
- Contractor health and safety systems
- Self- audit Programmes
- Internal and independent monitoring systems

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# Employee Wellness and Lifestyle

Our worksite employee wellness and lifestyle programme has a multi-dimensional approach emphasizing the physical and psychological aspects of a balanced lifestyle. It is one that is woven into the fabric of the organisation's culture to ensure that employees at all levels inevitably reap the rewards by following the directions and guidance given.

## Our wellness programme includes:

1. Monthly awareness sessions on sexual and reproductive health, HIV, AIDS, and family planning with the assistance of the Employers Federation and Labour Department.
2. Monthly clinics available for pregnant women by a general medical practitioner. Participants are given a medical check-up and advice on essential vaccinations and nutrition. In addition they are also given a special meal everyday.
3. Awareness programme on harassment, healthy life-styles, nutritional foods, etc. is conducted monthly for all workers
4. Maintenance of injury, accident, and illness records with an in depth analysis of the same, which is fed back into the system initiate preventive action.
5. Health and Safety Week on nutrition, hygiene, and hydration.

A range of activities/sessions conducted by a pool of professional resource persons include:

- Dental clinic
  - Eye clinic
  - Full body check-up
  - Awareness of work related risks/diseases
  - Awareness in sexual & reproductive health
  - Video on health related topics
  - Promotion of healthy, nutritious, and balanced diet
  - Usefulness of hydration
- An on-site medical facility is held with qualified doctors and nurses; special attention is given towards pregnancy, and AIDS/HIV programmes.
  - Free counselling services are available at certain MAS factories to promote the psychological wellness of our employees. More than 50% of employees at MAS Active directly benefitted from this service in 2013.
  - A fully equipped gymnasium is available in many MAS plants at no cost to employees, and they are also given the opportunity to participate in various sports.
  - At MAS we believe in a culture of perpetual improvement; we do not rest on our laurels and strive for excellence in everything we do.

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# Caring for the Environment



## Our Achievements in 2013

- Changed processes to reduce energy consumption
- Incorporated renewable energy based systems to diminish our carbon footprint
- Increased capacity to recycle and recover water reducing our dependency on natural sources
- Recycled over 50% of our waste
- Contributed to biodiversity development

Environmental Sustainability (ES) at MAS is focused on comprehensively and continuously evaluating our environmental footprint to identify key areas where we can attempt to achieve further positive impacts. Data is regularly gathered at the factory level through an internally developed tool, the "Eco-Tracker" on areas such as energy, emissions, water and waste. This system produces an extensive analysis of our footprint fostering the development of a strategy targeted specifically at the areas where we can make the greatest impact.

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During the year 2013, a number of projects have been carried out to reduce our environmental footprint. Among these projects, several are highly innovative processes designed by MAS employees themselves.

A newly established group wide sustainability team has provided the necessary support to implement and roll out the range of initiatives across the group as well as continually streamlining and maximising the environmental conservation effort.

Therefore, MAS' ES approach has been strengthened and fine-tuned to progress further from a precautionary approach and a promotion of environmental sustainability to one that evaluates environmental risks and develops long term solutions in collaboration with key stakeholders. Ultimately, the focus of the strategy at MAS is to continuously upgrade current ES initiatives and technologies and develop and diffuse new alternatives across the group and its wider stakeholder network.



## Governance and Strategy

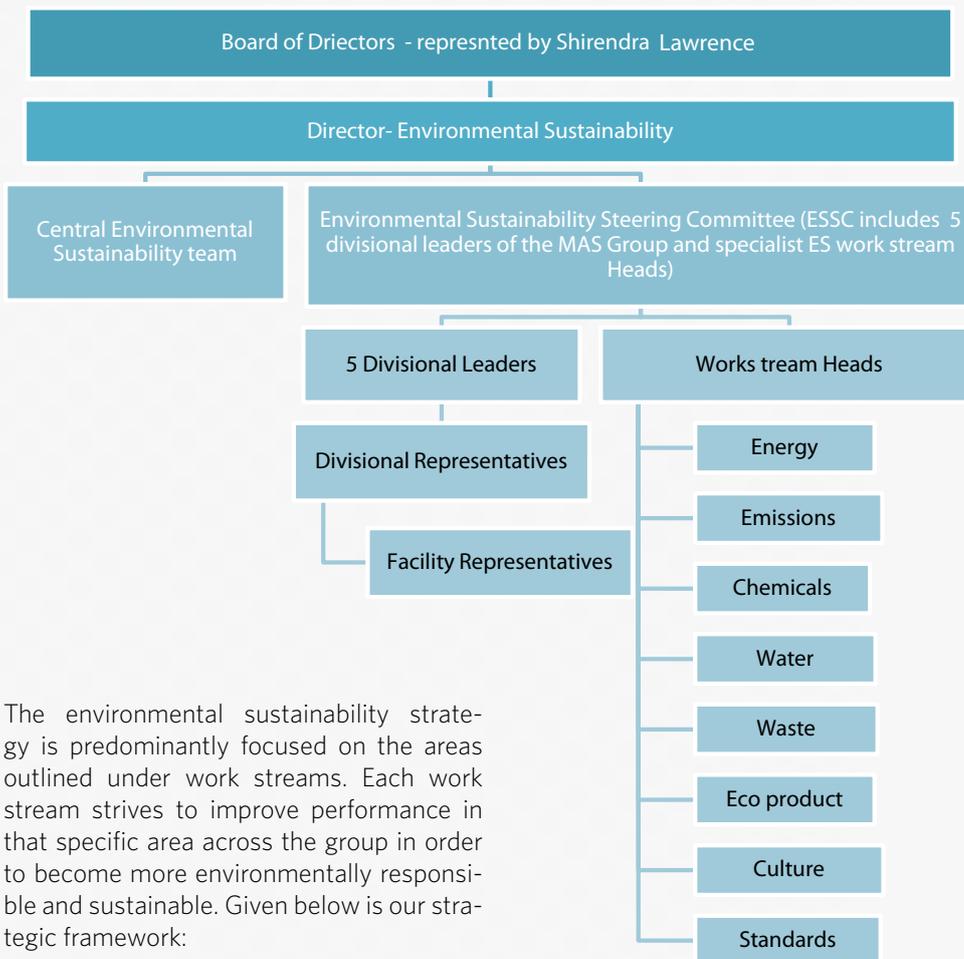
### Be and be recognized, as a leading sustainable apparel company

- In 2013 several changes were made to the ES governing structure and policy development and deployment to increase the focus and impact of the ES Initiative at MAS.
- The MAS Apparel and Textile Board of Directors has developed several environmental policies as a guideline for consistent application throughout the company. The ES initiative continues to receive representation at the highest level through Shirendra Lawrence, Director of the MAS Apparel and Textile Board.
- The Environmental Sustainability Steering Committee (ESSC) established in 2011 is now headed by an executive Director for Environmental sustainability – Sharika Senanayake – and continues to be responsible for overseeing the group's application of precautionary, proactive and innovative approaches to ES.
- The ESSC is further supported by a group wide Central Environmental Sustainability team (EST) which also reports to the Director for Environmental Sustainability.

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The environmental sustainability strategy is predominantly focused on the areas outlined under work streams. Each work stream strives to improve performance in that specific area across the group in order to become more environmentally responsible and sustainable. Given below is our strategic framework:



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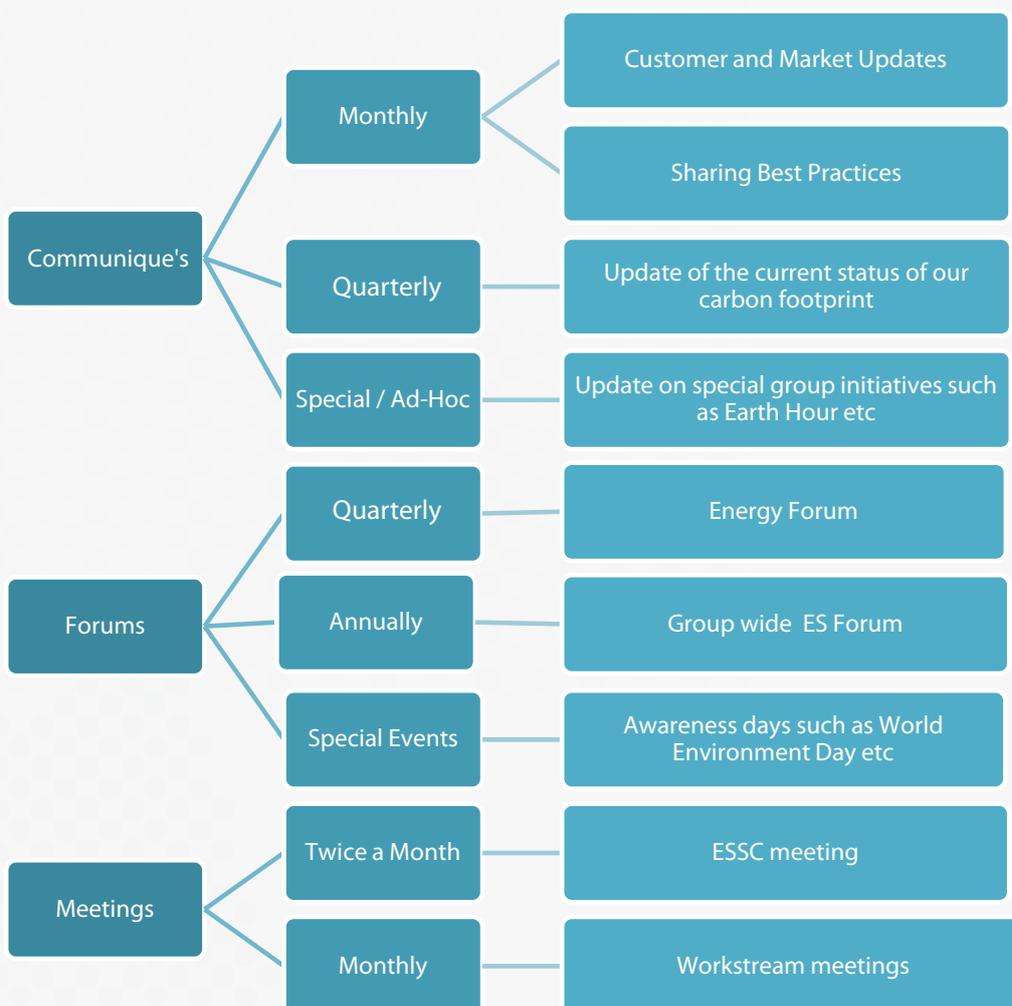
As the operations of the group are widely differentiated, MAS has developed a method of evaluating data for water, energy and emissions using a system of intensities. The Apparel Cut and Sew sector which manufactures garments contains the largest number of facilities and has a measurement denominator of sewing / work hours. The Fabric division with more energy intensive processes for

textile manufacturing has a measurement denominator of fabric output. Other divisions (Silueta, Intimo, Prym) within the group run specialist operations such as silicone garment, seamless garment and accessory manufacturing and are measured accordingly with relevant denominators for intensity.



## Communications

- Internal stakeholders are informed and updated on the group's ES policies, strategies, initiatives and performance targets through a range of channels and forums.



- The MAS ESSC is currently working towards producing an annual Sustainability Report in order to establish further transparency among stakeholders.

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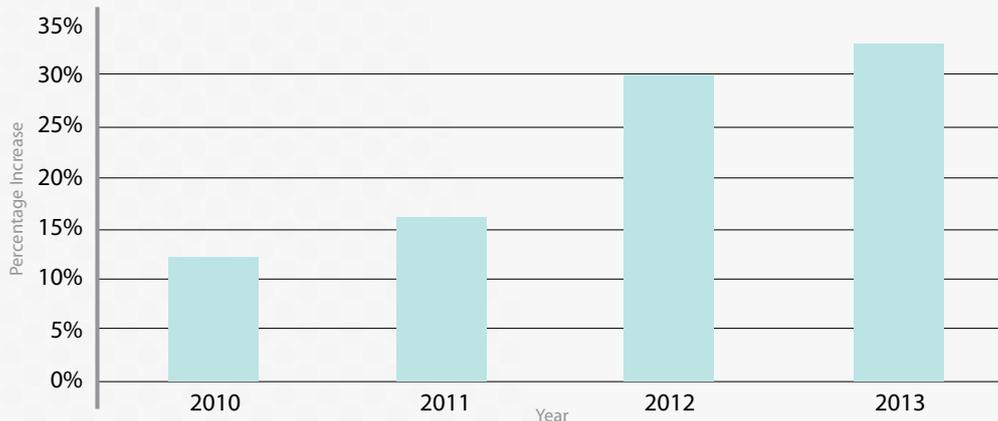
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## Energy and Emissions



- A key challenge for MAS as a manufacturer is the high energy demand in the production process. With the awareness that emissions are greater when the energy sources are based on fossil fuels, our key strategies for 2013 aimed at reducing the overall energy consumption by 5% as well as the overall emissions by 5%.
- These strategies were supported by identifying ways to replace fossil fuel based systems with renewable energy such as solar power, biomass and bio-gas.

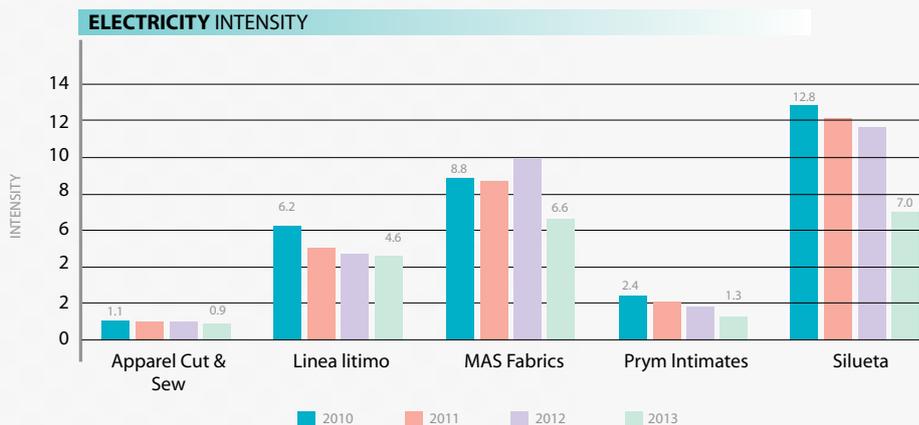
**RENEWABLE ENERGY INCREASE**



WE SUPPORT  
Caring for Climate

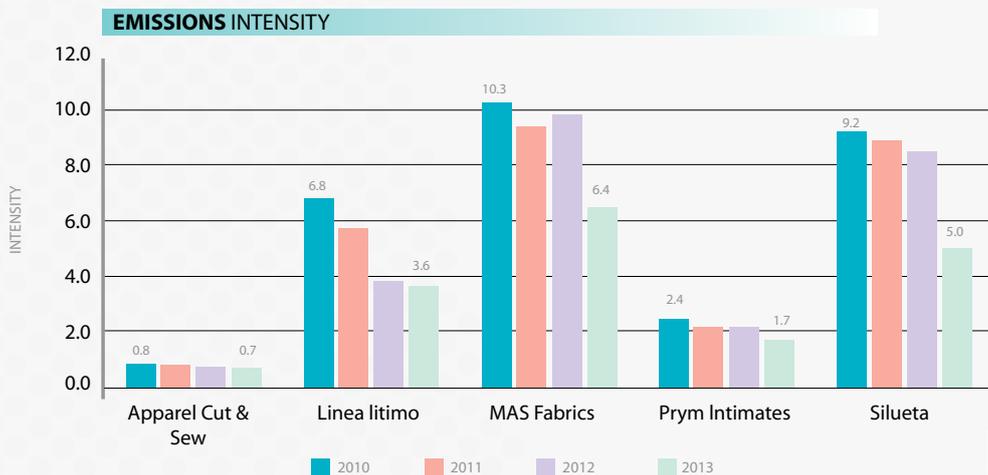


- The projects carried out during the last few years have produced a significant energy intensity reduction that can also be observed in the current data.



- Furthermore MAS has been investing in training a number of employees to become Energy Auditors to support successful implementation of projects and investments to reduce energy intensity.

- Following chart represents the emissions reduction that has taken place since base-line year of 2010. MAS currently measures scope 1 and 2 emissions.
- An added advantage of increasing our off grid energy consumption has been the decrease in the number of suppliers allowing us to monitor our footprint more accurately.



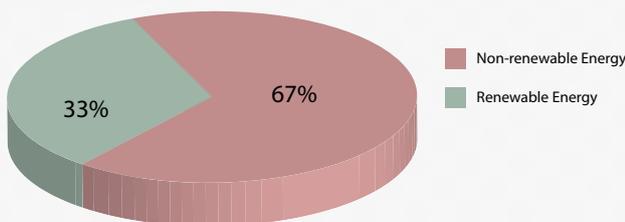
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ENERGY MIX



- The focus of MAS' energy strategy therefore is to move the reliance on sources below from top to bottom. Some of the projects carried out by MAS facilities to diffuse environmentally friendly technology during 2013 in order to reduce energy consumption as well as the release of emissions are also shown below.



- The following represents the types and number of projects MAS has been investing in during 2013 to embrace the best available technology to reduce our carbon footprint.

## Case Study:

### Making Systems Environmentally Friendly

#### Slimline Chiller Installation Project

Slimline was using air cooled package units: They were replaced by high efficient water cooled chillers.

The replacement procedure:

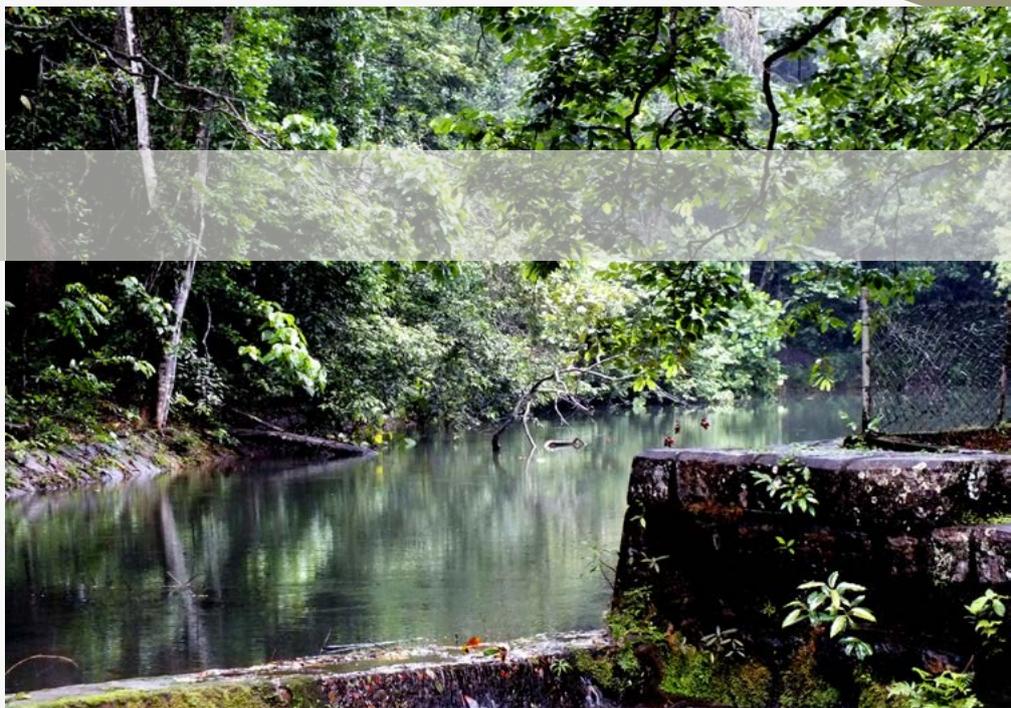
- Detailed study on factories' cooling requirement was carried out
- This included how the load changes during the day and according to the seasons
- Data was placed in simulation software and the chiller part load performance curves were used to identify the most efficient chiller and the optimum operating conditions.
- Chiller was installed
- Performance evaluation test to check if given performance parameters match with actual working conditions.

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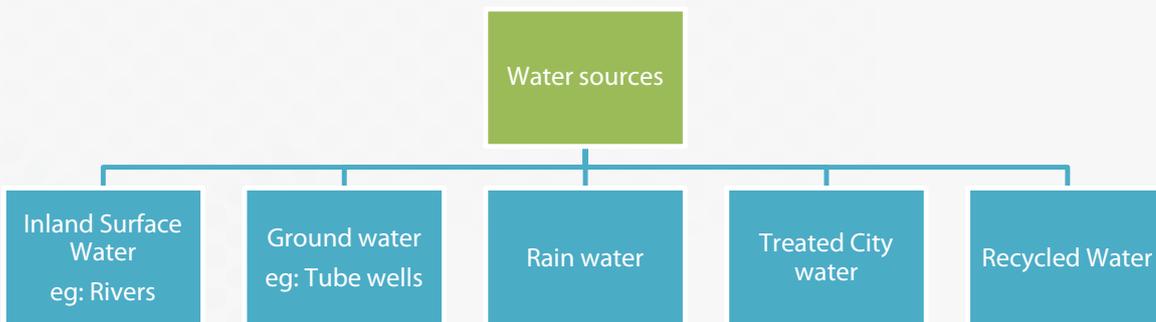
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# Water



Clean water is a resource that is swiftly becoming scarce due to extensive over use and the release of chemicals into the environment. By nature of its position in the garment manufacturing industry, MAS is aware of its significant water consumption which is currently spread across the following sources:



## MAS has deployed a three-pronged strategy for reducing water consumption.

1. Improving Water Efficiency of Existing Facilities by;
  - 1.1. Replacing with Efficient Fittings.
  - 1.2. In-house Water treatment and Innovative-Waste Water Reclamation.
  - 1.3. Rain Water Harvesting.

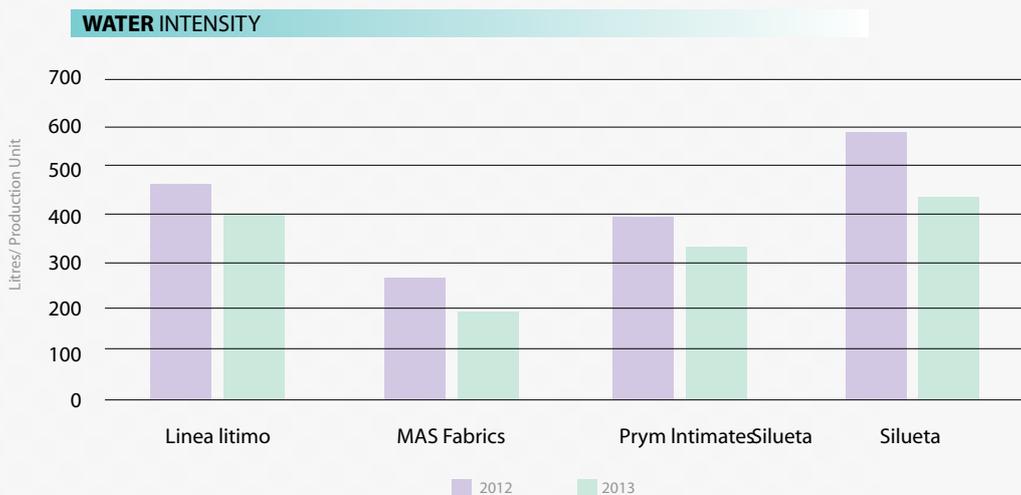
2. Water released back into Nature is rigorously tested to ensure that the residual contaminants are well within the parameters set by the National Environmental Act of Sri Lanka and MAS is in the process of implementing an Accredited Quality Assurance Lab as per ISO17025, dedicated for Water and Waste Water Parameters.

3. New facilities are designed with the guidance of MAS Factory Calibration Tool for incorporating Sustainable best practices as a focus to preserve natural resources such as Water.

For Human Consumption, MAS' target for 2014 is to achieve overall 10% Reduction in Per Capita Water Intensity over 2012 base year while Fabric Manufacturing Plants have achieved 23% overall reduction in Product Water Intensity over 2011 base year.

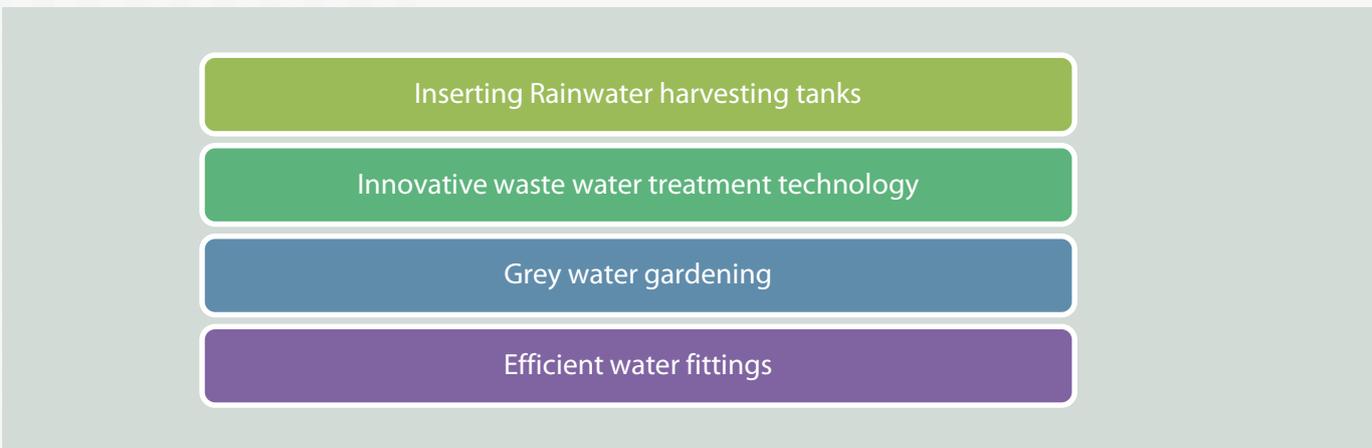
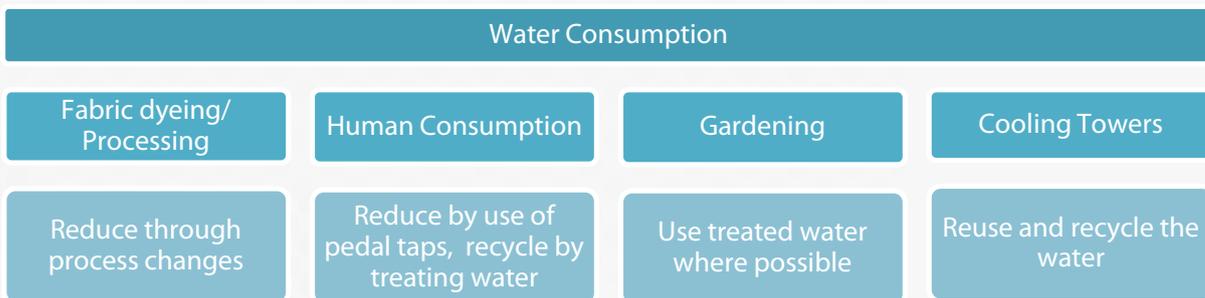
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Note: Some of our newer facilities in the cut and sew section only started recording water data from the year 2013.

MAS has achieved this reduction in consumption of water by focusing on the following approaches for various uses and has invested in and diffused sustainable water resource technology where possible.



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## Case Study:

### Reducing the Footprint with Technology

#### Membrane Filtration System at Kilinochchi Facility

- This is a technology developed within our facilities to filter waste water and ground water with Salinity
- The filtration membrane has a sieving system that separates micro level particles.
- This water treatment system is ideal for dry zones where convenient water sources including rain and surface water are scarce.
- Membrane Reject volume can be mixed with treated sewer for lowering the Salinity and send through a Wetland for Polishing. This SYSTEM can give out re-claimed water for Gardening and Flushing.

We support the current waterless dyeing technology by sourcing fabrics these facilities as it has a better environmental performance than other suppliers.

#### Water efficient fittings – Tap Aerators with low flow



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## Re-use of Dye machine Cooling Water with Waste Heat Recovery :

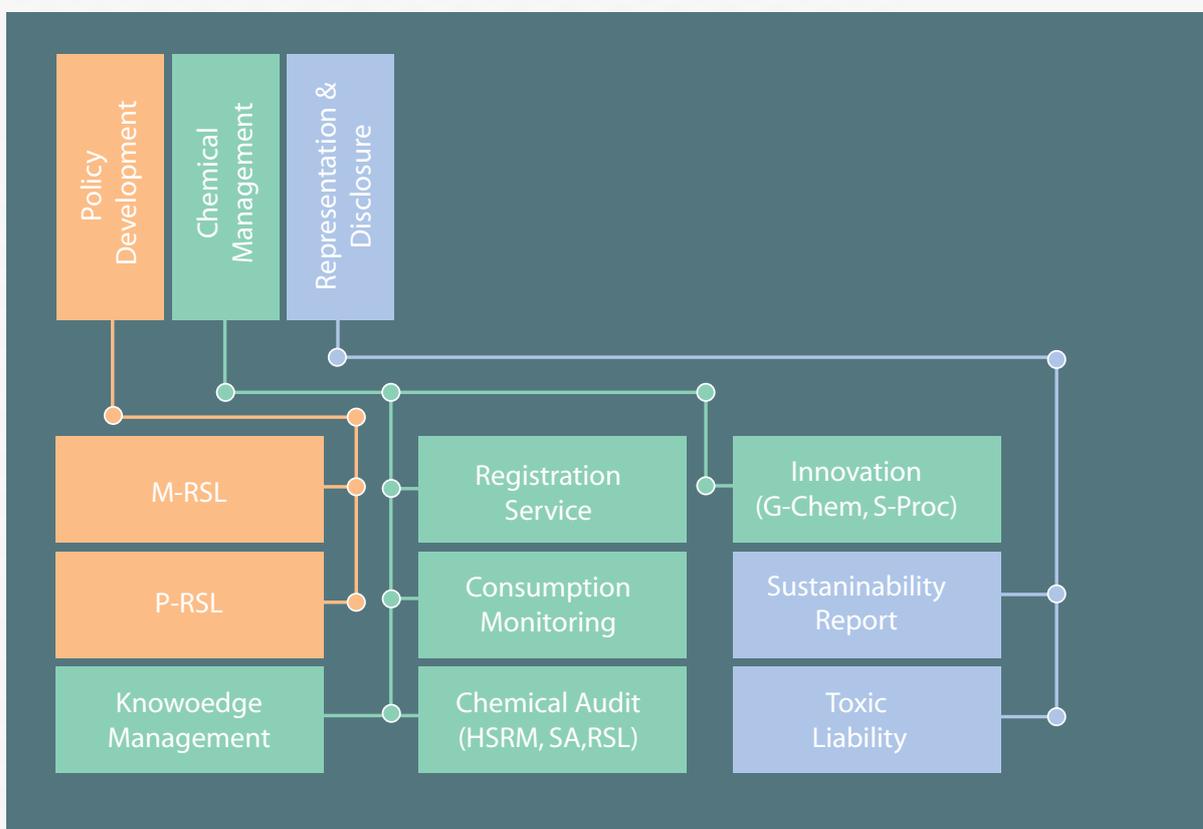
MAS Fabrics have achieved a remarkable reduction of 23% in the Product Water KPI (liters/kg of product) compared to the base year 2011 by incorporating Process / Utility changes to re-use Dye machine Cooling

Water back in the Process for initial washing cycles and pre-heating cycles.  
Chemicals

Managing the environmental impact of chemicals used in garment and textile manufacturing processes remains a significant challenge in the industry. In 2013 MAS made a significant commitment towards eliminating toxic chemicals from both its own operation and its supply chain by the year 2020.

A specialist team was set up with the intention of creating both a policy framework and a chemical management system within the company as shown below. As a result, the first restricted substance list was created towards the latter part of 2013.

In order to protect our people, our customers and our environment from the harmful effects of toxic chemicals, MAS will continue to refine and finalize its chemical management system and also commence dialog and engagement with our suppliers.



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# Waste

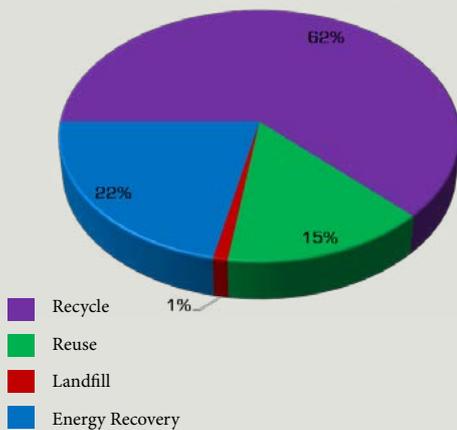
More than half of our waste is sent to be recycled  
Our sustainably disposed waste amount up to 70%

A key issue for the industry which is one of the largest waste generators is the accumulation of waste and its disposal methods. MAS is currently focused on formalizing a zero waste to landfill policy in the near future.

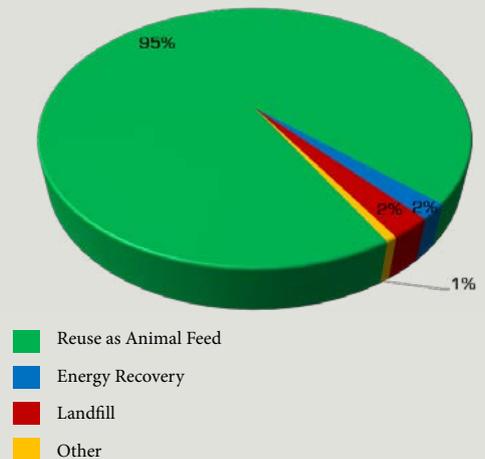


## Sustainable waste disposal methods at MAS include:

**Fabric Waste Disposal Method**



**Food Waste Disposal Method**



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### Waste Management Training Session

- Types of waste
- Methods of disposal
- 6R's (Reuse, Recover, Recycle, Redesign, Reduce, Remanufacture)
- Hazardous waste management

The following are the achievements in 2013

Brick project

Plastic reduced zone

Streamling waste disposal

Waste Accountability

## Case Study:

### Making Waste Useful

#### WASTE SEPERATION

MAS Holdings started sharing and replicating waste segregation systems carried out in some of our facilities.

The aim is to implement this system in all factories as a code of conduct in operations.

#### Thread Cones

Thread cones are separately collected at our facilities in order to be able to reuse!

### No Plastics and Polythene



MAS Intimates Unichela has saved Rs. 16,500 per month by eradicating all PET bottles.

Standard practiced at Unichela

- No Plastic Water Bottles (PET)
- No Plastic yogurt cups
- No straws
- No plastic Nescafe cups

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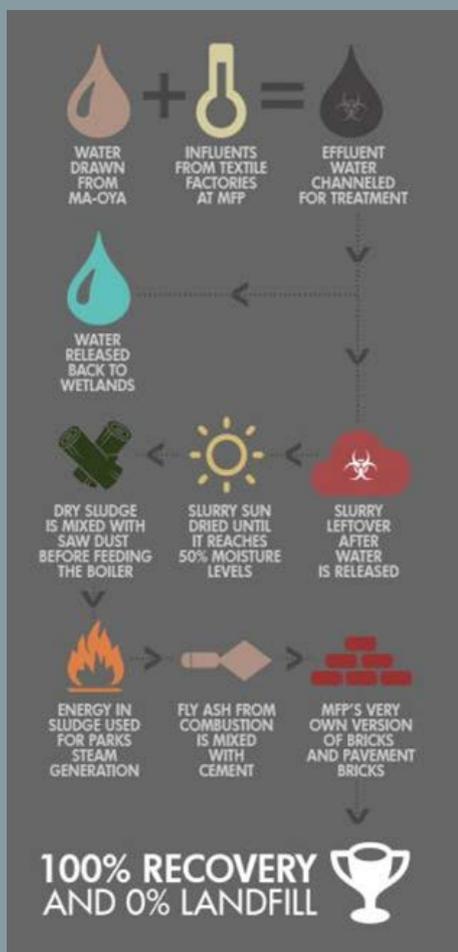


One of our facilities, Unichela, in the Biyagama BOI zone was successful in reducing plastic and polythene usage within the plant during 2013. We consider this to be an enormous contribution towards the environmental sustainability initiative as they have succeeded in removing a significant quantity of our landfill waste which is not biodegradable and it is a clear demonstration of the commitment of MAS towards initiating responsible environmental practices.

## Case Study:

### Chemical Sludge to Brick

The team at MAS Fabric Park was given the green light by the Central Environmental Authority to implement their innovative sludge disposal mechanism, making MFP the only Industrial park in Sri Lanka to have zero waste solution for industrial waste water sludge.



"We needed to find a solution that worked for us. We were spending millions sending our Effluent Treatment Plant sludge to a Cement Plant in Puttalam. To us, that was not the ideal solution. Challenging the way things were done was perhaps the biggest step we took in a journey that has redefined how we view hazardous waste"

-Misver Deane  
Director at MFP

Thulhiriya brick project is a highly innovative and zero landfill sludge disposal process designed by MAS Employees



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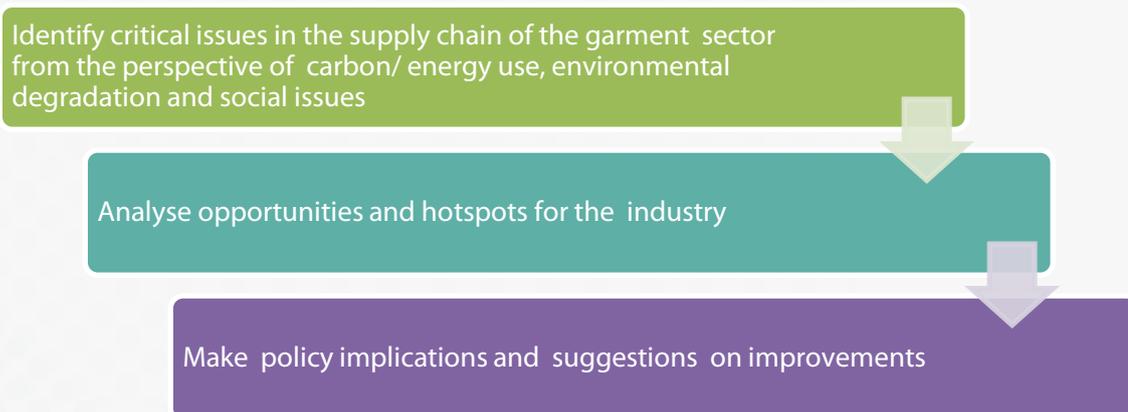
## Eco Product

In an effort to promote environmental sustainability, MAS is committed to designing and offering products with lower carbon foot print to our customers.

We also affiliate with other organizations to support research and design products with environmentally friendly life cycles.

MAS Intimates worked together with the Munasinghe Institute of Development (MIND) on a research project based on the initial work carried out by MAS on the carbon foot print of a garment manufactured for a leading global retail brand.

The carbon and energy footprint was assessed using the Life Cycle Analysis (LCA) approach and the objectives of the wider research project were as follows:



- The findings of the study were included in a research paper titled “Carbon and Energy Footprints and over all Sustainability of Garment Manufacturing in Sri Lanka” and was published by the Sustainable Consumption Institute of the University of Manchester, on their website in 2013.
- MAS has produced a number of garments made of organic cotton for key retail brand customers during 2013.

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## Standards and Associations

MAS Holdings has established that the most efficient method of controlling our Environmental footprint is to standardize our approach.

We have been gradually establishing a standardized approach towards facility management through:

1. Joining the industry wide collaboration efforts to share knowledge on environmental issues how products and processes can be changed to address these issues.

CDP Corporate Response	
MAS Holdings reports to the CDP Corporate Response annually	This a platform for our stakeholders to asses our progress and provide feed back acting as a 2 way communication system.

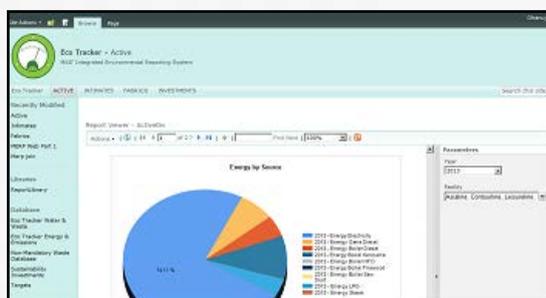
2. Achieving Global operations standards and joining global initiatives on environmental sustainability

- ISO 14001 certification of our facilities

Year	Number of factories with ISO 14001 Certification
2010	2
2013	30

- MAS uses the Nike assessment tool to regulate the product life cycle as required by our customers
- MAS Holdings is a member of the Sustainable Apparel Coalition and have carried out assessments on our facilities to ensure we meet the required SAC standard

3. Gathering data regularly using our proprietary tool -Eco Tracker

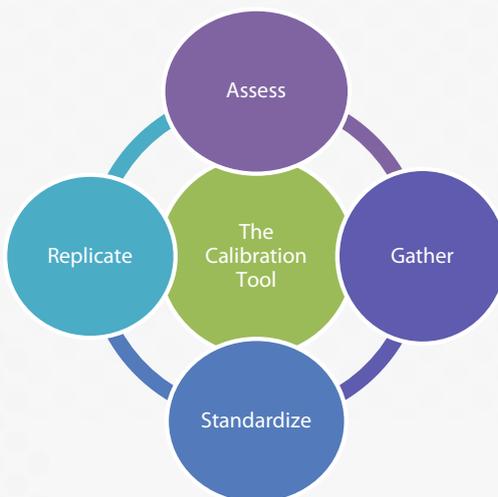


4. Sharing our current position and achievements on environmental sustainability with the global community and other stakeholders.

- Reporting to the United Nations Global Compact Annually

5. Developing the internal measurement technique via the MAS Sustainability Calibration tool to build the performance standard of our facilities to beyond compliance with progression :

- In 2013 the members of the Environmental Sustainability Steering Committee members began to develop the MAS Sustainability Calibration Tool in order to assess, benchmark, rate and improve existing infrastructure.
- This tool is built to support the standardization and replication of best practices as well as to increase the efficiency in operations.
- With the support of this tool, MAS hopes to work towards clearly establishing the methods of improvement from the baseline year and achieve an accurate measurement of our progress.



5. Electrical System		Overall Remarks
		Achieved
ELEMS1	Main Metering All incoming lines are connected to Energy Monitoring System (EMS)	Yes
ELEFA1	Sub-systems Metering Sub-systems are monitored through EMS	No
ELEMS2	Electrical Drawings Single line diagrams are available	Yes
ELEMS3	Protections and Safety Proper electrical protection and safety system is available Last 'Electrical installation inspection and testing' was carried out on (should be carried by a chartered electrical engineer)	Yes

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## Communities and Culture

Developing a culture of environmental conservation and preservation among our employees and communities is a major portion of our sustainability effort at MAS.



1. In 2013 MAS initiated the following programmes: Spreading awareness through celebrating world events
  - World Environmental Day
  - Earth hour
  - World Water Day
  
2. Reforestation projects to combat Climate change - Thuruwadula, Wewe Kele
  
3. Community environmental education programmes such as 'Eco go beyond'
  
4. Designing process for an employee education programme on environmental sustainability and its importance
  
5. Periodic awareness events held at facilities to promote sustainable practices such as recycling.

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## Case Study:

### World Environmental Day

World Environment Day was celebrated enthusiastically this year by MAS employees with each facility carrying out unique programmes. These were established as an awareness programme for employees and the surrounding community members to gain a better understanding of the environment. During these programmes communities were educated about the importance of conserving and restoring the environment.



- Linea Aqua**
  - Joined with Hiniduma reforestation and bundala initiative
- Asialine**
  - Harith Middeniya project
- Synergy (Active)**
  - Wewe kele - forest conservation program
- MAS Holdings**
  - Thuruwadula Project launch
- Bodyline**
  - Forestry project aiming to plant 500 trees



#### A campaign to protect and preserve the environment...

At MAS Active Synergy:

- Joined together with the local council and neighbouring schools to launch 'Wana Arana' - a programme dedicated to conserving the Wewe kele natural forest
- Organized a tree planting campaign at the facility and 2 nearby schools
- Carried out a knowledge sharing session for students at the facility
- Decorated the entrance to the facility with posters to educate the public on the importance of preserving nature.

#### Aiming to spread Environmental Awareness...

Asialine, one of our facilities organized:

- Debate on "Economic Development Vs Environmental Pollution"
- Art competition on "Human Impact on Environment" among community schools.
- Lectures for the senior management and team members
- A cleaning campaign
- A planting program in the indigenous medicinal garden inside the premises : a 1,000 trees were planted

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## Case Study:

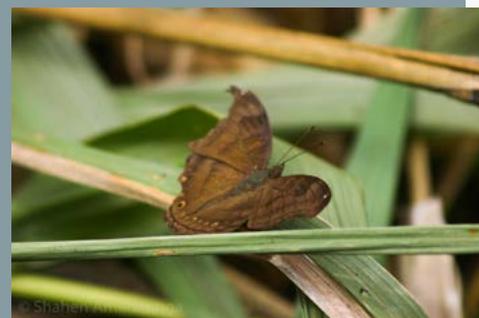
### Thuruwadula (Translation - 'Tree Canopy')



Thuruwadula project was launched during 2013 in one of our facilities in Thulhiriya on World Environment Day.

#### Concept:

- Analog forestry project focused on restoration and reforestation in order to combat climate change
- It is the first Analog forest completely owned by a private business in Sri Lanka and provides a home for a number of species
- Analog Forestry is a system of forest management that combines the values of local forest biodiversity with organic crop cultivation
- It uses plant species that provide food and marketable products that sustain rural



#### Purpose:

- In Sri Lanka: Only 19% of original forests still exist
- The forests are diminishing by 1% every year
- Thuruwadula project aims to restore a degraded ecosystem using the Analog Forestry system.



For more information visit: [www.thuruwadula.com](http://www.thuruwadula.com)

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# MAS Acts...

## Agent of Change

- **RESPECTING DIVERSITY**
  - Women
  - Differently-abled and Disadvantaged
  - Elderly
- **BUILDING COMMUNITIES**
  - Sports
  - Education
  - Health
  - Neighbourhood

# RESPECTING DIVERSITY

**1** Empowering women in the workplace and in the community

**2** Uplifting the lives of differently abled or disadvantaged people

**3** Extending care for senior citizens

Taking our role seriously as Sri Lanka's single-largest corporate citizen, MAS has initiated numerous programmes aimed at the betterment of society. In the past year too, we participated in many projects through which we were able to make a positive impact on the community around us.

Honesty, equality, diversity and respecting the rights of each individual are among the values which define the MAS ethos. To ensure that these values also make an impact on society, we encourage employees to adopt and pass them on to their immediate sphere of influence.

The Women Go Beyond (WGB) programme has highlighted MAS as a company that goes beyond compliance. The WGB programme is widely accepted as our platform to work towards the well-being and empowerment of our female associates, who constitute a majority of our workforce. While the unit being measured is the quality and quantum of work, we do not reward or discriminate our associates based on their gender.

Our commitment to respecting diversity is embraced by every MAS employee, irrespective of their level of engagement. Considering the diversity of our associates, we have adopted procedures to retain people and ensure that they progress. Our non-discriminatory recruitment policy ensures that the MAS doors are open for everyone. By offering attractive remuneration, we engage the best people in our operations. Our training and development, as well as promotion-related policies and practices ensure that our people progress to reach their potential.

1

# Empowering women in the workplace and in the community



Women's empowerment has been a key area of focus of MAS prior to the launch of our hallmark women's empowerment programme, MAS Women Go Beyond (WGB), which is now progressing to its eleventh year. The programme initially began to exhibit the importance of empowering women in their place of employment, their homes, and their communities; over the years the initiative has included some in-depth training for the wellness and development of women which includes implementing career advancement and skill development policies in the workplace. We aim to improve employee livelihoods, while also sustaining and complementing the balance maintained between social and environmental spheres.

WGB takes the steps to increase awareness on gender sensitivity and gender equality issues through their many initiatives which include in-house training and conducting programmes. Taking our principles, programmes, and activities to the next level MAS decided to sign the CEO statement of Support for the Women's Empowerment Principles in November 2011 - which was jointly developed by UN Women and UN Global Compact. In order to embed the principles into the core of the company's framework, mainstreaming gender equality was made a company-wide Human Resources policy, and was applied with programmes for both males and females so as to gain a better understanding and appreciation.

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In 2013, Women Go Beyond introduced new programmes, made new partnerships, and continued changing the lives of women. Additional initiatives were introduced to diversify and refresh the programmes and topics such as violence against women, HIV/ AIDS awareness, stress management, and family planning were conducted with workshops and awareness campaigns carried out to educate employees on the subject.

Many awards were instilled and participated in this past year to reward excellence and to give focus to women who have made a difference; the 10th annual EWY Awards ceremony was held on the 26th of November and 34 Empowered MAS Women from both our local and overseas plants were recognized for exceptional achievements both in their personal and work life. For the first time ever, all the award-winning empowered women of the past 10 years were felicitated at this grand event.

In March 2013, the Chairman of MAS Holdings, Mahesh Amalean, was recognised with a UN Award at the Inaugural Women’s Empowerment Principles Awards, saluting Leadership Commitment and Innovation to advance women’s empowerment. He is one of the five global business leaders recognised at this inaugural Leadership Awards presentation, and received the award for “Cultural Change for Empowerment” for pioneering the Women Go Beyond programme. The Leadership Awards were presented at the 5th Annual Women’s Empowerment Principles Event, held on 6th March in New York in observance of International Women’s Day. The occasion was graced by United Nations Secretary General Ban Ki-moon who delivered the closing address.

Some of the other events that occurred in women’s progression include

- MAS sponsored the SWAN ( South Asia’s Women’s Network) Annual conference under the theme “Gender equality for peace and sustainability for women in South Asia”.
- Women Go Beyond launched the Empowered Women’s Alumni Network which brings together the Award winning Empowered Women of the past years to be role models and to give back to the community what we have learnt from MAS

There were countless activities conducted in 2013 across the WGB network. These initiatives add value to the lives of employees and society at large by developing and enhancing skills which lead to greater empowerment, and an increased depth of awareness on work-life balance, gender sensitivity, and gender equality.

In 2013, SBUs of Women Go Beyond conducted 227 career advancement programmes which impacted over 8,300 people. These included introductory classes for English, IT, and machine training, along with Team Building, Leadership Training, and Sign Language classes for hearing-impaired team members. In embedding the importance of work-life balance, over 650 programmes were initiated, and combined. These initiatives made an influence on over 217,000 employees. Some of our more prominent work-life balance activities include the Healthy Mother & Healthy Baby programme, awareness on Legal Aid, and Stress Management.

Other than career advancement and work-life balance, WGB also has skill development and rewarding excellence programmes. In 2013, the impact of our programmes combined totalled to nearly 245,000 people; the impression that WGB leaves has grown exponentially over the years and will do so for years to come.

*For a more in-depth look at our activities, please refer to the appendices on page 64.*

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in hope of further development.

- Women Go Beyond also launched two new SBU's at MAS Intimates-Rapid and at MAS Active - Vaanavil in the North, bringing the total count of SBU's where the Women Go Beyond programme has been activated to 32.

also a panelist on Guardian's live web chat which was co-hosted by UN Global compact with Guardian on "How businesses can create an enabling environment for women to lean-in." MAS contributed to the WEPs communications video by sending several clips and footage of related activities conducted by MAS.

In addition to many other changes that have been made, in 2013, MAS Director of Women's Empowerment, Shanaaz Preena served in the WEPs leadership group and was a member of the WEPs awards committee for the 2013 awards. She was

The Impact of our Programmes in 2013		
	Number of Programmes (SBU wise)	Number of employees impacted by SBU WGB programmes
Career Advancement Programmes	227	<b>8352</b>
Skill Development Programmes	180	18134
Work-life Balance Programmes	654	217019
Rewarding Excellence Programmes	126	1892
<b>Total</b>	<b>1187</b>	<b>245397</b>
Corporate Level Programmes Summary	Number of Programmes (Corporate)	Number of employees impacted by Corporate WGB Programmes
Leadership Training for Women	1	28
GMOL female programme	8	822
GMOL male programme	7	506
Gender Sensitivity programme	1	20
Alumni Network	1	111
GBC Retreat	1	35
GMOL programme for Northern SBUs	2	200
Empowered Women of the Year Awards	1	138 past winners + 34 current winners + 51 runners up + 92 raffle draw winners = 315
<b>Total</b>	<b>22</b>	<b>2037</b>

All numbers are to closest accuracy



## Uplifting the lives of differently abled or disadvantaged people

MAS believes in taking care of those in our community who have special needs. Many such people do not receive the physical and emotional support they need to function as an integral part of society.

The MAS programmes in this area are aimed at giving a helping hand to differently abled and disadvantaged people by developing their skills, nurturing talents, and providing tools to help them become productive citizens of the nation.

As a staunch upholder of human rights, MAS provides every opportunity for differently abled and disadvantaged people to join our workforce. A non-discriminative recruitment policy allows any member of our society to become a part of the MAS family and benefit from its membership.

The support we provide goes a long way in improving the lives of those who have special needs or are differently abled in Sri Lanka. MAS takes initiatives to uplift their lives in numerous ways, and some of these are outlined in this section.

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## The Sweet Sound of Laughter

A little girl in her pre-school struggled in her classes. She was a smart student and a good child, but she had difficulty in her lessons, and it was all because she couldn't hear what the teacher was saying.



Why should a child not be given the same opportunities as everyone else in her class because she had a hearing difficulty and finances were low at home?

Linea Aqua donated a hearing aid to this pre-school student, which helped her to get back her hearing.

For the first time in the history of MAS, the Sustainable Business Team organised an Activity Based Training for MAS' hearing and speech impaired employees on the 3rd of August 2013 at Linea Intimo Out-bound Track.

34 employees from 8 divisions participated in this training.

Mr. B. Gunewardhena, the internal trainer at Linea Intimo, conducted the training with the help of Mr. Kelum Samarasekara, the sign language translator, who gave his help in translating for the deaf and speech impaired employees.

The objective was to provide opportunities to those persons with disabilities in the community to be gainfully employed by the organisation and to progress in their career.

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*For a more in-depth look at our activities, please refer to the appendices on pg page 64.*

3

## Extending care for senior citizens



RESPECTING DIVERSITY

As an agent of change in Sri Lanka, MAS is a passionate about supporting the elderly and drives many programs with the objective of improving their state of mind and living conditions, while also providing means of livelihood to those who are able to work. We advocate the employment of abled elderly individuals and actively seek ways to provide work opportunities for them.

Within the context of a fast-aging nation, MAS takes it's responsibility of being the largest employer in the country seriously. The nation's cultural inclination towards respecting and caring for the aged is reflected in the many MAS activities related to this area.

Providing the elderly with required provisions, renovating and establishing elderly care facilities, as well as sponsoring eye-care projects, are some of the ways in which MAS contributes to this societal need.

Sri Lanka, as a community, is very ardent on care for the elderly and this care is strongly embedded in Sri Lankans. Countless initiatives were taken by MAS in 2013 that is in line with these traits such as the sponsoring of 'eye clinics' and the donation of eyeglasses. Bodyline, an SBU under MAS, held a more distinctive programme which identified employees in the low-income brackets, whose parents required eye surgery, and bore costs of the surgery and consultation.

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Furthering our support for senior citizens, Linea Aqua, in celebrating World Elders Day, provided a monthly consumption of tea, milk, sugar and biscuits to the Indanamulla Elders Home. A small gift pack was also distributed to the elders on that day.



MAS Intimates distributed spectacles to over 200 individuals above the age of 40 years in the village of Sandungama. This project was carried out in collaboration with the Lions Club of Sri Lanka. Following this, 15 people who required eye surgery were also identified and assisted.



*For a more in-depth look at our activities, please refer to the appendices on page 64.*

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# BUILDING COMMUNITIES

1

Encouraging participation in sports on a local, national, and international level, and providing opportunities to outstanding athletes.

2

Providing educational advancement through programmes, training, scholarship support, renovations, construction, and donations.

3

Contributing towards the betterment of health by supporting hospitals, organising medical aid, and providing other health aspects for the society.

4

Initiating and conducting projects which better the neighbourhood, including financial aid, building developments, and reconstruction

Firmly established in a nation that is now considered 'newly developed,' MAS is involved in nation building through a strong commitment towards community enhancement. Focused on strengthening relations and goodwill, this year too MAS has pursued a vibrant strategy of community building as a core aspect of its corporate sustainability programme.

MAS engages with key community stakeholders and is involved in a variety of activities that include infrastructure development, supporting local initiatives, and encouraging charitable and philanthropic ventures.

A wide variety of practices are utilised by MAS, ranging from encouraging sports, enhancing education, enabling improved healthcare, and other activities, to larger-scale efforts such as sponsoring local and national festivals and community development projects, which involve local participants rather than outside contractors.

These activities are usually initiated in response to specific requirements of the communities in which we operate. All of our community building measures are aimed at creating vibrancy within society. While the significance of some of our initiatives can be seen immediately, many are aimed at creating long-term impacts.

1

# Encouraging participation in sports at a local, national, and international level

As an important part of our community building efforts, MAS is involved in uplifting sports in Sri Lanka, while utilising sports as a platform for development – especially in rural areas of the island.

We are famed for our strong sports culture as well as for nurturing national level sports men and women. Having identified the sports potential of many who come from the outskirts, MAS takes the initiative to provide these people with every opportunity to excel in their sports-related pursuits.

With the experience of building national and champions in different sporting disciplines, MAS and its many extensions support the development of sports in the rural communities in which it is present.

Our focus in relation to this area is mainly on aiding local talent, as well as improving sporting facilities and infrastructure in the communities that we are present. With scholarships, sports equipment, funding, etc., we enable athletes to shine at the national and international levels.

Engaging in sports is encouraged amongst MAS employees. While being a recreational activity that also leads to a healthier lifestyle, sports is widely accepted as an effective means to encourage teambuilding at MAS. We believe that the confidence that our associates gain through their involvement in sports has a direct and positive influence on their performance at work.

MAS has touched many lives at a national level through its health-related community outreach programmes, which range from providing over Rs. 300,000 worth medical assistance for MAS employees and their family members to renovations at the Biyagama Base Hospital. We are committed to building on these endeavours as the country develops.

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## Some of our sports-related infrastructure projects



- Linea Clothing and Linea Intimates sponsored the T-shirts for both the boys' and girls' volleyball teams from the Mahasen Maha Vidyalaya in Katugastota. Both teams were declared winners of the Under-15 Volleyball Tournament in the Wattegama educational zone.
- MAS Intimates Silueta conducted volleyball training for differently-abled women together with Shapee Mohammad who is a national-level volleyball coach in Sri Lanka. They also held volleyball training sessions for the Ampara District at the Ampara Wavinna Maha Vidyalaya. The school team reached national level in 2013.

Sports is such an immense segment of MAS' activities and our support for national level athletes has promoted a sustainable livelihood for many sportspersons. We encourage athletes through our work/train programme, which appoints them as a MAS employee, while dedicating a majority of their work week toward training and improvement. Our support of sports in the workplace, through advanced training facilities and an encouraging environment, create opportunities to highlight our nation's finest in national and international competitions.

The word 'cricket' is synonymous with the term 'Sri Lankan'; for years, MAS has unceasingly supported the Sri Lankan national cricket team in its endeavours and will continue to do so by providing total solutions for the team's game day attire.



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MAS strongly believes in the importance of sports and extends sports-related opportunities to the community as well as the MAS family. Employees from all extensions of MAS are urged to participate in a number of sports including but not limited to cricket, tennis, boxing, and volley ball.

**Cricket** plays a large part in the heart of all Sri Lankans, MAS employees or otherwise. In 2013 there were a lot of accomplishments in the area of cricket, including:

- MAS Intimates Unichela became Mercantile 'A' Division Champions as well as the League Champions of 2013.
- MAS Intimates were also the Knockout Champions for the Mercantile 'B' Division Cricket.
- MAS Intimates Bangladesh won the Annual SLAB Cricket Championship 2013.
- MAS Intimates Slimtex Cricket Team emerged champions of the Victoria's Secret Cricket Championship 2013, and was also placed 3rd in the all island Youth Meet Cricket Championships.

**Boxing** has a big presence in the workplace and is promoted in a number of ways throughout the company.

- Linea Clothing and Linea Intimates hosted the MAS Senior Boxing Championship together in 2013.
- MAS Southern won the Women's Championship at the ABA Nationals held in December 2013, as well as the Clifford Cup - Women's Category.
- Malith Prabashwara from MAS Intimates Slimline and Kosala Nilmini from MAS Southern won bronze medals at the Third Taipei City Cup International Boxing Tournament 2013.
- Currently 15 boxers are training in MAS Intimates Vidiyal, along with 20 seniors, 100 schoolboys, 78 schoolgirls in Mullaitivu, and 10 Boxers in Point Pedro. Three boxers from Mullaitivu and two from Jaffna won

bronze medals at the National Sports Festival's Boxing Tournament, with one boxer from Vidiyal winning gold at Nationals.

#### **Table Tennis:**

- MAS Intimates won the Mercantile Table Tennis 'A' Division Knockout Tournament for 2013 and the Men's Team won the Mercantile Table Tennis League Tournament for 2013.
- Nirmala Jayasinghe of Linea Clothing maintained her title as Sri Lanka's National Table Tennis Champion, representing Sri Lanka in the World Championship tournament in France, Commonwealth Championships in India, and Asian championship in Korea.

#### **Water Polo:**

- MAS Intimates Dhanushka Saram and Hashini Warnapura captained both the Sri Lankan men's and women's teams respectively at the 3rd Asian Water Polo Championships in October 2013.

#### **Volleyball:**

- MAS Intimates Casualline became all-island champions for the second consecutive year by winning the Mercantile Volleyball Tournament 2013, also qualifying for the finals of the Rupavahini Volleyball tournament.
- MAS Intimates Slimtex volleyball team won the Masters Volleyball Meet 2013.

#### **Rugby:**

- Fazil Marija captained Sri Lanka Rugby 7's Team, where Sri Lanka was ranked 3rd in Asian Rugby 7's ranking for the first time in history. The Sri Lankan team became champions at the Asian Five Nations.

#### **Fencing:**

- MAS Intimates Slimline became National Fencing Champions in 2013, with Unichela being named runners-up.

#### **Athletics:**

- Sujeewa Malkanthi from MAS Intimates Slimtex participated at the Masters Athletic Meets, winning gold in the 400m relay and 3 bronze medals in Thailand, twin gold medals in 200m and 400m, a silver in long jump in Malaysia, and 3 silvers and a bronze in Singapore. She was following up her success at the Mercantile Athletics Meet where she won 5 gold medals in the 200m, 400m, 100m and 400m relays as well as long jump.
- Champika Balasooriya won 2 gold medals for long jump and triple jump.

*For a more in-depth look at our activities, please refer to the appendices on page 64.*

2

## Providing Educational Advancement

BUILDING COMMUNITIES



MAS is focused on creating opportunities for people of all ages, educational qualifications, and skill. From nursery school students to the employed elderly, we put forward our support of educational advancement through training programmes, monetary support, building renovations of educational institutions, material donations, and reward programmes.

P1

P2

The workforce only grows stronger with improved skills and understanding of modern methods; MAS continues to provide such skill training and development opportunities to their employees. Projects involving building construction and renovation have made significant impacts this past year. These contributions better the learning environment and the experience the students are given; they open up more opportunities and give the push that is needed for them to excel.

Many of our projects are on-going; We have built relationships with schools and educational organisations around our many plants and offices. It is these relationships which MAS upholds year in and year out, whilst building new relationships to expand our impact on the future workforce.

## The 'Sisu Waruna' Programme

One of the main focus' of MAS is in the area of education and one of the main ways we implement this is through our 'Sisu Waruna' programme. 2013 saw the continuation of this social innovation programme, which was established in 2012, and it continues its focus on capacity building in the next generation mostly in areas where MAS plants operate. This programme is aimed at providing information, skills, and expertise to students and youth to meet the challenges of the future, as well as encourage talented students to become youth leaders.

Leadership training programmes for 16 to 25 year olds from youth clubs were conducted by Slimline, Slimtex and Thurulie as a leadership camp for 154 school prefects representing 11 schools.



- Thurulie organised a seminar for Year 5 Scholarship Students as part of the Sisu Waruna Programme.

**The Year Five Scholarship Support Program** is another extension of the 'Sisu Waruna' programme that provides support to students who are about to sit for their Year 5 Scholarship Examinations in Sri Lanka. These are optional exams conducted by the Ministry of Education for students who hope to win eligibility to transfer to prominent national schools. The exams are highly competitive and the workshops held consist of activities such as discussions, reviewing of mock-exam papers, and motivational speeches. Thurulie conducted a seminar for Year 5 students from the Thulhiriya area, which resulted in better exam results and 27 students moving to better schools. Slimline sponsored 18 students who sat the scholarship exams through its 'Slimline Punchi Hapan' project to attend classes for extra help. They also gave out gift vouchers to the highest-scoring scholarship students in conjunction with Singer Finance.

- Unichela Koggala held a prize giving for 32 students who passed the Year 5 scholarship exams.



P1

P2

- Another CSR project that was initiated aimed at grade five students of ten schools in the vicinity of Bodyline, and participation in this programme included children of Bodyline employees sitting for the 2013 scholarship exam. This revision programme was specially held to guide the students on how to face this particular public exam and was very helpful in improving their knowledge too. A total of 750 school children benefitted from this programme which was held at the Bodyline premises. The day included lunch and refreshments for the students.
- The Teacher's Attitude Development Programme was initiated by the Divisional Education Office in Horana who proposed that Bodyline conduct a programme for the Junior School Teachers in the Horana Zonal Educational Sector on "Attitude Change". The programme was conducted to create a

change in the attitude of the teachers having identified a need for such a programme in the present context considering the future of the younger generation. The main objective was to create a culture of positive thinking to facilitate a happy and healthy environment for the students. Incidentally this training also equips teachers to work in harmony with the rest of the staff (those apart from the tutorial staff) as well.

- MAS Active Contourline was notably recognised for educational advancement for their Sisu Diriya Project; in November they were presented with a Merit Award at the Best Corporate Citizen Sustainability Awards which was organised by the Ceylon Chamber of Commerce.



**Express Learning** is conducted in conjunction with Dr. Priyanga de Zoysa, who is a renowned Sri Lankan self-development guru and author. It is targeted at GCE Ordinary Level and Advanced Level students and the programme teaches students specific skills such as memory techniques, different learning styles, speed reading, quick note-taking and exam-taking methods that will enhance the effectiveness of their learning and produce better results. A number of plants ran programmes and held seminars dedicated to express learning. Slimtex conducted two seminars for students from Saranath Maha Vidyalaya and Central College Kuliyaipitiya. Both seminars were attended by 500 students each and a 75% pass rate was achieved at exams in 2013 by the students. The seminar held by Casualline in the Hattharaliyadda area was attended by a total of 1100 O/Level and A/Level students in the Hattharaliyadda area. The pass rate achieved by these students for O/Levels was 60% and 70% for A/Levels in 2013. Linea Clothing and Linea Intimates ran a programme with Dr. de Zoysa where 500 students participated. Unichela Koggala conducted a programme for students from the Sariputhra College in Ahangama where 600 students benefited, and Unichela Panadura held a speed learning seminar in February 2013. Slimline also donated 40 express learning & Asia Foundation books to the Pannala National School, in an effort to introduce more English-language books.

P1

P2

## Leadership and building team work

BUILDING COMMUNITIES



MAS Active promotes a powerful interactive leadership and team-work building programme aimed at equipping today's entrepreneurs with the tools and expertise they need to bring about lasting change in the workplace. Our aim is to provide workplace leaders and team members with the theoretical and practical skills required to lead teams towards a culture of safety, excellence, and to create positive behavioral changes. We implement strategies that turn random groups of people into teams that are able to interact with each other in a manner that provides a positive outcome for the individuals and the group as a whole. Many of the skills and tactics learned can be applied in the workplace and the home.



## MAS Award for the Best Overall Student

Many students' awards are predominantly based on academic or athletic achievements. MAS formed the Best Overall Student Award in 2004 to recognise undergraduate students who have excelled academically, but also display other essential attributes.

### OBJECTIVE

- To expose undergraduates to the expectations and standards of the corporate world right from the outset of receiving their degree.
- Encourage students to become well-rounded individuals.
- Develop marketable degree holders:

- Academic performance
- Team player
- Attitude/ personality/ drive to do the best/ ambition
- Extra curricular activities (sports/ community/ in the institution)
- Communication / interpersonal skills (spoken/ written English, presentation)

- MAS to become a part of student's lives & build partnerships with the universities.

The Award committee comprises of HRM's and Tech Experts from MAS alongside representatives from the University to ensure a credible, transparent, and impartial selection process.

P1

P2

**METHODOLOGY**

Step 1: A university nominates five students to MAS based on overall capabilities through a formal selection process conducted internally.

Step 2: MAS trains and develops skills through soft skills programmes.

Step 3: The selected students submit their projects.

Step 4: Student presentations are conducted.

Step 5: Winners are announced at the MAS awards.

Best Overall Student Award recipients are given a cash reward, a plaque, their names engraved on the "Wall of Fame" displayed in each university, and possible employment opportunities at MAS. Up to date, over 55 students have been recipients of the MAS Awards, and 2/3 of all winners are currently employed with MAS.

AREA	PERCENTAGE	
<b>1. Academic Performance</b>		<b>25%</b>
Performance at Specific modules, Exams conducted by the university		
<b>2. Internship</b>		<b>10%</b>
Internship report as specified by University	5%	
Report by Internship Training officer / Organization	5%	
<b>3. Presentation</b>		<b>25%</b>
Performance on the Specific presentation topic given	15%	
Depth of knowledge gathered (discussion, research, etc.)	10%	
<b>4. Final Interview</b>		
Personality / Disposition		<b>20%</b>
Interpersonal skill		
Attitude / Team player		
<b>5. Participation in Extra curricular activities, community projects, etc.</b>		<b>10%</b>
<b>6. Any other academic / professional qualification acquired or reading</b>		10%
<b>Total</b>		<b>100%</b>

## MAS Ready to Unleash programme

The Ready to Unleash programme is a two-day competency building programme for interns commencing industrial training at MAS with the hope of providing skills, which would allow them to step out from their educational institutions to the work environment, since there is a lack of exposure to the demands of corporate life.

**OBJECTIVE**

- To provide students with an understanding of expectations of trainees at MAS.
- To provide them with the necessary soft skill training required in the corporate arena.
- To teach business etiquette in order for students to understand professional behavior in a work setting.

- To teach concepts of teamwork and working towards a common goal.

**METHODOLOGY**

- Two day programme at MIMT
- Classroom Sessions
- Experience Based Learning
- Industry forum
- Guest lecturers from Industry and HR Experts
- Mini projects

The Ready to Unleash Programme was initiated in 2006 and over 450 students have attended the programme. From this, approximately 350 of those students have joined MAS.

P1

P2

# MAS Eco Go Beyond

## A Sustainable Development Education Programme

2011 – 2013

As seen from the 2011 COPs onwards, MAS planned a three year sustainable school programme modelled along the lines of the Environmental Management System which included the following:

- Increasing green cover by growing trees and grass
- Composting of biodegradable waste
- Recycling of non-biodegradable waste
- Increasing nutrition through the growth of leafy vegetables within school premises
- Reduction of energy consumption
- Reduction of water consumption
- Promoting eco-friendly lifestyles, healthy eating, and eco-friendly decorations
- Increasing productivity through the implementation of 5S
- Biodiversity Conservation with the inclusion of butterfly gardens and the identification of birds

In 2013, we celebrated the successful completion of the programme which included 29 schools spread across ten MAS operating localities.

The end result shows that all of the participating schools are either completely polythene free zones or striving towards it, compost their biodegradable waste, and recycle their iron, glass, and plastics. The participating schools have increased their green cover, and phased out the unhealthy food items in the canteens by introducing healthier alternatives for the students and staff. There is a constant monitoring of energy and water consumption and sys-

	2013	2012	2011	for all 3 years
New trees Planted	739	3472	987	5198
Increased grassy areas (mXm)	4168	21537.36	4162.55	29867.91
Compost (KG)	10126	2411	1674.4	14211.4
Cultivated Area for Nutrition (mXm)	8700	23306.24	22722.76	54729
5 S Programmes	64	105	67	236

tems have been placed to promote further reduction.

The overall winners were chosen in 2013 with Dharmasiri Senanayake Maha Vidyalaya Thulhiriya emerging as the champions, while St. Mary's Tamil Maha Vidyalaya Yatiyanthota and Siyane National School Dompe were awarded 2nd and 3rd place respectively.

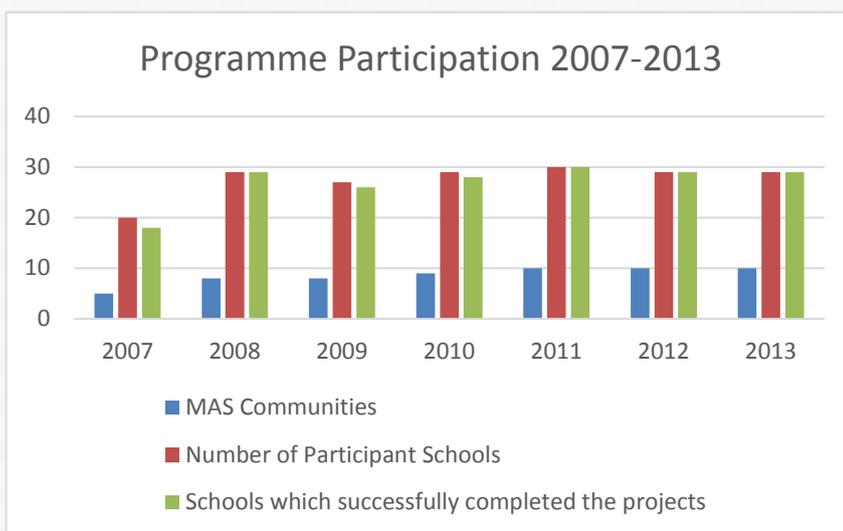
	2007	2008	2009	2010	2011	2012	2013
MAS Communities involved with the programme	5	8	8	9	10	10	10
Number of Participant Schools	20	29	27	29	30	29	29
Schools which successfully completed the projects	18	29	26	28	30	29	29

P1

P2

P8

This programme has impacted over 29,500 students; launched in 2006, the programme has been operational for 7 years, and a new three-year programme will be instilled in 2014. The upcoming programme will include 30 new schools and the programme will be fortified to incorporate current sustainable development education trends. The project is conducted in partnership with the Ministry of Education, and while their role is to pave access for MAS in relevant schools, it is MAS who has total ownership of the project and wholeheartedly executes it. Programme methodology includes workshops, audio-visual presentations, activation in schools by projects designed and executed by students, the monitoring of these by the specialists, and finally the rewarding of the best performers annually.



MAS Strategic Business Unit	Area	Number of Schools
Bodyline 1	Horana	6
Bodyline 2	Pimbura	3
Linea Aqua	Hanwella	3
Slimline	Pannala	2
Slimtex	Kuliyapitiya	2
Linea Clothing	Pallekelle	2
Synergy	Awissawella	2
MAS Fabric Park	Thulhiriya	3
Unichela Koggala	Koggala	4
Asialine	Embilipitiya	2

P1

P2

P8

## Environmental awareness projects conducted by MAS in 2013 include:

Conducting a leadership development programme for 60 school children with the Eco Go Beyond Project at the Bodyline premises.

- Linea Clothing and Linea Intimates distributed 1,350 tree saplings amongst employees and youth in order to raise awareness about environmental protection and sustainability.



MAS Intimates Casualline conducted a tree-planting project for 120 students to each plant their own tree. This taught them the importance of environmental sustainability and protection.



P1  
P2  
P8

For a more in-depth look at our activities, please refer to the appendices on page 64.



3

# Contributing towards the betterment of health

BUILDING COMMUNITIES

MAS has been heavily involved in the improvement of national healthcare and development of the medical industry in Sri Lanka.

The local healthcare industry faces multiple challenges such as labour shortages, the inability to bear the cost of technological advancements, and the inaccessibility of medical treatments for everyone. MAS addresses these issues through donations, structural developments, and local clinics placed for the disadvantaged, while constantly looking for other approaches to make a positive impact on society.

Since we realise that community health infrastructure plays a crucial role in uplifting the quality of life of our employees and their communities, MAS plants focus on improving healthcare facilities, equipping local health service providers, and connecting these services to people.

In the past year, we have continued with many of our former health-related projects while adding several new projects as opportunities arose to be involved in this vital area.

P1

P2

In 2013 MAS Intimates Silueta, together with other entities in the Biyagama Zone, embarked on a major project to renovate the Biyagama Base Hospital.

As a part of the Doug Adams Leadership Challenge Programme, a number of improvements were made to the hospital. The entrance to the Outpatient Department was refurbished and the pavilion was tiled. The OPD room was painted and the retention wall at the back was re-constructed. Proper doors and windows were installed in the maternity clinic, while many walls were also rebuilt.

Unichela Biyagama also contributed to this project, by helping renovations in the maternity clinic such as repainting. In addition, the children’s playground was revamped and cleaned up. A proper packing system was introduced to the hospital pharmacy and drugstore as well.

This immense project impacted many of our employees who frequently use the hospital, but also benefited the wider community significantly.



P1

P2

MAS won 3 prizes of the 4 prizes awarded at the poster competition organized by the Lanka business Coalition under the theme “Let us join hands to prevent stigma and discrimination for People living with HIV”.

## Fighting Cancer... One Step at a Time

Coconut water is proven to have desirable medical qualities and is under study for its cancer fighting properties. MAS Intimates Silueta held a "King Coconut" almsgiving for cancer patients at the Maharagama Cancer Hospital. This is one of the primary hospitals in the country solely dedicated to the detection and treatment of cancer, and treatments are provided at absolutely no cost to the patient. MAS is proud to work on this and other projects with the hospital and will continue to do in the future.



BUILDING COMMUNITIES

In continuing our support for the cancer hospital, MAS Intimates held a blood drive for cancer patients, where over 200 employees donated blood.



Over 3000 Linea Clothing and Linea Intimates employees took part in a 'Cancer Walk' to raise funds for the new cancer unit in the Kandy hospital.



P1

P2

In line with the Company's 20th Anniversary celebrations, a contribution was made by Bodyline to the Horana Base Hospital by way of donating a Pediatric Unit comprising an emergency treatment unit, an infectious disease unit, a Doctor's room, as well as a Nurse's Station totaling an area of 1,600 sq. ft.

An additional sum of Rs. 10,000/= was contributed to the hospital towards their Musical Show, which was organised to raise funds for the welfare project of upgrading the patient & staff canteen.

Thurulie also donated to the Kurunegala General Hospital in 2013. The hospital has its own Thalassaemia unit, which is a genetic blood disorder that is prevalent in the North Western Province of Sri Lanka. The unit was in need of medical instruments and beds; the number of patients was in large contrast to the number of beds available in the unit, which resulted in many patients undergoing blood transfusions in the hospital corridors or the garden. Other than that, we also organised for the entire unit to be cleaned and colour-washed in hopes of creating a more pleasant and peaceful atmosphere.



For a more in-depth look at our activities, please refer to the appendices on page 64.

P1  
P2

4

# Initiating and conducting projects which improve neighbourhoods

BUILDING COMMUNITIES

MAS continues to be a moral cornerstone in many Sri Lankan towns and villages; a majority of our projects, whether related to the rebuilding of schools, planting of trees, or providing financial aid to hospitals, are geared towards the betterment of our immediate neighbourhoods and providing improved opportunities for people from surrounding areas.

Our on-going projects include the development of schools, hospitals, and government offices in the vicinity of MAS offices and plants. This visible assistance towards our neighbourhoods have resulted in a strong bond of friendship and a positive view of our operations among the community.

P1

P2

Every activity - though small or varied - has been carried out due to our corporate emphasis of making a positive impact on society,

An example of our actions toward the community: In 2013 MAS Intimates Casualline sponsored the ceremony at the Mathulana Temple on Vesak Poya day, which is attended by over 500,000 people. We also support other ceremonies held at this temple throughout the year.

MAS Active Linea Intimo partnered with Lululemon Athletica in “Elevating the world from mediocrity to greatness” by constructing a **COMMUNITY DEVELOPMENT CENTRE** through the funds that were donated by Lululemon Athletica.

#### Objectives of the Project:

- Work in close collaboration with the community and enhance community relations.
- Providing access to recreational and sports facilities to promote healthy living within the community.
- To create awareness of the importance of the good health and psychological well-being.
- Enhance educational needs for preschool children.
- To provide a Day care facility for working parents.

The plan is to create this in two phases; the first one including a pre-school, library, and counselling centre, and the second phase including a yoga centre, volleyball courts, and a gymnasium.

P1

P2

*For a more in-depth look at our activities, please refer to the appendices on page 64*

# The Journey Ahead

**MAS**  
Aims...

**M**AS has emphasised the importance of a strong sense of sustainability throughout our 26 years of progress. Our sense of responsibility for the environment we operate in and the instinct to do the right thing for our employees has been in the foundation of our sustainability strategies. Creating opportunities, nurturing people and communities, as well as mutual respect with our stakeholders both make us proud as a company and are highly appreciated by our partners.

MAS ensures adherence to human rights through following the rules dictated by the appropriate external parties and via self-governance. The external parties are, namely, the judicial system of the host country, the appropriate laws, and customer audits. The self-governance system comprises of internal standards, policies and procedures.

We have always strived to include moral principles in the company policies. What this means in practice is that we aim to create an atmosphere within the organisation by empowering women, encouraging sports and creating positive attitudes that will encourage the employees, business partners and other stakeholders to adopt the prominent MAS attitude of “doing the right thing”. We want to foster a positive outlook on life and encourage good ethics and therefore this attitude of “doing the right thing” has become a core principle at MAS and it can be found at the essence of all the business relationships and employee transactions.

We have also established an Environmental Sustainability Steering Team for MAS which is responsible for strategy, reviewing actions and KPIs for the entire group. This will ensure the entire group moves in the same direction when it comes to CSR activities.

With 90% of the employees being women, MAS places high emphasis on recognising and training women. In 2013, MAS’ programme Women Go Beyond (WGB), celebrated its 10th year of empowering women in their place of employment, their homes and their communities. Some of the important aspects of the programme have been training for the development of well-being, career advancement opportunities and skill development. In 2013 new partnerships and initiatives were introduced and programmes and topics such as violence against women, HIV/AIDS awareness, stress management and family planning were introduced to refresh and diversify the programme.

MAS encourages both men and women to be active participants in their homes and communities and therefore have a controlled work-life balance. Continuing programmes such as “Getting more out of life” aims to increase the knowledge of both men and women about reproductive and general health as well as of the importance of being an active participant not only at the place of employment but also at home.

MAS has started and carried out many programmes for children in the past and this year has not been an exception. In fact, this year there were new programmes with especially the children with special needs in mind. MAS has partnered with other institutes to reach those in need.

The environmental challenges the world is facing have been growing more and more significant over the years. The environmental sustainability has been integrated into MAS’ policy since 2007 and we have initiated and continued various projects since.

MAS has been sourcing organic cotton and initiated the first line of zero-carbon footprint line of lingerie in 2011 to the UK market. During 2013 we have continued our commitment to design and provide products with a lower carbon footprint to our customers and we are actively working with our partners to design products with environmentally friendly life cycles.

When it comes to energy, MAS aims to reduce energy consumption and to increase the use of renewable energy sources. This is especially challenging as manufacturing generally has very high levels of demand for energy. We are constantly looking for ways to reduce our energy intake and wherever possible, replace emission-dense fossil fuels with

renewable energy sources such as solar power, biomass or bio-gas. In 2013 about 33% of our energy came from renewable sources.

MAS is also working to train internal Energy Auditors who will be responsible for supporting policy implementations to successfully reduce the energy intensity of the group.

Clean water has become very scarce on the planet Earth and MAS recognises the threats this poses to life on the Earth. Therefore we constantly monitor and record our water consumption, sources of water and how it is treated and released back after it has been used. Currently MAS uses five different water sources: recycled water, treated city water, rain water, ground water and inland surface water. All the water released back to the environment is treated and constantly tested to ensure compliance with the National Environmental Act of Sri Lanka.

MAS is currently working on achieving zero waste to landfills by 2017, an initiative that was started in 2012. We collaborate with recyclers and other partners to achieve this and currently more than half of the waste generated is recycled. MAS is also collaborating with the local municipal council to work on their disposal methods to minimise the landfills in the areas where MAS facilities are located.

We have also worked hard to reduce the consumption of objects that generate waste; MAS Intimates Unichela Biyagama has eradicated all the PET bottles from the facility. They have also implemented practices to not use plastic Nescafe cups, plastic yoghurt cups or straws.

MAS has taken further steps in 2013 to reach the ambitious goals that have been set earlier and continues to implement and improve the programmes that have been started before.

# Appendices

# Respecting Diversity

## Women

### WGB: Career Advancement

- Basic IT Classes
- English Classes
- Machine Training
- Sign language Classes
- Team Building
- Leadership Training

### WGB: Work-life Balance

- Eye Clinic
- In-house salon
- Awareness for Pregnant Employees
- Awareness on Reproductive Health
- Healthy Mother & Healthy Baby Programme
- Awareness on Family Planning & STDs
- Awareness on HIV/ AIDS
- Domestic Violence Awareness Programme
- Counselling Programme
- Awareness on Legal Aid
- Screening for Anaemia
- Personality Development
- Stress Management

### WGB: Skill Development

- Sewing, Pottery, and Sari Painting Project
- Dancing Classes
- Beauty Culture
- Dress Making
- Cake and Cookery
- Ribbon Embroidery
- Bridal Dressing

### WGB: Reward Excellence

- Women's Day Celebrations
- Employee Recognition Day

## Differently abled and Disadvantaged

- MAS Intimates sponsored canes and stationery to 25 visually-handicapped students.
- Slimline donated clothes to 15 children for New Year's celebrations at Shripati Balaka Lama Niwasaya orphanage in Diyakalamulla.
- Slimline made a financial contribution towards gift packs given to differently-abled children during New Year celebrations.
- Two computers were given to the Nikaweratiya-Aranyaya Orphanage by Slimline. They are currently being used by over 50 children now.
- Bodyline conducted a 'flag week' within its premises to raise funds for the Sri Lanka Federation for the Visually Handicapped.
- Linea Aqua assisted in painting & elec-

trical work at the Navodya Special Children's School by the assistance of volunteered employees.

## Elderly

- Shramadanaya held at the Indanamulla Elders Home by Linea Aqua.
- Linea Aqua joined hands with the Women Go Beyond team in tiling a room at the Women's Elders' home at Mithirigala.
- Silueta sent a team to clear overgrown land and spend some time with the elders at the Sanda Sewana Elders' Home. There was also a donation of daily rations.
- An eye camp was held sponsored by Linea Aqua on December 7th 2013 and over 200 pairs of spectacles were donated to retired persons in the vicinity.

# Building Communities

## Sports

- Unichela Koggala sponsored the annual inter-house sports meet at the Abaya Dana College in Habaraduwa.
- Cricketing gear was donated to the Divisional Secretariat - Millaniya by Bodyline for the cricket team of the Divisional Secretariat Officers.
- Cricket supplies were also donated to the Kirindiwela Madya Maha Vidyalaya by Linea Aqua.
- Slimline provided financial support for A.M. Saumi Thathsarani from Dhammissara Madya Maha Vidyalaya Naththandiya and R. P. Paboda Adithi Randeniya from Ananda National School in Chilaw to take part in a Malaysian karate tournament. Both were placed in the Top 15 of the tournament.
- Linea Aqua sponsored air tickets for two students who were selected to take part in the Asian School Athletic Meet held in Malaysia.

in Ahangama.

- Speed learning conducted by Unichela Panadura.
- Visipavura 2015 - A residential training programme was held for 2015 A/L students; fabric was donated by Bodyline to stitch uniforms for all participating students.
- Slimtex sponsored a student to participate in the 7th International Earth Science Olympiad Competition; the student went on to win the bronze medal.
- A financial contribution and food was given to the Udubaddawa Divisional Secretariat's Literature Festival for school children by Slimline.
- Casualline held a training programme for 120 new job holders at the Mawathagama Divisional Secretarial Office. The programme taught individuals how to implement the 6S system and best practices in the private sector.
- Implementation of 5S at Ovitigama Primary School -education fair held for year 5 scholarship students. A separate class room was allocated for 5S, here students from outside schools are briefed on 5S. The briefings are done by 6S team leaders from the production floor of Linea Aqua.

## Education

- Unichela Koggala organised an express learning seminar for 600 students who participated from the Sariputhra College

- Linea Clothing and Line Intimates held a 5S awareness project at the Risikala Aesthetic College and the Mawilmada Kandy Sports Club staff, which introduced the concept and educated individuals about how to increase organizational efficiency.
- MAS Active continued our Athwela programme, which translates to 'Helping Hand' - the objective of this programme is to assist employees' children who have excelled in their Grade 5 scholarship exams and are limited by finances to further their education. All MAS Active employees are eligible, and over thirty students have benefitted from this programme.
- Slimline built a water line for the Hamangalla Maha Vidyalaya so that over 500 students could have access to clean water. They also built a water tank at Central College Kuliypitiya.
- Casualline renovated the stage in the main hall of the Hattharaliyadda School which benefited a total of 1200 students. The dancing team from the school, which needed the hall for practice, went on to win 1st place in an all-island dancing competition.
- MAS Intimates refurbished the Sandungama Montessori and stationery and uniforms were distributed to 20 underprivileged students of the school who were affected by the tsunami. The teachers-in-charge were sponsored for 6 months and 70% of the children were able to gain admission to well-reputed schools.
- Linea Aqua and Linea Intimates donated cupboards to the Dumbara Royal College to upgrade the library and encourage reading amongst the younger generation.
- Linea Aqua donated school bags to 100 pre school children for the 3rd consecutive year.
- Vidiyal In Killinochchi donated furniture requirements to Sivapada Kalayagam School and renovated a much needed kitchen facility in Annai Sarathadevi Vidiyalayam. We also sponsored prizes at the Bharathi Pre School prize giving as a means of motivating the preschool kids.
- Sangamiththa Balika Maha Vidyalaya Kirindiwela has approximately 1200 students. The school is in the process of constructing a three story building which will hold a laboratory/science and computer room. Linea Aqua donated 50 florescent tube lights to be fixed in the new building as well as in classrooms.
- Slimtex donated books to 3 schools in Kuliypitiya to improve the school libraries.
- Linea Clothing and Linea Intimates sponsored the printing of 2750 English-language activity books for the Wategama educational zone. They also helped renovate and donate books to the Wegalla Maha Vidyalaya.
- Slimline donated computers to the Keenadeniya Primary School in Ambepussa, and the donations are used by over 50 students daily. Computers were also donated to the Hammalawa Kanitu Viduhala and the Horawadunna Kanishtha Vidyalaya schools in 2013.
- Unichela Koggala donated musical instruments to a less-privileged school in Kalutara so that students could start a band.
- Slimline donated over forty meters of curtain material to the Daraluwa Kanishtha Vidyalaya. They plan to host the prize giving ceremony in 2014.
- Gifts were donated by Linea Aqua to the Dangalle school to be distributed at their annual sports festival. These gift packs consisted of school stationery that students needed.
- Gifts were donated to the Devi Balika School to be distributed amongst the children by Linea Aqua.
- 210 Pairs of schools boys/ girls shoes were donated to the students of the Thitharapathara & Sri Bodhi School by Linea Aqua.
- The Tarala school has approximately 300 students with limited resources. Books, crayons, and stationery were donated to them by Linea Aqua.
- Costumes were donated to Meethirigila Maha Vidyalaya and Devi Balika Maha Vidyalaya (Dompe) by Linea Aqua. The schools took part in an all island school drama and dancing competition.
- Bodyline donated wall racks to the Poruwadanda Kalupahan Vidyalaya (school).

## Health

- Slimtex renovated the walkway of the Base Hospital in Kuliyaipitiya. This renovation provided a more convenient and comfortable environment and impacted all patients of the hospital.
- MDS conducted an employee wellness and lifestyle programme with the College of Community Physicians of Sri Lanka which focused on promoting eight health targets that will empower individuals, communities and organisations in leading healthier lifestyles.
- Thurulie organised an eye clinic for its team members to identify any vision problems. 60% of team members participates and the programme was beneficial for all.
- Linea Clothing and Linea Intimates conducted a 2-day dental camp for its employees which raised awareness about the importance of dental hygiene for a healthier lifestyle. 250 employees participates in the clinic and over 500 employees participated in the awareness campaign.
- A sum of Rs. 25,000/= was donated to purchase a scaling machine for the Preventive Oral Health unit at the Institute of Oral Health in Maharagama by Bodyline.
- Unichela Koggala assisted in colour-washing the walls of the Kalugala Hospital and donated benches to them.
- The Meewanapalana Maternity & Children's Clinic is in close proximity to the Bodyline plant. They voiced the difficulties they were having and we took it upon ourselves to repair the roof, perimeter fence, and gate, as well as replacing their mesh separations with windows. The clinic was also in need of a new fan and chairs, while the front and rear verandahs were also extended.
- Upon request, 100 m of material was donated to the Ministry of Health in Kotadeniyawa to be used for bedding and furnishing needs in numerous hospitals by Slimline.
- Thurulie provided financial assistance to a team member who was diagnosed with a hole in his heart and required surgery. This particular sector has provided assistance totaling Rs.300,000/- on emergency health requirements for associates and their families.

## Neighbourhood

- Financial contributions were made by Slimline to the Pannala United Merchant Association for the annual general meeting and to the musical show, the "Ridi Gi Wassak" which is held at the Pannala Town Hall and is attended by over 1,000 people.
- Slimline donated a computer to the Pannala Grama Sevaka's office.
- A fax machine was contributed to the Pannala police station by Slimline.
- Financial donations were made towards the refurbishment of the Secretarial Office in Habaraduwa by Unichela Koggala.
- 10 roof sheets were donated by Slimline to the Divisional Secretariat in Udu-baddawa to construct a shelter for motorbikes in the area.
- 150 T-shirts and 200 briefs were donated by Slimline to the Methsevana State House of Detention.
- Plastic chairs were donated by Linea Aqua to the Pugoda Post Office/ Kirin-iwela Young Fellow Members Association.
- Packs of dry rations were gifted to pensioners by Linea Aqua at the opening ceremony of the new post office in Dompe.
- 150 T-shirts were donated by Slimline to the National Catholic Youth Federation committee members for a national meeting that involved over 5000 youth.
- Unichela Koggala sponsored the Poson Perahera celebration at the Habaraduwa temple. They also made a monetary donation to the temple when its chief priest passed away. A financial contribution was also given to the Lanu-modara Temple.
- MAS Intimates donated furniture to the Daham Pasala at the Pannala Temple.
- Slimline donated books and stationery to over 50 students a Sunday school prize-giving in a local church, and to over 70 students during a prize-giving at the Eeriyagolla temple. The plant has a very good relationship with the temple, which is in close vicinity and makes this donation annually.
- Financial contributions were made by Slimline towards building the Walakulu Bamma at the Sri Bodhiwansaramaya temple in Yakwila.
- A donation of desks and benches were made to the Sunday Schools of seven

temples by Bodyline. They were in urgent need of these items to continue their lessons.

- A Vesak Dansala and Bakthi Gee were held at Bodyline premises to give employees and their families an opportunity to participate in this festival. Many people from the immediate vicinity joined in as well.
- Bodyline held a Sago Dansala for its employees and the community.
- A Kirivehera Poojawa was held in Kataragama by Bodyline.
- Bodyline participated in a special ceremony during “Vas” season at Resvehera, Anuradhapura. Clothes and books were donated to the Daham Pasal children and mugs and umbrellas were donated to the teachers, totalling over Rs. 200,000/=. All funds towards this worthy cause were contributed solely by Bodyline employee.
- A donation was made toward construction work at the Girideela temple by Lin-  
ea Aqua.