



UNITED NATIONS GLOBAL COMPACT

Communication  
On Progress  
2014



## THE UNGC PRINCIPLES

The UN Global Compact asks 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

**PRINCIPLE 1:**

Businesses should support and respect the protection of internationally proclaimed human rights; and

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**PRINCIPLE 2:**

Make sure that they are not complicit in human rights abuses.

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### LABOUR

**PRINCIPLE 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

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**PRINCIPLE 4:**

the elimination of all forms of forced and compulsory labour;

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**PRINCIPLE 5:**

the effective abolition of child labour; and

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**PRINCIPLE 6:** the elimination of discrimination in respect of employment and occupation.

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### ENVIRONMENT

**PRINCIPLE 7:** Businesses should support a precautionary approach to environmental challenges;

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**PRINCIPLE 8:** undertake initiatives to promote greater environmental responsibility; and

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**PRINCIPLE 9:** encourage the development and diffusion of environmentally friendly technologies.

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### ANTI-CORRUPTION

**PRINCIPLE 10:**

Businesses should work against corruption in all its forms, including extortion and bribery.

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*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 principle 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.



## MESSAGE OF CONTINUED SUPPORT

With a 27 year tradition of building teams and supporting livelihoods; and nurturing communities in which we operate, MAS Holdings is happy to present our 11th Communication on Progress to the United Nations Global Compact.



2014 has been a hallmark year for us in the work we are doing to standardise human capital management practices across all countries in which we operate, maintaining the sanctity of the core values and culture of the company as we venture into new markets and adjacencies in the fashion and lifestyle space.

This year our sustainability practices were recognised by the Ceylon Chamber of Commerce, as MAS Intimates won the Best Corporate Citizen Sustainability Award 2014. The 11th Annual Best Corporate Citizen Sustainability Awards by the Ceylon Chamber of Commerce (CCC) recognises the efforts of Sri Lanka's corporate entities to adopt 'Best Sustainability Practices' in their business processes. In addition to winning the overall best Corporate Citizen Sustainability MAS Intimates also won 6 other awards: the Category Winners for both Environmental Management and Community Relations, Sector winner for Manufacturing, and the Triple Bottom-line Awards for Social Sustainability and Environmental Sustainability.

We have continued to work on our overall sustainability journey with the work on the formulation of an Integrated Sustainability Strategy across the organisation.

We continue to support the cause of sustainability notably with the Global Compact where for the second consecutive year our Director of Women's Empowerment served on the UN WEPS, Leadership group and was on the Awards Committee for the WEPS CEO Leadership awards. We also continue to serve on the steering committee of the Global Compact Sri Lanka Network.

This report highlights our key policies, programmes and initiatives which promote the mandate of the 10 Principles of the Global Compact and reiterates our continued support of the same.

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

MAS AT A GLANCE

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- The Way We Work
- Living Green
- Women Matter
- Champions by Nature

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- Education: Shaping the Future
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- Building a Sustainable Future
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## OUR VALUES

There were a strong set of beliefs which our Leaders shared in common that strengthened our culture, which we defined as the MAS Values. Our core beliefs and ideas became our greatest strength and has bought MAS from a single manufacturing facility to a global fashion and lifestyle brand.



Following is a brief description of our values and is our duty to learn and understand these practices and inculcate it in your daily work practices.

## MAS AT A GLANCE

MAS is the region's leading manufacturer of intimate apparel, performance wear and swimwear, with an annual turnover surpassing USD 1bn. Our world-class apparel facilities spread over ten countries provide employment to over 70,000 people. Our design, innovation and manufacturing excellence inspire the world's leading fashion and retail brands. Our products and services are enhanced by a vertically integrated supply chain, and supported by a full scale lean enterprise platform.

We have broadened our focus beyond apparel, to provide SAP-based IT solutions to the global apparel and footwear industry. MAS also owns Sri Lanka's first international lingerie brand, amanté, and has diversified through design and manufacturing to encompass lifestyle and fashion solutions. Our people are our pride; a global team distinguished by our passion and drive for excellence. We nurture our people into world-class champions. We draw strength and support from our community as a responsible corporate, whilst investing in their wellbeing and that of future generations. At root, MAS is not just a business; it is truly a way of life.

Element	MAS Building Block	What it means to us...
Values	Honesty & Integrity	Being truthful and transparent in all our actions
	Trust & Mutual Respect	Trusting others ability and being respectful of our differences
	Humility	Being modest about our status
	Freedom with Accountability	Enjoying our freedom at work while delivering responsibly
Core Strengths	People	Driving force behind our success
	Partnerships	Our long-standing relationships with our partners
	Product Focus	Our undivided attention on giving the complete solution
	Process	The way we do things
	Profitability	Achieving our targets in numbers
Culture	Entrepreneurial & Innovative	Taking ownership, pushing boundaries and creating newness in everything we do
	Collaborative	Willingness to work together despite our differences
	Teamwork	Willingness to play any role in a team with equal enthusiasm
	Cautiously Aggressive	Taking calculated risks b carefully evaluating situations
	Participative Management	Willingness to support others

## LIVING OUR VALUES

At MAS, our values shape the culture and define the character of our company. They are at the heart of who we are and what we do. Together, we share a commitment to safeguard our company's integrity. Our continued success depends on our ability to make decisions that are consistent with our values.

## THE WAY WE WORK

With the objective of inducting our people into the company culture, values and enabling them to gain a cohesive understanding of their rights and duties within the organisation, MAS compiled the company Code of Conduct in 2014. Although the launch of The Code was scheduled for 2014, the extensive and comprehensive process shifted it to early 2015. The compilation was preceded by a comprehensive development process that included an initial phase of research, benchmarking of global companies and interviews with key people across MAS.

The Code guides our associates on dealing with stakeholders, standardising related policies and procedures, and creating training and communication tools for the different target audiences. In addition, we also developed the implementation plan and the governance structure for the initiative. The Code of Conduct and the Supplementary Policies will be officially launched and will be rolled out on a top-down approach targeting the MAS Senior Leadership, Executives and Team Members, respectively.

MAS is committed to doing business with integrity and the highest anti-corruption standards. All our associates are expected to conduct themselves with honesty, fairness and high ethical standards, as well as abide by all anti-corruption/bribery

regulations and avoid even the perception of impropriety or a conflict of interest stipulated by the Code of Conduct.

In keeping with the principles of the Business for Peace initiative, most of our third party service providers including security personnel are briefed on MAS standards such as human rights compliance with key emphasis given to post conflicted areas, where these service providers are predominantly sourced from the respective region to ensure sensitisation.

## ENGAGING OUR WORKFORCE

*"Participative Management"* is a key element of our culture. We practice this in our decision making by engaging people at all levels. We conducted extensive research with regard to employee salaries to ensure the market competitiveness of our compensation and benefits standards across MAS. We are also in the process of identifying the "Employee Value Proposition" of MAS through a comprehensive climate survey in order to direct all our initiatives towards providing employees with what they value; whether it be compensation, learning or career progression. We are committed to promoting equal opportunity and therefore we engage employees, regardless of any distinguishing characteristics they possess that are not related to the job.



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## ATTRACTING AND RETAINING THE BEST

A cloud-based Human Resource platform entitled 'Talent2o' is a group-wide talent recruitment strategy, designed to identify and reach qualified candidates with targeted messages and custom recruitment campaigns through one seamless process. The development of the strategy was preceded by analysis of the human capital shortage across the business and will provide equal opportunity to skilled candidates. In addition to the core process, it also aims to build a talent pipeline by maintaining relationships with both local and international universities and grooming young talent to be employed at MAS. Subsequent to step-by-step training programmes on the usage of the platform, the strategy will be launched in 2015.

'Luminary', the MAS Performance Management System which was standardised across the business, was launched in 2014 as the first module to be rolled out under the Talent2o strategy. It was developed to create accountability at all levels, linking individual performance to organisational performance, thereby linking pay and rewards to performance. The three stages of the system include goal setting, mid-year review and year-end review where an employee's performance is assessed by the Senior Management. Luminary aims to eliminate subjectivity and discrimination from performance evaluation by providing equal opportunity to every employee based on their performance. We also ventured into "gamification" of the Performance Management System as an interactive learning tool that helps employees to comprehend the system which is the first time a Business Organisation in the world has done so.



The development of the Competency Framework was a key highlight of 2014 under the key Human Resource pillars at MAS. The framework enables our associates to identify the competences required for a role and map their suitability and efficiency for the respective job role. This allows them to assess their skills, knowledge and abilities required for various opportunities, to plan career progression. Assessment of employees based on the identified competencies and feeding these results into training and career progression, is scheduled to commence in 2015.

*"We do not discriminate based on any distinguishing characteristics that include but are not limited to race, color, nationality, ethnic origin, social standing, religion, gender, gender identity and expression, age, marital status, sexual orientation, physical appearance, disability, political opinion or position held in the company. All our employment decisions including but not limited to recruitment, grading system, performance management, learning and development, career and succession planning, compensation and benefits, termination and retirement reflect and promote equal treatment of employees and do not allow for discrimination on any grounds. Such employment related decisions will be made solely based on the individual's merit and company policies and procedures." Quoted from HR01 Equal Opportunity Policy-*

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The initiative to create a disability inclusive work environment has become one of the most successful projects at MAS. Several key MAS Active SBUs have conducted many activities to create an equal opportunity workplace for everyone. These initiatives include introducing experts who are trained to assist differently abled associates, introduce sports and outdoor activities, counselling sessions and parent's day.

At present, MAS Active employs over 65 associates with disabilities from hearing impaired to physically handicapped. The main goal of these disability inclusion projects are to make the workplace a more accessible environment to all our associates.

The annual programme for the hearing and speech impaired employees organised by the MAS Active Sustainable Business team was conducted for the second successive year under the theme "Hear me out." The key objective was to provide opportunities to differently abled people in the community to be gainfully employed in the organisation and to progress in their careers.

MAS Active has over 45 hearing and speech impaired associates who have not obtained a formal education. Their methods of communication vary from sign language, lip reading and hand gestures. Due to our inability to communicate with them, many of them have not received any training outside of their job scope.

On the 31st of October 2014, a special training programme was organised across the division at MAS Institute of Management Technology (MIMT) and participants from seven SBU's attended this special training. Special sessions on reproductive health and family planning, lean systems, better engagement at work, activity based training to build leadership and teamwork and motivational sessions were conducted. Everyone who shared the great experience expressed their heartiest gratitude and joy for being a part of this programme.

At MAS, we set high workplace standards across our network. That's why we foster a thriving working culture to support growth, health and wellness with our initiatives.

## COMPLIANCE AND RISK MANAGEMENT

We believe that an ethical, honest management of the business, in addition to being crucial to building trust in the Company, is a non-negotiable path in order for us to fulfil our Vision for 2020. As a key management pillar, compliance is enforced at all company levels, translating into policies, structures, and mechanisms that ensure business continuity, prevent the risks associated with our activities, and streamline communications for handling of any breach of our standards and principles.

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### AUDITS

As we stated in the 2013 report, MAS is equipped with divisional central compliance audit teams which conduct audits integrating labour, health, safety and supply chain security. Apart from this, customer audits are also conducted throughout the year. There are also central audit tools shared with strategic business units empowering them to conduct self-audits.

Our fully integrated internal audit tool 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 protection biannually. Customer audits were conducted throughout the year, and MAS Intimates has an average rate of 94%, sustaining the image we have created over the previous years. Our transparency, commitment, and the persistent effort to maintain standards of exceptional performance has convinced the 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 Organisation
- Commercial Audit Companies
- St. John Ambulance
- Sri Lanka Red Cross
- Fire Department
- Air Force Personnel
- OSH Experts
- National Armed Forces
- Security Agencies
- Fair Labor Association, USA
- BSCI (Business Social Compliance Initiative)

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**SOME OF OUR RISK AND COMPLIANCE RELATED ACTIVITIES FOR 2014:**

- Selected MAS factories participated as a supplier of the Fair Labor Association.
- 12 SBUs of MAS Active were certified on ISO 14001:2004 and OHSAS 18001:2007 standards.
- MAS Active Vaanavil and Mihinthale have applied for certification in 2014 and other facilities underwent re-certification assessments in 2014.
- 11 SBUs of MAS Active were WRAP certified by end of year 2014. Meanwhile Vaanavil was WRAP certified in 2014 as a Gold rated facility and other SBUs continued with the Platinum rating.
- MAS Active applied for the Global Chemical Stewardship Programme 'Responsible Care Initiative'. 12 SBUs of MAS Active were certified under this initiative.
- MAS Active Synergy was adjudged winner of National Occupational Safety and Health Excellence Awards 2014 under the local organisations category.
- Linea Intimo piloted a Chemical Leasing Project in collaboration with the National Cleaner Production Center. This is the first application in Sri Lanka with the scope of optimising chemical usage at waste water treatment processes.
- 34 Internal Assessments have been conducted for 2014 across MAS Active on Sustainable Business and plants were rated accordingly.
- 05 Compliance forums and 05 ES forums were conducted in 2014 to share knowledge and standardise systems.
- Divisionally 12 training programmes were conducted on Compliance and ESH for executives and managers. Approximately 480 ESH and Compliance programmes were conducted at the SBU level.
- Contractor Safety Programme of MAS was officially launched with a training programme on Contractor ESH Guidelines of MAS Active covering all forms of contractors. The first phase of Contractor Safety Evaluation was carried out across MAS Active in 2014.
- 03 Knowledge sharing programmes were conducted for the groups of undergraduates on safety culture and change management in OSH shown below;
  1. Engineering undergraduates of University of Moratuwa
  2. Facilities Management undergraduates of University of Moratuwa
  3. Human Resource Management undergraduates of University of Kelaniya
- A total of 63 Brand and Certification audits, with three top brands waving their audits in exchange for successful certification of WRAP and ETI in 2014.



- This also facilitates to take on new customers with ease and build on their confidence.
- 21 Intern audits as part of the internal monitoring system utilising the Divisional Compliance Assessment Tool (DCAT). It creates a competitive culture among the factories to sustain and enhance ethical standards and increase worker awareness.
- The DCAT scope is far-reaching – encompassing Labour, ESH, Supply Chain Security, Brand Protection, Trade Compliance, and Onsite Contractors. This extends to 2nd tier suppliers too.
- Successful renewal of M&S Plan A Ethical Excellence certification for Unichela, Slimtex.
- Capacity Building on ethical practices.
- Annual Brand audits continue to number around 33.
- Worldwide Responsible Accredited Production (WRAP) – 10 factories awarded with Platinum status in recognition of sustained compliance standards and best practices.
- Unichela Biyagama (Rapid) was awarded Gold WRAP certification at its first attempt.
- Ethical Trading Initiative (ETI) – 8 factories approved.
- Business Social Compliance Initiative (BSCI) – Three factories approved to meet new markets.
- Garments Without Guilt (GWG) ethical audit certification. Promoted by the Joint Apparel Association Forum (JAAF), apex body of the local Apparel industry.
- Silueta (Pvt) Limited was awarded the OHSAS18001 certification at its very first attempt. Safety management was further fortified by leveraging on worker's active involvement and participation in internal assessments, capacity building and Health and Safety week.
- Introduced health and safety audits by cross functional teams, thereby promoting a culture of worker empowerment and engagement.





## HEALTH AND SAFETY AT THE WORKPLACE

The health and safety of our associates, contractors and other stakeholders are of paramount importance to us and are critical to our ability to conduct our business and we continually monitor our safety progress to ensure that our programmes are effective.

We exceed all applicable regulatory requirements and implement programmes and processes to achieve greater protection and develop innovative programmes that safeguard the community, the workplace, and the environment. Personal safety of our associates have been prioritised 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 emphasising 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 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 interested authorities.

We continue to manage occupational safety risks based on OHSAS18001 standards (Organisational Health and 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.



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 programme
- Internal and independent monitoring systems

## EMPLOYEE WELLNESS AND LIFESTYLE

MAS strongly believes that a positive wellness culture and lifestyle in the workplace contributes to the physical, mental, and emotional well-being of our associates. 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:

- Monthly awareness sessions on sexual and reproductive health, HIV, AIDS, and family planning with the assistance of the Employers Federation and Labour Department.
- Monthly clinics available for pregnant women by a general medical practitioner at most of our manufacturing facilities. Participants are given a medical check-up and advice on essential vaccinations and nutrition. In addition they are also given a special meal everyday.
- Awareness programme on harassment, healthy life-styles, nutritional foods, etc. is conducted monthly for all workers.
- 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.
- 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 and reproductive health
- Documentaries 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, AIDS/ HIV programmes.

A fully equipped gymnasium is available 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.

### REGULATORY COMPLIANCE

Conflict Minerals Due Diligence conducted among the supply chain to align with the US Dodd Franks Act. The supply chain of all US brands have submitted declarations to assist in the effort to identify the source of conflict minerals, if any.



## LIVING GREEN

Environmental sustainability (ES) at MAS is a story about purpose and belief that the obligation of leadership is to lead in ways that maximise human potential. It is also a call-to-action for MAS and the apparel industry as a whole that we can and will do better, in ways that help to ensure each consumer receives a product that is developed with care, forethought and with minimal damage to the ecosystem. This is the belief that has led to MAS's innovative and holistic approach to sustainability within the industry, by rekindling passions which makes us a company that is associated with courage, innovation and pioneering passion. Since 2009, MAS has been working with a clear and consistent corporate vision on environmental sustainability, which has been developed to help lessen the size of our environmental footprint as the size of our business grows bigger.

2014 was a milestone year that bolstered these ideals and has driven us to better integrate sustainability with our corporate, social and economic values and has been a momentous year on all fronts.

## ACHIEVEMENTS IN 2014

- Launched version 1.0 of our internal Calibration Tool
- Expanded innovative ETP Sludge Brick Project.
- Built a dedicated ISO IEC 17025:2005 certified Water Lab
- Over 1/3rd of energy from renewable sources
- Achieved ISO 14064:2006 Certification for 34 plants
- Expanded ISO 14001:2004 Certification to 32 plants
- Third year on the CDP's Climate Change Disclosure
- Embarked on planning a holistic Integrated Sustainability Strategy
- Held the first group-wide Water Forum
- Developed first Restricted Substances List (RSL) for Chemicals

MAS has consistently strived to reduce emissions, water and energy even as production volumes increase. We are using more renewable energy sources each year, investing in RandD that has turned out innovative solutions for waste and chemical management. And we are always reinforcing innovative ways to integrate our sustainability performance into every business operation.

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## GOVERNANCE AND STRATEGY

“Be and be recognised, as a leading sustainable apparel company”

Dedicated to a strong corporate management culture based on the principles of impartiality, transparency, accountability and responsibility MAS is committed to sharing accurate information that can be analysed and digested conveniently with comprehension. Our expectations of sustainable practices and behaviour by each employee is rooted in our own mindfulness and convictions about the way we must conduct our business on a daily basis.

In 2014 we continued to implement our environmental policies across the board and the ES initiative continued to receive representation at the highest level through Shirendra Lawrence, Board Member of MAS Capital. The Environmental Sustainability Steering Committee (ESSC) established in 2011 continues its work with direction from the Executive Director for Environmental sustainability – Sharika Senanayake – and remains responsible for overseeing the group's application of precautionary, proactive and innovative approaches to ES.

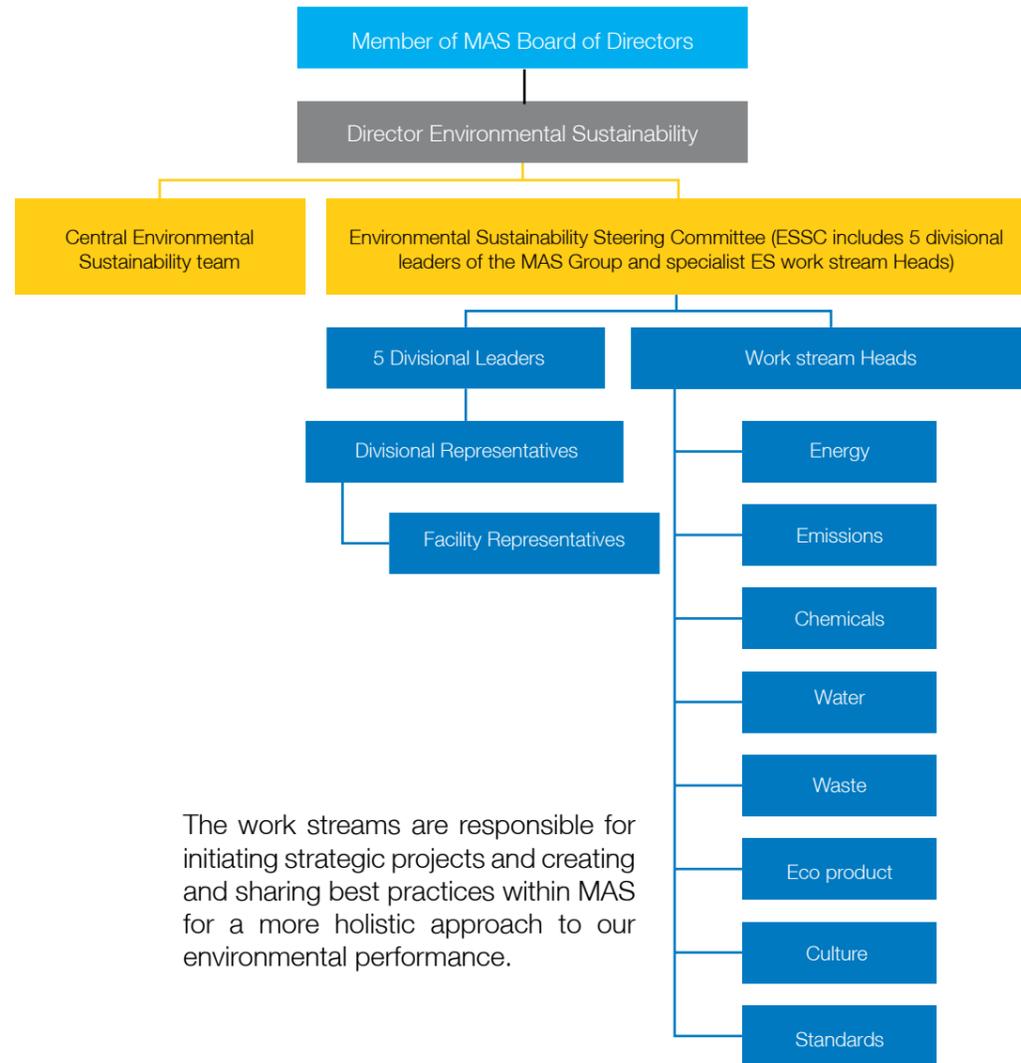
The ESSC is further supported by the Central Environmental Sustainability team (EST) which reports to the Director for Environmental sustainability.

- Across MAS, plant level executives work in tandem with group level work streams on initiatives which directly enhance our environmental performance.
- The Board of Directors guides the overarching vision for MAS as a sustainable apparel company.
- The Director of Sustainability articulates and implements this vision with a broad agenda to manage the strategy, funding, resources, organisation and execution of each one.
- The ESSC acts as an advisory body that supports the development and implementation of the above strategies across the group at plant level.
- The EST acts as a central team that records, facilitates and directs sustainability data, shares and communicates the language of sustainability at MAS and schedules key events and milestones across the group.

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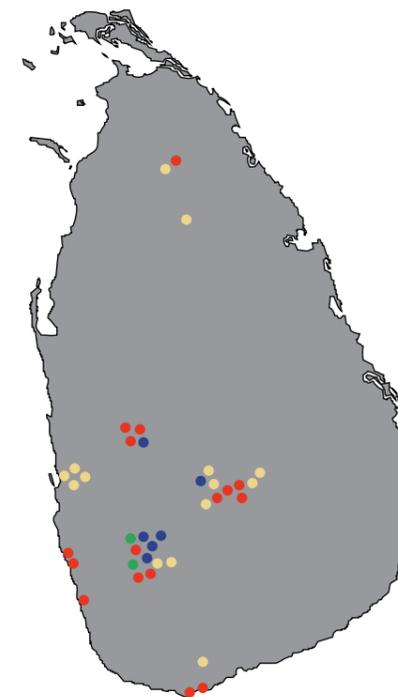


The work streams are responsible for initiating strategic projects and creating and sharing best practices within MAS for a more holistic approach to our environmental performance.

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Year	No. of plants with ISO 14001 Certification	No. of plants with ISO 14064 Certification
2010	02	
2013	30	34
2014	32	Pending verification

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**MANUFACTURING IN SRI LANKA**

- INTIMATE WEAR**
  - Bodyline 1, Horana
  - Bodyline 2, Mathugama
  - Bodyline 3, Mathugama
  - Casualine, Mawathagama
  - Linea Clothing, Kandy
  - Linea Intimates, Kandy
  - MAS Direct, Dehiwala
  - MAS Design, Ratmalana
  - Silueta, Biyagama
  - Slimline/Slenderline, Pannala
  - Slimtex, Kuliyaipitiya
  - Thurulia, Thulhiriya
  - Unichela, Biyagama
  - Unichela, Koggala
  - Unichela, Panadura
  - Vidyala, Killinochchi
- ACTIVE WEAR**
  - Active Operations Centre, Nawala
  - Activeline, Katunayake
  - Asialine, Middeniya
  - Contourline, Kandy
  - DM Lanka, Mihintale
  - Leisureline, Katunayake
  - Linea AITC, Thulhiriya
  - Linea Intimo, Biyagama
  - Nirmaana, Katunayake
  - Shadeline, Mahiyangana
  - Shadowline, Katunayake
  - Sleekline, Nittambuwa
  - Synergy, Avisawella
  - Vanavil, Killinochchi
- SWIMWEAR**
  - Linea Aqua, Hanwella
  - Linea Aqua, Naiwala
- FABRICS**
  - Matrix, Thulhiriya
  - Noyon Lanka, Biyagama
  - Pym Intimates, Biyagama
  - Stretchline, Biyagama
  - Textprint, Thulhiriya
  - Trischel, Thulhiriya

## PROCESSES AND SYSTEMS

### ENVIRONMENT MANAGEMENT SYSTEM

The scope and implementation of our Environmental Management System has been continuously bolstered with the expansion of ISO 14001 for 32 plants and ISO 14064 status for all 34 plants and the development of the MAS Calibration Tool and the continuing deployment of the Eco Tracker.

#### Standards and Certification

- ISO 14001: 2004 Environment Management System certification
- ISO 14064-3:2006 Quantification and reporting of Greenhouse gases Scope 1 and 2
- All Intimates and Fabric SBU's have obtained OEKO-TEX® Standard 100 certification

### THE MAS ENVIRONMENTAL SUSTAINABILITY CALIBRATION TOOL

As our mission statement clearly states, we have matched our corporate evolution with processes and principles which protect and sustain our associates, our communities and the planet as a whole. In 2014 we deployed what we call the MAS Environmental Sustainability Calibration Tool which was developed to assess, benchmark, rate and subsequently improve existing infrastructure in all MAS facilities. The Calibration Tool is a key milestone in our sustainability journey. 2014 witnessed the roll out of version 1.0 which has been implemented at all operational facilities across MAS.

[See SPOTLIGHT 1: The Journey to Net Zero](#)

**THE MAS ECO TRACKER**

Throughout 2014 we continued to implement the Eco Tracker as a group-wide data gathering system to improve performance and reporting of sustainability data. The MAS Eco Tracker was rolled out in 2010 as a deep and informative measurement system to track all data that relates to sustainability metrics. The Eco Tracker measures monthly data at plant level and is collated and analysed by the Central Environmental Sustainability Team which gathers and collates this data and shares it with each plant to help improve performance.



**KPI INTENSITY MEASUREMENTS**

As the operations of the group differentiate widely, we evaluate 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 (See Table 1 for Intensity Measurements per Activity/Division) within the group run specialist operations such as silicone garment, seamless garment and accessory manufacturing and are measured accordingly with relevant denominators for intensity.

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**Table 1: Intensity Measurements Summary**

Activity	Intensity Measurements			
	Non-grid Energy	Emissions	Water	Electricity
Apparel Cut & Sew	MJ/unit of hour worked	Kg CO <sub>2</sub> <sup>E</sup> /unit of hour worked	l/per person/10 hour shift	kWh/unit of hour worked
Seamlessly Knitted Garments	MJ/Kg of dyed fabric	Kg CO <sub>2</sub> <sup>E</sup> /kg of dyed fabric	l/Kg of dyed fabric	kWh/Kg of dyed fabric
Garment Accessories	MJ/unit of hour worked	Kg CO <sub>2</sub> <sup>E</sup> /unit of hour worked	l/Kg of dyed fabric	kWh/unit of hour worked
Apparel Components	MJ/unit of hour worked	Kg CO <sub>2</sub> <sup>E</sup> /unit of hour worked	l/per person/10 hour shift	kWh/unit of hour worked
Fabrics Processing	MJ/Kg of dyed fabric	Kg CO <sub>2</sub> <sup>E</sup> /kg of dyed fabric	l/Kg of dyed fabric	kWh/Kg of dyed fabric

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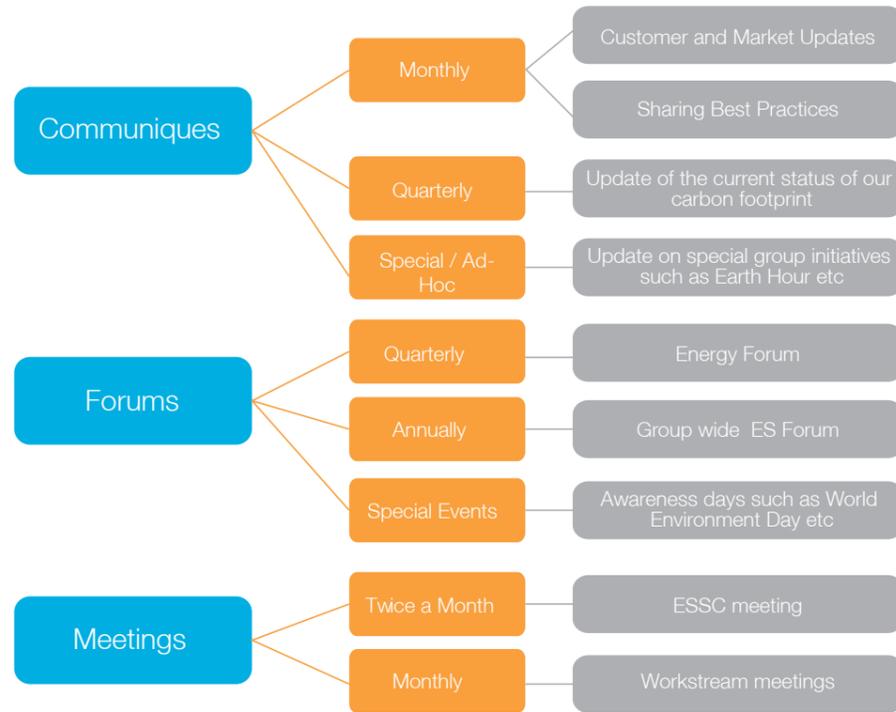
**The MAS Integrated Sustainability Strategy**

In 2013 we set out to create a future that will bolster what MAS is doing in the sustainability arena with the MAS Integrated Sustainability Strategy. In 2014 we further articulated this vision with several key decision makers and strategy teams from across MAS launching the implementation planning phase of the ISS. This holistic strategy will be our framework to ensure that sustainability targets and metrics are merged with our business processes, plans and reviews and that MAS continues to lead the way in how it sustains the environment, society and its business. Implementation planning will enter its final phase in 2015 with the final vision to establish an integrated sustainability strategy by 2016.

**SUSTAINABILITY COMMUNICATIONS**

Our reputation as an innovative and people-oriented company is based on the fact that all our stakeholders from customers to employees are equipped with accurate information and are sensitive to environmental problems on a constant level. We are always striving to keep this awareness and knowledge fresh. This is why we provide employees with information that raises environmental awareness every week.

Monthly internal communiques and regular events and forums keep us informed and up to date on the constant and numerous environmental initiatives and green standards implemented by MAS across all its plants.



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Efforts to raise environmental awareness are not limited to MAS associates. We also target the local population in areas of operations with social responsibility projects and educational initiatives that strive to inspire and educate all our stakeholders about sustainability.

### ECO PRODUCT INNOVATION

The MAS ECO product work stream was expanded in 2014 to include sustainability designers and members from all clusters across MAS and tasked with the common goal of introducing more sustainable raw materials into our products as part of a vision to make all innovations more sustainable at MAS.

While developing new sustainable products with our Fabric cluster and other supplier bases, converting all high volume fabric items to sustainable products has become one of our primary targets.

In 2014, MAS Active consumed 3.7 million yards of fabrics made out of PET bottles (recycled Polyester) in our production.

The Eco Products work stream also developed 3 sustainable products with the contribution of Trischel and which are yet to be commercialised.

The Eco product work stream is currently working with one of our supplier on commercialising few products done with special dyeing process which uses less amount of water compared to conventional dyeing.

### MEASURABLE OUTCOMES IN 2014

- We successfully launched version 1.0 of our internal Calibration Tool which aims to assess, benchmark, rate and improve our environmental sustainability practices. All 34 plants had achieved green zone status by Dec 2014. Version 1.2 will be rolled out in 2015.
- We grew the capacity of our innovative sludge management solution and successfully converted more volumes of our ETP sludge into fuel and to eco bricks.
- We established a centralised accredited water and waste water quality lab for the group as per ISO IEC 17025:2005.
- More than 1/3<sup>rd</sup> of our energy comes from renewable sources thanks to the installation of one more biogas plant, solar PV projects and biomass boilers throughout 2014.
- We strengthened our emissions management system with all 34 plants achieving ISO 14064 certification.
- We marked our 3<sup>rd</sup> year on the CDP's Disclosure Project with the last submission in October 2014.
- We embarked on the implementation of an Integrated Sustainability Strategy (ISS) which will guide MAS for the next 10 years in its vision to be and be recognised as a leading sustainable apparel company.
- MAS hosted our first group-wide Water Forum to raise awareness and give greater visibility to its water management projects.
- We continued to innovate with more Eco Products across MAS with awareness and training for all divisions.
- We completed our first Restricted Substances List (RSL) as part of a vision to become free of toxic chemicals by 2020.

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## AWARDS AND RECOGNITION

- MAS Intimates won the 2014 Best Corporate Citizen Sustainability Awards presented by the Ceylon Chamber of Commerce, being the first non-listed company to win the awards in its 11-year history.
  - Winner of Best Corporate Citizen Sustainability Award 2014
  - 10 Best Corporate Citizens Award

### Category Winners:

- Environmental Management
- Community Relations

### Triple Bottom Line Award Winners

- Environmental Sustainability
- Social Sustainability

### Sector Winners

- Manufacturing

- MAS Active Synergy won gold award at Geo Responsibility Awards 2014
- MAS Active Asialine won merit award for best green initiatives at Geo Responsibility Awards 2014
- MAS Active Asialine won the apparel sector silver awards at National Green Awards 2013/14
- MAS Active Asialine won the gold award in the manufacturing large category at National Cleaner Production Awards - 2013
- Prym Intimates won National Green Award for 2013 /14

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## SPOTLIGHT 1: THE JOURNEY TO NET ZERO

### Calibrating with cause

Developed by a core team of internal experts and reviewed by plant engineering and maintenance teams over the span of 18 months, the MAS Calibration Tool is a milestone rollout for 2014 and is the reality behind our rationale that all business should be sustainable inside out.

### THE APPROACH

Version 1.0 of the Calibration Tool was launched in 2014 and all 34 plants were assessed under a red, amber and green rating. After the completion of the assessments all plants successfully achieved a green rating thereby achieving the minimum benchmark.

The assessment tool focused on 5 major pillars of environmental sustainability and also incorporated legal / customer requirements and industry best practices. It consists of a guide document and a detailed self-assessment checklist that lists out the roadmap for each facility to achieve the minimum requirements for the MAS Sustainability benchmark.

### THE RESULTS

The deployment of the Calibration Tool helped improve the environmental sustainability performance of all 34 plants in 2014 including improved management commitment, employee participation and community engagement. Facilities also observed a reduction in energy consumption through efficient management of utilities and also reduced water intensities through mechanisms outlined in the tool.



Best practices observed during the assessments were shared via regular events and sustainability communications and will be incorporated into future versions of the Calibration Tool and thus move forwards to our goal of a net zero impact facility.

*“Two things stood out my mind in sharing these lessons learnt; that is the Passion everyone has brought into Sustainability at MAS and the Pioneering things they’ve done.”*

*Shirendra Lawrence – MAS Capital Board Member*

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## ENERGY AND EMISSIONS

### ENERGY MANAGEMENT

#### NEW IN 2014

- Energy Managers' Forum and 4-day training
- 30 Energy Reduction Projects

MAS approaches energy usage and efficiency with the constant application of new technologies, new methods and fresh ideas. As our business grows we have made significant progress into integrating energy efficiency standards into all our plants since our first LEED certified plant in 2008. Energy continues to be the most challenging and yet most exciting area of sustainability performance for MAS. In 2014 we increased our renewable energy component to 36.7%, and bolstered our commitments to:

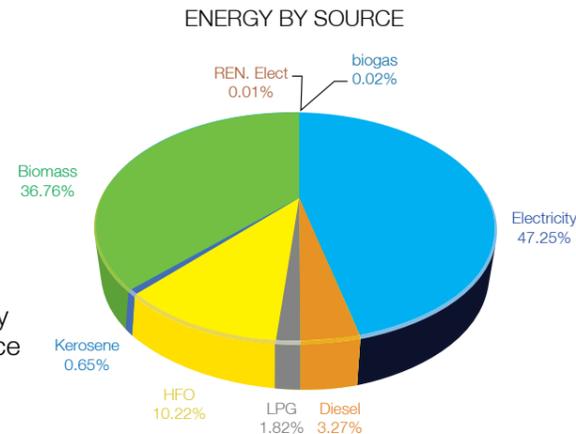
- Identify and implement energy-efficiency projects throughout our plants
- Apply ISO 14001:2004 standards for 32 plants
- Building sub meters for all major utilities

#### MEASUREMENTS

- Calibration Tool
- Eco tracker
- ISO 14064-3: 2006

#### ENERGY MIX

All fabric plants now use biomass as a major energy source. Almost all the facilities have a higher biomass energy footprint than from electricity or furnace oil.



#### ENERGY MANAGERS' FORUM

The MAS Energy Team continued to enhance the technical competency of the group's energy management system through the Energy Managers' Forum and a four day comprehensive energy management training conducted with the collaboration of Sri Lanka Sustainable Energy Authority. A key initiative taken up by this forum is the development of a Standard Operating Procedure (SOP) for air conditioners and compressors with the support of external consultants.



### ENERGY PROJECTS

- Noyon Lanka initiated a roof cooling project, using waste water in order to maximise efficiency of air conditioning. Trischel also maximised efficiency of air-conditioning by lowering A/C ducts in the warping and knitting areas.
- Textprint replaced all lights with LEDs, installed motion sensor controlled lighting in administrative areas and installed VSDs – all in order to increase efficiency in lighting systems and thus reduce electricity use. Trischel has installed 17 skylights in an attempt to reduce its electricity use for lighting.
- Trischel has been able to optimise their chiller performance with the use of a device that was developed internally by the Trischel Engineering team. The cost of implementation was LKR 10,000 and since its introduction in early May 2014, the device has been able to save more than 550 kWh daily, leading to cost savings of over LKR 7,500 per day. The cost for implementation was recovered in less than 2 days.
- Trischel is currently carrying out initial studies on recovering heat from the dyeing process to maintain a hot water reservoir for washing purposes. Since HFO is used for water heating purposes, this modification would reduce the use of HFO considerably.
- Stretchline installed a third biomass boiler in 2014. At least 30% of biomass is sourced from wood residue. Moreover, the installation of steam traps have assisted in further reduction of energy use.
- Prym completed the installation of its first biomass boiler by July 2014, once the boiler house was expanded and the biomass storage area was also constructed. This has had a considerable impact on Prym's dependency on HFO as per the graphs provided.



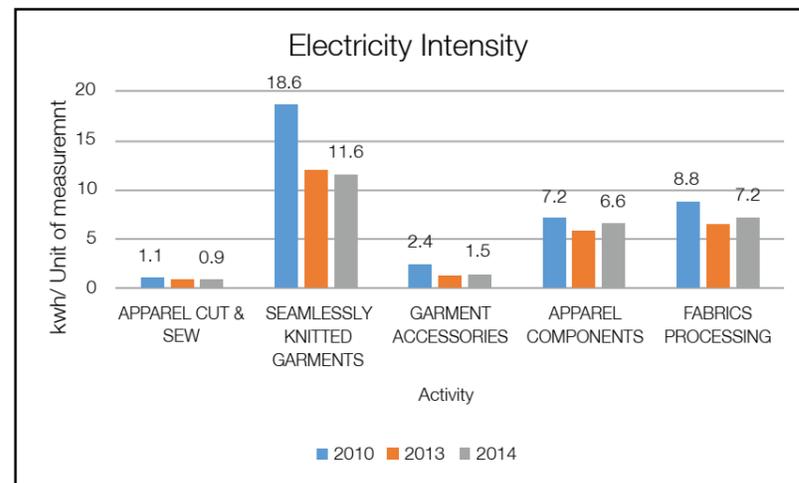
**ELECTRICITY INTENSITY**

**TARGETS FOR 2014**

5% Reduction in Electricity Intensity

All divisions recorded marked reductions in their electricity intensity since our baseline year of 2010. While each division measures their intensities differently in 2014 seamlessly knitted garments which is one of the group's largest consumers of electricity achieved considerable reductions in their electricity intensity. Fabrics, garment accessories and apparel components all recorded increased electricity intensities since 2013.<sup>1</sup>

<sup>1</sup>A negative value denotes an intensity reduction while a positive value means an increase in intensity. See Table 1 for Intensity Measurements.



ACTIVITY/DIVISION	2014/2010	2014/2013
APPAREL CUT & SEW	-16.3%	-3.8%
SEAMLESSLY KNITTED GARMENTS	-37.5%	-3.0%
GARMENT ACCESSORIES	-36.3%	17.8%
APPAREL COMPONENTS	-7.6%	12.8%
FABRICS PROCESSING	-18.9%	9.3%

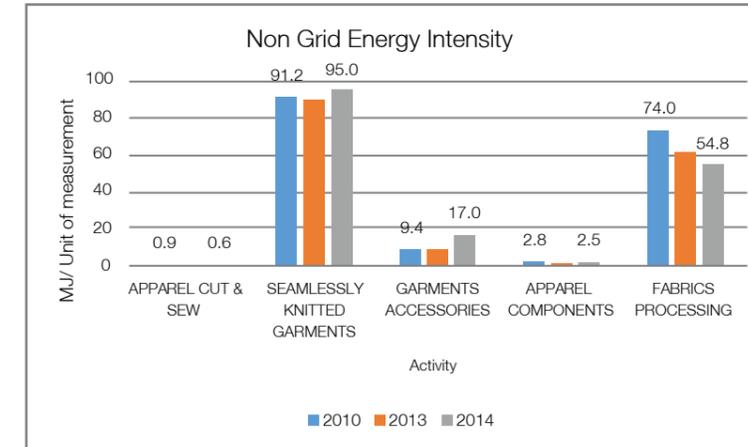


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**Non-grid Energy Intensity**

- 5% Reduction in Non-grid energy intensity

Most plants recorded increases in non-grid energy intensities apart from fabrics and apparel cut and sew who recorded reductions over 2014<sup>2</sup>.



DIVISION / FACILITY	2014/2010	2014/2013
APPAREL CUT & SEW	-32.2%	-0.4%
SEAMLESSLY KNITTED GARMENTS	4.2%	6.0%
GARMENT ACCESSORIES	80.9%	85.5%
APPAREL COMPONENTS	-9.7%	45.0%
FABRICS PROCESSING	-25.9%	-11.1%

<sup>2</sup> A negative value denotes an intensity reduction while a positive value means an increase in intensity. See Table 1 for Intensity Measurements.



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**EMISSIONS**

New in 2014

- Verification of GHG Inventory under ISO 14064-3: 2006
- MAS Bodyline-3 achieving Carbon Neutral Status

The Emissions team was able to verify the 2013 emissions database against ISO 14064 international standard. These data have also been submitted to the Carbon Disclosure Project (CDP), a public disclosure which was published in October 2014. Our 2013 greenhouse gas inventory report has been certificated with 100% reasonable assurance for Scope-1 and 100% reasonable assurance for Scope-2.

Despite being affected by the increased use of non-renewable energy sources by the National Grid, emissions reduction initiatives continue to move forward with the emissions team focusing on securing a sustainable biomass supply and preparing the group for ISO 14064 certification for 2014.

For 2014 MAS is currently in the process of verifying its greenhouse gas emissions according to ISO 14064: Scope 1 and 2. External audits will be complete by April 2015.



**SPOTLIGHT 2:**

**GOING FROM LEANER TO GREENER WITH PURPOSE.**

One of the first and oldest MAS plants, Bodyline was certified as Sri Lanka's first Carbon Conscious Company and now brings to fruition a dream of having 'Carbon Neutral Operations' in its Bodyline 3 factory in Pimbura.

Bodyline marked World Environment Day in 2014 with this milestone which was achieved through the Carbon Consulting Company, Sri Lanka's leading provider of corporate sustainability solutions and The Carbon Neutral Company of the UK.



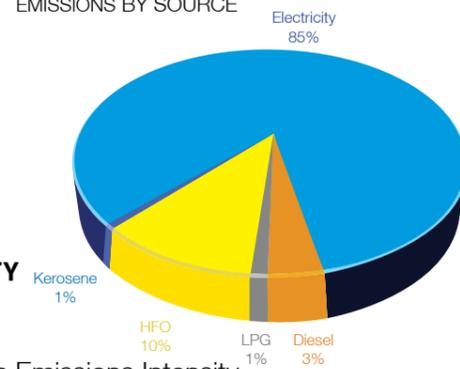
Bodyline has independently calculated and verified its Greenhouse Gas emissions over a continuous period of three years with CCC and has successfully implemented a 'Green Team' charged with a mission of managing and mitigating this impact. The Greenhouse Gas (GHG) assessment was carried out in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.

The assessment took into account data on fuel consumption, electricity consumption and material consumption as well as direct emissions released from sources that are owned or controlled by the company, indirect emissions associated from purchased electricity and other sources including business travel, employee commuting and third party deliveries.

*"MAS is committed to drive sustainable practices and to balance People – Planet – Profit to create a better tomorrow for future generations. At Bodyline, sustainability has been a key focus area embedded in all strategic decisions. Bodyline being recognised as the first organisation to receive Carbon Conscious certification, Bodyline plant 3 being certified as having carbon neutral operations are key milestones in our sustainability journey. We continue to strive for a sustainable business model to enable us deliver a better tomorrow for our associates and community." CEO Bodyline - Dilan Gooneratne*

**EMISSIONS BREAKDOWN**

EMISSIONS BY SOURCE



**EMISSIONS INTENSITY**

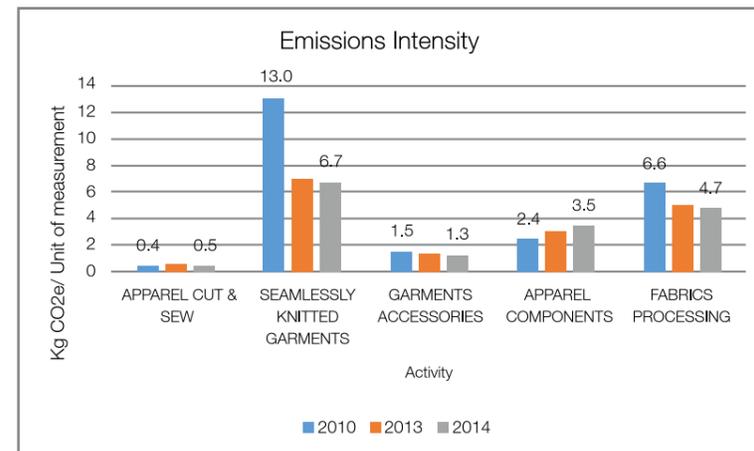
Targets for 2014

- 5% Reduction in Emissions Intensity

Emissions intensity has been affected by the increasing grid emissions factor since 2010.<sup>3</sup> Since 2010, the National Electricity Provider has added 300 MW of coal power which has led to this exponential increase. For facilities where most of the energy requirements are met through electricity, this has been a problem throughout the period but for those using stationary and own energy sources, there seems to be a way out through fuel switching – from fossil fuels to biomass.



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DIVISION / FACILITY	2014/2010	2014/2013
CUT AND SEW	23.0%	-3.7%
SEAMLESSLY KNITTED GARMENTS	-48.8%	-5.3%
GARMENT ACCESSORIES	-15.6%	-7.6%
APPAREL COMPONENTS	43.0%	14.2%
FABRICS PROCESSING	-28.5%	-5.5%

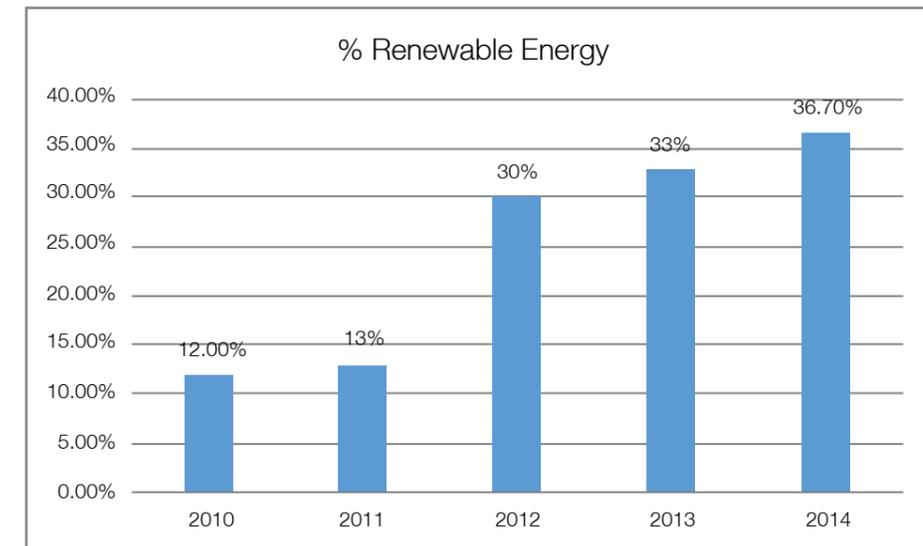
<sup>3</sup> A negative value denotes an intensity reduction while a positive value means an increase in intensity. See Table 1 for Intensity Measurements.

**THE CARBON DISCLOSURE PROJECT (CDP)**

The CDP was created in 2000 to collect data and create resources in order to help companies, investors and governments in their fight against climate change. MAS closed its climate change strategy and emissions inventories for the Apparel Sector in Sri Lanka for the year 2013 in the CDP system in October 2014.

**RENEWABLE ENERGY**

New in 2014



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In 2014 Linea Aqua joined the renewable energy users group with the installation of a 55 kW solar PV panels.



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With Prym intimates, Stretchline and MAS Active Synergy commissioning their biomass boilers our biomass usage has gone up to 36.7% of our total energy use. Notable changes in the mix since last quarter are the increase of renewable energy use at Textprint and Stretchline who have contributed to a larger portion of the group's renewable mix. Intimates share of renewables improved further with the addition of a biogas unit at Unichela Koggala.

BUILDING A CASE FOR CLEAN ENERGY

### SPOTLIGHT 3: RE-VISIONING CLEAN ENERGY AT MAS FABRICS

*A vision for powering a more sustainable industry*



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In December 2014 MAS signed on to build Sri Lanka's largest roof-mounted Solar PV plant with the capacity to generate 1MW of power for our MAS Fabrics plant located at the MAS Fabric Park, Thulhiriya. Once complete in mid-2015 the newly installed Solar PV installation will provide 15% of all the plant's energy needs and serve as a benchmark for MAS to duplicate the same project for all its facilities in the future. The project is a trailblazer, as it provides a fitting case study for other businesses in the industry as well as other energy-intensive industries to consider renewable energy investments with a long-term investment lens.

*"Sustainable investments-especially in the renewable sector-need to be viewed for the significant stakeholder returns they create across shareholders, customers, employees and communities. The Project at MAS Fabrics is an inspiration for those seeking long term energy security and sustainability"*  
Ivan Brown – CEO, MAS Fabrics Matrix.

## WATER

Water has become a priority issue for many development practitioners who recognise the potentially devastating impact of water stress on companies and communities. Companies that depend on water for their operations such as MAS also recognise that the responsible use of water is a key business issue. As a key consumer of dyes and colours, the apparel industry also uses significant amounts of water while using these products to process its yarn and fabrics.

### WATER MANAGEMENT SYSTEM

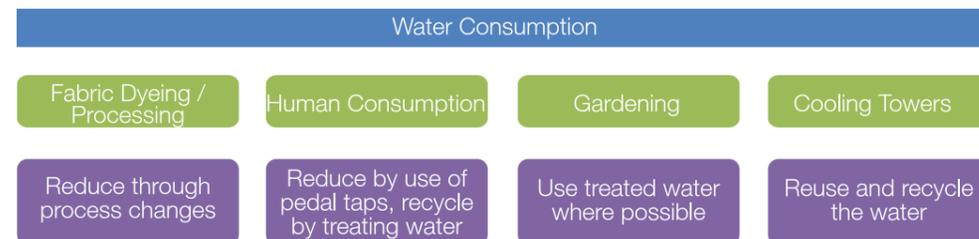
New in 2014

- 1st Internal Water Forum
- Accredited Water Quality Lab
- 1000 group-wide low flow tap aerators

MAS sees both motivation and opportunity to reduce our water consumption in our own operations and introducing innovative products and services that help our customers to reduce their water and energy consumption. It also positions MAS favourably in a market where apparel and textile brands are continuously looking for ways to make their supply chain more sustainable.

### MEASUREMENTS

- Calibration Tool
- Eco Tracker



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Insert rainwater harvesting tanks

Innovative waste water treatment technology

Grey water gardening

Efficient water fittings

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### BUILDING ON THESE COMMITMENTS, IN 2014:

- We constantly updated plant infrastructure and systems to increase our water efficiency.
- We tracked and analysed our water usage via the company's ECO-tracker database.
- We encouraged employees and water-intensive plants to implement best practice policies and practices on water. (Linea Aqua is nearing its mission to be water neutral by 2015. (See SPOTLIGHT 4: Driving water stewardship beyond our gates.)

### INSTALLATION OF 1,000 LOW FLOW-EFFICIENT TAP AERATORS

The water work stream introduced 1,000 low flow efficient tap aerators across the group to ensure efficient use of water. Across MAS all plants have a total of over 1000 conventional taps with an average flow rate of 9 liters per minute (LPM). The low flow aerators were installed without disposing the whole tap and only changing the nozzle ensuring resource optimisation.

### RESULTS:

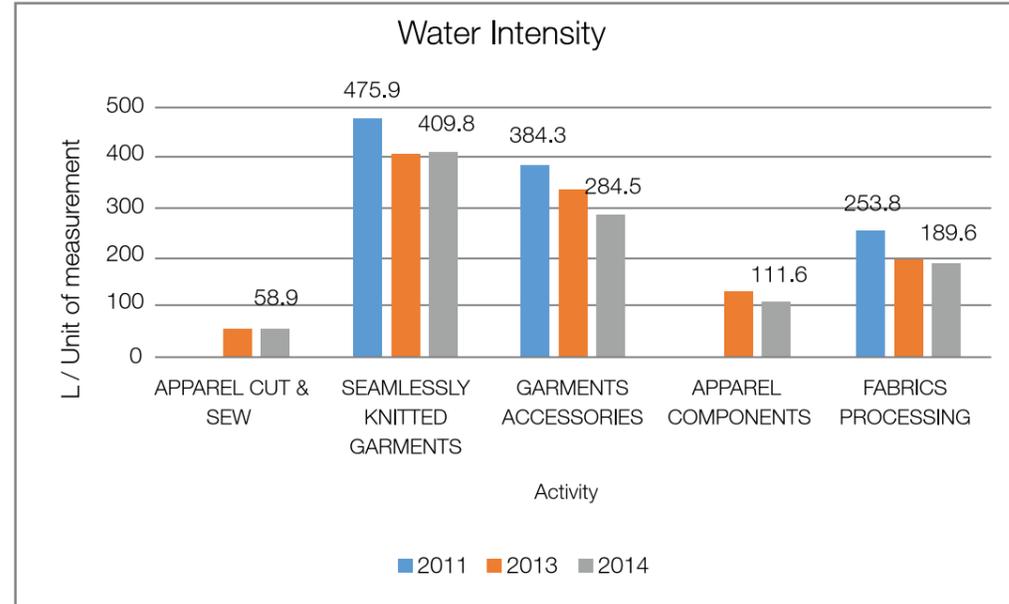
- Average flow rate after fitting new aerators: 4 LPM
- Water Saving per annum : 100 m<sup>3</sup>/day Saving x 250 days = 25,000 m<sup>3</sup> per annum
- Existing taps were made efficient by changing only the nozzle

**WATER INTENSITY**

Target for 2014

- A minimum of 3% reduction in water Intensity YOY

All plants achieved water intensity reductions since 2011 apart from Apparel cut and sew and Apparel components which started measuring intensities in 2013. YoY all divisions recorded intensity reductions except seamlessly knitted garments which recorded a 1.4% increase in intensity since 2013<sup>4</sup>.



DIVISION / FACILITY	2014/2010	2014/2013
APPAREL CUT AND SEW		-1.3%
SEAMLESSLY KNITTED GARMENTS	-13.9%	1.4%
GARMENT ACCESSORIES	-26.0%	-15.0%
APPAREL COMPONENTS		-17.5%
FABRICS PROCESSING	-25.3%	-3.3%

<sup>4</sup> A negative value denotes an intensity reduction while a positive value means an increase in intensity. See Table 1 for Intensity Measurements.

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**NEW TECHNOLOGIES AND INNOVATIONS**

2014 marked the development of a centralised, accredited Water and Waste Water Quality Lab for the Group (as per ISO IEC 17025) with a vision to ensure environmental and occupational safety related to Water, Waste Water and Sludge. The American Public Health Association (APHA) and other standard methods are used during analysis.

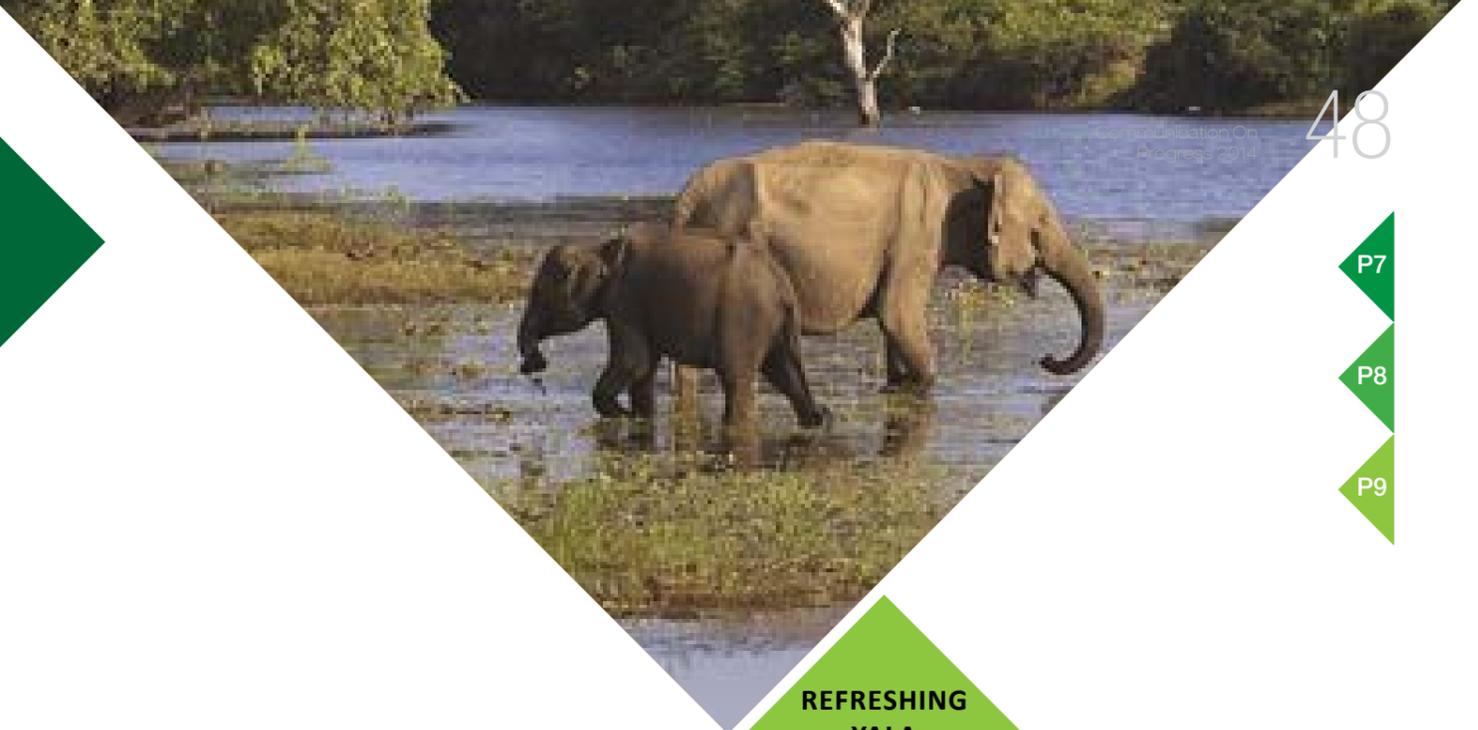


The lab will be used to test the following with respect to Advanced Heavy Metallic Parameters, Physical and Chemical Parameters and Micro-biological Parameters:

- Drinking Water
- Process Water
- Cooling Tower Water
- Raw Water
- Raw and Treated Waste Water
- Sludge

MAS Trischel is currently testing out water saving modifications to dyeing machines. A prototype has been developed for this purpose. Many fabric plants have made significant savings by adopting this system to re-use dye machine cooling water and putting it back in processes with close controls.

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**REFRESHING  
YALA  
NATIONAL  
PARK**

**DRIVING WATER  
STEWARDSHIP BEYOND CSR**

*Rebuilding the great lakes of Yala*

**THE PLACE**

One of the most visited and second largest national park in Sri Lanka, Yala hosts a variety of ecosystems ranging from moist monsoon forests to freshwater and marine wetlands. It is one of 70 Important Bird Areas (IBAs) in Sri Lanka, harbouring 215 bird species including six endemic species of Sri Lanka. The number of mammals that has been recorded from the park is 44. Yala also has one of the highest leopard densities in the world for which it has become world famous.

**THE PROJECT**

Linea Aqua could not have chosen a harsher terrain or time to launch this ambitious project. In mid-2014 Yala was experiencing its worst drought in years. Surface water in the form of lakes, streams and waterholes had all dried up largely due to the inability of the park's reservoirs to sustain the water during rainfall. Wildlife enthusiast and Linea Aqua CEO/MD Sarinda Unamboowe decided something had to be done despite MAS not having any presence in the immediate area.

10 lakes were identified for reconstruction across Block 1 of Yala. Over 4 months Linea Aqua conducted careful research, chose contractors and initiated construction work in August 2014. By November Phase 1 was complete with Linea Aqua having invested around 10 million Sri Lankan rupees on a project that would be considered the largest water initiative for 2014.



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**THE APPROACH**

Linea Aqua based its restoration work on high levels of scientific competence with a multidisciplinary approach that involved a range of experts from its own teams of engineers and staff to teams of scientists and hand-picked contractors to handle the sensitive task of construction within the highly regulated park premises.

**THE PURPOSE**

While the Yala lake renovation project is an effort to reinforce our commitment to this objective we also keep fast to the belief that Linea Aqua must continue to make a business case for nature at every opportunity.

*"I firmly believe there are things we can do for the community around our factory but there are things of national significance and global significance that we should do just because it's the right thing to do and we have the resources to do it"*

*Sarinda Unamboowe - MAS Capital Board Member, CEO/MD, Linea Aqua.*

**THE RESULTS**

To ensure the success and continuity of the Yala lake restoration project, Linea Aqua will monitor it throughout 2015 as part of Phase II and for 2015 Linea Aqua will attempt to duplicate the project in Wilpattu National Park, the largest park in Sri Lanka, where the team will look to revive old tanks that haven't been renovated for decades.



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## CHEMICALS

### CHEMICAL MANAGEMENT SYSTEM

#### Target

- To make MAS and its products free of toxic chemicals by 2020

#### New in 2014

- Published our first Restricted Substances List (RSL)
- Hazardous chemical audits and water testing against the ZDHC 11 priority chemical groups conducted within MAS Fabrics Alliance and MAS Intimates in 2014.
- Centralised database for the Chemical work stream

The presence of chemicals, dyes and raw materials is an inevitable part of our manufacturing processes. However, their toxicity to humans and to the environment is not always fully known.

The MAS Chemical Management Work Stream (CMWS) was initiated in 2013 with the intention of making 'MAS and its products free of toxic chemicals by 2020'. The work stream's mission will be to ensure the safety of our people, our consumers and our environment through proactively understanding and prudently selecting every chemical and raw material used within MAS.

### MAS Restricted Substances List (RSL)

The MAS Restricted Substances List (RSL) forms a key part of our management framework. Our RSL contains two components.

- Manufacturing RSL (M-RSL) – Focuses on chemicals that should not be used during manufacturing
- Product RSL (P-RSL) – Focuses on controlling residual quantities of restricted substances on finished products.

Three version updates were also published to the MAS RSL in April, May and July 2014.

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## KNOWLEDGE MANAGEMENT

In 2014, one day knowledge enhancing workshops were carried out at MAS Fabrics and MAS Intimates to build awareness of toxic chemicals, their impacts and how to reduce or eliminate their adverse effects.

### HAZARDOUS CHEMICAL AUDIT



The MAS Chemical Management Work Stream completed the first round of chemical audits within MAS Fabrics Alliance and MAS Intimates in 2014. These audits closely scrutinise the chemicals /dyes used within each business, cross reference them against our own MAS M-RSL and classify them as either Red, Amber or Green for use within MAS. Along with these audits we have carried out water testing (incoming water and dye house raw effluent) against the ZDHC (Zero Discharge of Hazardous Chemicals) 11 priority chemical groups through Bureau Veritas, Sri Lanka.

### Chemical Risk Assessments

The concept model for the framework, which concerns the occupational health and safety aspect was created in 2014 and is currently being calibrated to fit the processes of the business.

### A Centralised Database

We hope to establish a centralised database for chemical registration and for monitoring the consumption of chemicals. In 2014, an electronic platform was created to store the information of Chemical Management Work Stream.

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**Waste**

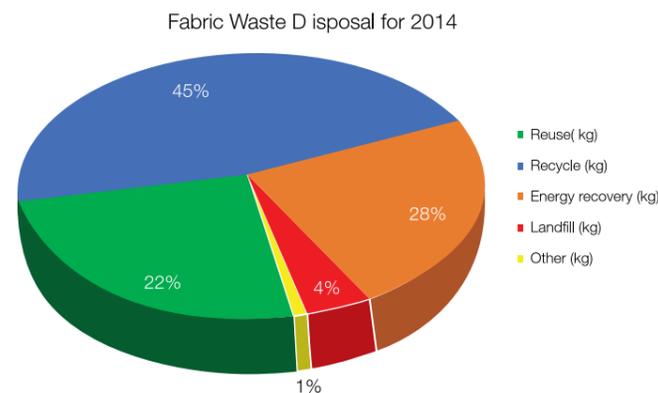
**Waste Management System**

New in 2014:

- Reduced Plastic Zone expanded
- ETP Sludge to Eco-Brick project tested and expanded

MAS applies a consistent and continuous approach to managing the waste generated in our offices and plant operations. Fabric waste remains a challenging issue for MAS as one of the largest apparel companies in the country. But thanks to its magnitude, fabric waste disposal is now the focus of a collective strategy that seeks to innovate how we manage and dispose our waste more sustainably.

The MAS group continued to increase the percentage of waste that is disposed sustainably through a dedicated waste management policy that continues to:



The measurement of waste disposal methods grew more refined in 2014 as we determined to judge the volume of waste that is disposed sustainably across MAS.

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**SPOTLIGHT 5: THE BUILDING BLOCKS OF RESPONSIBLE WASTE WATER DISPOSAL**

*The brick that was born from ETP sludge has a solid future*



ETP sludge disposal remains one of the biggest threats to the environment from the apparel and textile industry. Over the last 2 years MAS has been investing in researching the effects of the volume of ETP sludge generated at its fabric plants. The Eco-brick that is now being manufactured by MAS Fabrics is the result of over 4 years of research and established as a sustainable process for solar drying of ETP sludge.

Since 2007 MAS Fabrics dispatched its ETP sludge for co-incineration to third party cement manufacturers. All the while MAS engineers were devising methods to manage its ETP sludge in more sustainable ways.

After numerous trials, tests and verifications since 2010, year 2013 proved a landmark year where the water work stream and MAS Fabric Park Teams developed an innovative cycle of dropping the water content of their ETP sludge to 20% using solar radiation energy. Mechanical de-watering converted the wet sludge to a cake which was then solar dried, crushed into small granules, mixed with sawdust and used a fuel in the park's biomass boilers under controlled conditions.

The resulting ash replaced sand in the construction of a highly versatile Eco brick which was fully tested per standards set by the Environmental Authority in 2014 and US EPA guidelines on leachability.

**RESULTS**

We produced 18,000 Eco bricks from residual ash in 2014. We solar dried 400 metric tonnes of wet sludge and co-processed 125 metric tonnes of dry output with the aid of low cost - low energy greenhouse made in-house.

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**FINAL ECO PRODUCT ANALYSIS:**

Compressive Strength (SLS ) : 1.8-4.0 N/sq.mm (PASS)

TCLP (US EPA method) : No Toxic Leaching (PASS)

**ENERGY RECOVERY AND ENVIRONMENTAL IMPACT**

- Gross Energy Gain was nearly 1,750,000 MJ/annum during co-processing.
- Solar Energy Gain for Drying : 750,000 MJ/annum.
- Electricity use < 6000 kWh/annum (<3% of total energy req.).
- Elimination of 18,200 km of lorry travel /annum.
- The drying process uses 95% solar energy and just 5% electricity.
- The residual ash completely replaces river sand that is dredged unsustainably from inland rivers across Sri Lanka.

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**BIODIVERSITY, COMMUNITY AND CULTURE**

MAS has a special interest in protecting the resources that sustain our communities but we also constantly seek out projects of national importance simply because there is a passion within from Board member to team member to sustain the ecosystems we all live in. This passion drives us to pioneer projects that seem off the grid for some but makes perfect sense to our collective mindset of protecting the environment just because we should and we can.

Earth Hour, UN World Water Day and UN World Environment Day took our environmental commitments beyond the walls of our facilities and raised awareness in the neighboring communities with employee and community engagement projects spanning from reforestation, recycling, consumer awareness and education.



In 2014 the theme for 41st World Environment Day (WED) was "Raise Your Voice, Not the Sea Level", which is very relevant for our island nation.



MAS joined the UN and other Government organisations in Sri Lanka to use the opportunity to spread awareness of the need to preserve and protect Sri Lanka's rich biodiversity through recognising the problems related to deforestation, pollution and our day to day activities.

Below slides highlight a part of our campaign to raise awareness and make a positive impact for a better world.

The Environmental Sustainability team thanks you for organizing and taking part in the initiatives and hopes that you would continue to make a positive impact and spread the message on protecting and the serving the environment.

Please raise your voice. Not the sea level.

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## PROGRESS OF KEY PROJECTS

### Thuruwadula (Tree Canopy)

In 2013 the MAS Fabric Park conceptualised, designed and implemented a reforestation project on 9.7 acres of land in Thulhiriya with the purpose of restoring a degraded eco system along the lines of "Analog Forestry". As the first ever analog forest owned by a private company Thuruwadula had several key objectives:

- Restoration of a degraded eco system
- Creating a replicable model
- To create an opportunity for all to reconnect with nature
- A Space for learning and inspiration

Throughout 2014, as a growing forest Thuruwadula provided many opportunities for students, researchers and institutions to collect data and research on restoration. Currently the MAS team is working with the Sabaragamuwa University to collect data on the growth and species survival rates. After one year, a biodiversity survey carried out in December 2014 discovered that the forest now has 154 types of flora and 96 types of fauna, a significant increase from the once barren eco-system. The fauna ranges from birds, butterflies, dragonflies, mammals, reptiles, land snails to amphibians. 9 out of these species are found to be endemic. (See complete bio diversity survey database)



### HARITHA MIDDENIYA

Launched as a re-forestry project in Embilipitiya by MAS Asialine, the Haritha Middeniya project began with an idea to convert a landfill into a forest. In 2014 the project was expanded with the planting of 600 new trees and the launch of community projects where MAS has empowered and educated the surrounding community to help build a sustainable city through home-gardening and clean-up projects as well as regular awareness of how it can benefit their future.

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## REJUVENATION AND REVITALISATION OF BUNDALA NATIONAL PARK OF INVASIVE ALIEN SPECIES

Linea Aqua launched Phase I of this project at the Bundala National Park to remove two invasive species (Kalapu Andara) *Prosopis juliflora*, and (Cactus) *Opuntia dellenii* from 2008 to 2013 and around 200 hectares have been cleared with the support from multiple stakeholders. In 2014 Linea Aqua extended the project by cleaning 10 hectares more with support from the Biodiversity Secretariat, Ministry of Environment and Renewable Energy.

After an initial feasibility study, collaboration with DWC, it was decided that the best method to eradicate the two invasive species is through a combination of machinery and human labour, thus preventing any future reproduction of these species. One of the key species; "Kalapu Andara" (*Prosopis juliflora*) are shed by utilising a D4D machine and manpower and the branches are chopped and cut into small transportable sizes and the big pieces are supplied as biomass fuel to companies using renewable energy sources, while some are grouped and allowed to dry and then buried in soil to enrich it.



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**WEWE KELE**

In 2014 MAS Synergy launched the next phase of their Wewe Kele reforestation project with the Awissawella urban council and community members. Synergy donated mesh to renovate the reserve fence and carried out a polythene collection campaign on the trail that runs through the 25 acre forest.

Employees were further engaged in reducing the carbon footprint by participating in tree planting sessions within the facility premises.



**PRACTICING WHAT WE PREACH**

Group-wide projects to raise environmental awareness continued throughout 2014 with almost all plants implementing interactive awareness sessions for all stakeholders touched by MAS.

Composting, E-waste recycling, tree planting, home gardening, lectures on a variety of environmental topics from reducing pollution at home and cutting down on using plastic at work.

INITIATIVE	DETAILS
Plastic Reduced Zones	Unichela Panadura and Thurulie declared a plastic-free zone subsequent to Rapid initiating same in 2013.
Butterfly Gardens	In order to increase the biodiversity in factory premises, MAS Intimates started developing butterfly gardens in all factories. So far, Linea Clothing, Linea Intimates, Thurulie and Casualline have successfully grown their own butterfly gardens.
Nature Kids programme	MAS Design began an environmental educational programme for employees' children (8-12 years) to get them to start connecting with nature in 2014. One session will be done each holiday season, travelling to a different eco-system for each workshop.
Organic Home Gardening	Partnering with Dilmah Conservation, MAS Intimates conducted a one day workshop on organic home gardening to a team of 15 employees as a train-the-trainer programme.  An Ayurvedic plant garden was introduced to Linea AITC. This special project was initiated by security officers. Scientific names and the importance of these herbals are displayed in order to understand about the herbals.

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**E-waste recycling**

E-Waste collection campaigns were organised for the MAS Fabric Park by Linea AITC with the coordination with CEA. It helped all factories located in MFP dispose E-waste. Nearly 150kg of E-waste was sent to e-waste collectors and disposed environmentally friendly manner.

In Kilinochchi, Vidiyal implemented a long term community e-waste programme with the partnership of Central Environmental Authority, where Vidiyal has provided the bins and created awareness. CEA has agreed to do the continuous collection and proper disposal of e-waste.

**Sustainability Events**

Monthly sustainability programmes ranging from tree planting to guest lectures to raise awareness.  
  
E waste and Polythene Collection point on Sustainability Days  
  
Monthly Food waste programmes which have been given to respective departments.  
  
Dikkale Programme with the eco go beyond schools participation and the involvement of the community to remove garbage from the forest.

**Community Support and Awareness**

Synergy launched the another step of its "Wana Arana" Project to renovate the mesh around the reserve which was a flagship project  
  
Conduct a cleaning campaign to remove plastic polythene form the forest.  
  
Trischel Fabrics, conducted a tree planting programme at the Thulhiriya Maha Vidyalaya to plant 100 trees, with the assistance of their employees and the students at Thulhiriya MV.  
  
Matrix assisted Kohombadeniya Primary School, a rural school in the area with drinking water facilities, and by renovating the school building. Matrix also donated wooden pallets to Dharmasiri Senanayake College, Thulhiriya, for the purpose of partitioning and assembling furniture and installed a rainwater harvesting project in the school.  
  
A tree planting programme "Rukropana", was conducted on World Environment Day 2014, with the participation of Matrix employees. Matrix also went a step further this year by providing employees with 10 bicycles to ride to work sustainably.

**Sustainability Calendar Events**

Every MAS plant initiated their own lineup of activities, ideas and environmental awareness events at each milestone on the 2014 calendar.  
  
MAS World Environment Week  
MAS World Water Day

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Most MAS plants have their own sustainability teams, clubs and calendars which proactively drive projects throughout the year.



Carbon Neutral Status



Brain storming sessions



Family Day Interaction



Knowledge Sharing



Zero Print Day



Employee workshops

Clearing up lake  
Moolayyemala



Awareness and learning: Guest speaker



Rehabilitating natural parks



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Sustainability events and days are marked across MAS with high visibility via engaging communications and passionate people always on the ground.

Everything we do is guided by our focus on the "greening" of management, products, processes, workplace and communities. Our environmental sustainability policy guides and supports the continuous enhancement of a greener environment through our business.





## WOMEN MATTER

Entering its 12th year in operation, our hallmark women's empowerment platform Women Go Beyond (WGB) has made a difference in the lives of our female associates by fostering pride in their job as well as an appreciation of their place in the organisation, the community and the country.

The programme which officially commenced with the structuring of the four pillars of success; Career Advancement, Work-life Balance, Skills Development and Rewarding Excellence, also continued focusing on promoting knowledge, awareness, leadership skills, attitudinal changes and the ability to achieve a well-rounded and holistic life-experience.

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The Women Go Beyond framework is aligned to the following UNGC Women's Empowerment Principles (WEP's);

**WOMEN EMPOWERMENT PRINCIPLES (WEP);**

- Establish high-level corporate leadership for gender equality
- Treat all women and men fairly at work – respect and support human rights and nondiscrimination
- Ensure the health, safety and well-being of all women and men workers
- Promote education, training and professional development for women

Over the past decade, the WGB programme has recognised and rewarded exceptional female associates at the Empowered Women of the Year Award Ceremony 'Abhimani'. The programme has rewarded 254 Empowered Women out of which 187 associates are still attached to MAS. This initiative highlights our female associates who have faced and overcome great challenges in order to achieve excellence, while balancing a successful career and personal life.

The empowered women of the past decade, who have been supported and developed as role models and ambassadors for progressive empowerment of the organisation, have embarked on creating a platform to network and work together in community projects, share their best practices, and assist each other as resource persons.

The Alumni Network was established in 2013 to create an effective, cohesive and mutually beneficial network of all MAS empowered women. The objective of the initiative is to create a network of Empowered Women to serve as the key focal point for the WGB initiative between MAS manufacturing plants and contribute towards the development of soft skills and other personality development training which they obtained during the programme, for their fellow associates.

The Empowered Women are grouped into chapters based on the locations of the respective business units. Subsequently, the units host a quarterly meeting which is a forum where associates could network and share their learnings and best practices. As part of the programme, each chapter will host various fund raising initiatives, to donate school books and stationary for children. Each chapter is headed by a coordinator, appointed at the annual Empowered Women Alumni Network Meeting, and they are responsible for the development and implementation of the yearly activity plan and hosting of quarterly meetings.

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**GLOBAL RECOGNITION**

Women Go Beyond has gained global recognition over the years for its significant contribution to MAS associates. Shanaaz Preena, Director Women Go Beyond Programme and Women's Advocacy was selected to sit on the eminent panel of judges for the Women Empowerment Principles (WEP) Leadership Awards for the second consecutive year. The WEP's CEO Leadership Award of the Women's Empowerment Principles - Equality Means Business (WEPs), a partnership initiative of UN Women and the UN Global Compact, recognises global business leaders for their exceptional championship of gender equality and support for the Women's Empowerment Principles. The Award salutes concrete and innovative actions taken to advance the 7 Principles and particularly Principle 1: Leadership Promotes Gender Equality. The Awards Committee is comprised of members of the WEPs Leadership Group, a multi-stakeholder volunteer group that provides strategic guidance to the UN Women/UN Global Compact WEPs partnership and represented business, academia, civil society, women's organizations and international institutions.

She was also a distinguished panelist at the World Women Leadership Congress Awards 2014: 'Lessons Learned Around the World' panel discussion, held in February 2014, in Mumbai, India. The award honors the strategic and influential role of various women leaders in the development of the modern economy, technology, and administrative methodologies that promotes the advancement of the government and business organisation according to the standards of global competitiveness. She was also adjudged winner of the prestigious World Women Leadership Achievement Award in February 2014.

Moreover, she attended the Indian Ocean Rim Association Dialogue event in Malaysia in August, 2014 on the invitation of Australian Ambassador for Women and Girls, sponsored by UNDP. The Dialogue aimed at promoting women's economic empowerment as a key element of broader economic growth, through a close examination of the tourism and textiles sectors.

The streak for our global endorsements continued with MAS winning the Women in Management (WIM) – Genre of Excellence Award for Business Organisation supportive towards Women Empowerment and Leadership 2014.

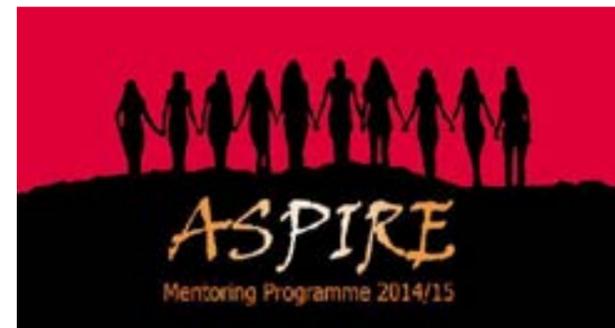


**CAREER DEVELOPMENT**

We focus on equipping our female associates with knowledge and skills in work related areas. This training reaches beyond the immediate requirements of each associate and therefore prepares them for their next role in the organisation. For instance, equal opportunity will be given to a team member to obtain a cohesive knowledge in English language, IT and leadership skills development, which serves as the core part of the programme. In addition, training is also provided to enhance their knowledge in soft skills, positive thinking, negotiation skills, time management and presentation skills.

In 2014, WGB embarked on a new initiative partnering with two reputed institutions from Sri Lanka to develop a curriculum for English and Personality Development for our associates. The Diploma in English will improve the ability to write, speak and understand the English language fluently. This initiative has commenced with 21 associates currently following the course. Meanwhile the Personality Development course is designed to proactively improve skills to set life goals and to enhance self-confidence for our associates to make effective life choices and decisions.

Under the career development pillar, two leadership workshops were attended by 52 empowered women all participants are subsequently given problem solving and Kaizen project assignments, for which they will be awarded certificates on successful completion. The workshops provide a cohesive understanding on leadership, communication as a tool for leadership, time management, lean leadership etc.



**SPOTLIGHT STORY - 'ASPIRE' BY MAS ACTIVE**

“Aspire” Mentoring programme was held for the 2nd consecutive year on the 14th of Nov 2014. Mentees met with their respective mentors and discussed their work plans for the next nine months. Mentors were female managers and above grade employees who

have been with MAS for over 3 years. The programme aims to assist our associates with the transition from staff to executive level, enhance skills and obtain expertise from experienced and highly competent staff members, facilitate knowledge transfer and staff retention which is a tangible way to show them that they are valued and the company’s future includes them.



**THE OTHER SIGNIFICANT PROJECTS FOR THE YEAR INCLUDED;**

- A special scholarship award given to female executives at MAS Active with the objective of encouraging them to pursue their higher studies and progress in their careers.



- In 2014, MAS Active commenced the process of formally developing female Mechanics and Cutters in an effort to provide alternative career paths whilst being engaged in the apparel industry.



## SKILLS DEVELOPMENT

At MAS, skill development is always stretched beyond the immediate job requirements. The primary aim of this pillar is to encourage MAS associates to tap into those skills that they had either not realised thus far or never had the opportunity to pursue them. Skills development in non-work related areas including designing, tie and dye techniques, dressmaking, bridal dressing, beauty culture were instilled. It not only brings out the innate creativity of our empowered women but also opens doors to alternative means of income.

## SPOTLIGHT STORY



'Abhinandani', the talent extravaganza, was introduced to engage our people through non work related programmes to recognise and bring to the fore, the inherent talents of our associates. By giving them an opportunity to delve into the performing arts they are also given the chance to work with professionals in the specific areas to improve their talent. The semifinals of the talent show hosted 44 teams, out of which 24 teams qualified for the grand finale and five top performances were crowned overall winners. The show rewarded 258 associates across 23 SBUs for their exceptional talent. This was followed by a glamorous fashion show which showcased Tie and Dye and Dip Dye garments created by 60 associates who were trained professionally.

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The gala talent show which will be held every two years, gives our associates an opportunity to be groomed and trained as a dancer, singer, compere, musician, designer or model, guided by professionals in these fields. The process of rehearsing and performing clearly builds solidarity within the group, and by and large, grows their confidence. The programme is a 100% homegrown initiative formulated to highlight, recognise and give wings to the innate talents of our empowered associates.

The other significant projects for the year included;

- Linea Clothing/Intimates conducted training on ribbon-flower making, bed linen, curtain tailoring, and hand bags, to motivate our associates to seek self-employment opportunities.
- Casualline conducted dress making classes providing an in-depth knowledge stitching various kinds of garments using the new techniques, while Unichela Koggala carried out lessons on using Tie and Dye and Dip Dye techniques to improve their skills for an extra income.
- Unichela Panadura conducted cookery lessons and dancing lessons for its associates while Silueta, Biyagama organised a creative writing competition to showcase the creativity of our employees.

## HARNESSING WORK-LIFE BALANCE

Our company is committed to provide greater availability and access to a high standard of benefits and policies that promote work-life balance and advance well in their careers. Moreover they are equipped with a cohesive knowledge of their legal rights and health, primarily in the area of sexual and reproductive health. Emotional Intelligence is another area that our female associates are given knowledge in. By giving them a voice and avenues to gain assistance to overcome their problems, the programme ensures that our female associates are mentally, emotionally and physically healthy.

WGB implemented the "Happy Family Life" programme to improve individual wellbeing and to reduce stress, and conflicts both at the workplace and home and to create a conducive working environment for over 779 associates including their spouses across 10 SBUs. Complementing our initiative to empower our associates, the 'Getting More out of Life' programme continue to create awareness on health, hygiene and family planning for 719 female associates and 228 male associates.

### SPOTLIGHT - RAISING AWARENESS FOR BREAST CANCER



Breast cancer is the most common form of cancer amongst females in Sri Lanka, accounting for approximately 22% of all detected cases. Breast cancer is often curable with early detection, but the levels of awareness amongst Sri Lankan women about the causes, signs and symptoms, treatment options and available facilities are low. Many are diagnosed at late stages, due to lack of awareness and the lack of a formal screening programme. There also remains a cultural taboo about open discussion about sensitive issues of this nature.



As the majority of our workforce is female and breast cancer is curable with early detection, MAS Intimates launched a new breast cancer awareness programme together with WGB. We are working in collaboration with the Sri Lanka Cancer Society and the National Cancer Control Programme. During the first stage, we will hold awareness sessions at each plant, where all female employees are educated about breast cancer by a public health officer from the SLCS. Informational banners will be displayed and leaflets will also be handed out. Employees will be taught what breast cancer is, what the risk factors are, the signs and symptoms, how to get screened regularly, treatment options etc. Additionally, each plant will also set up an 'Aloka team', comprising of medical staff / nurses, the WGB and CSR champion, HR personnel, members of the JCC, volunteers etc. This team will be responsible for organising Aloka events and programmes throughout the year, to keep creating awareness.

The first awareness programme was held at Unichela Biyagama on the 25th November 2014, for all female employees. The next programmes will be held at Linea Clothing and Linea Intimates in January, and Casualline in February. The rest of the Intimates plants will be covered throughout 2015. During the second phase, we hope to introduce awareness programmes in our local communities and long term, the objective is to create awareness on a national level.

The other significant projects for the year included;

- Casualline organised the 'Go Beyond Pola' - A fair organised for the team members to sell their home made products for an extra income.
- Unichela Koggala conducted a Training Programme on "How to reduce your Energy Bill" to the concept of energy management improving the efficiency of energy usage, benefits to the consumer and the country, energy and the environment.
- Savings Accounts for new born babies were opened to create a habit of saving money while ensuring the child's future expenses at Unichela Panadura and Slimline Pannala.

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### ENDORISING GENDER EQUALITY

Mainstreaming gender equality and gender sensitivity was given a company-wide mandate and in our efforts to elevate this initiative, we engaged our male executives in gender sensitive and capacity building programmes in 2014. The Gender Sensitivity Training programme was conducted for 228 male executives to enhance their understanding on promoting equality and respecting diversity at work and home.

Spotlight Story - Open Forums and Panel Discussions on Gender Equality at the Workplace



The key to this initiative is awareness and open discussions, as all of us are products of social norms and gender roles assigned to us by society. Thus, through our unconscious / conscious behavior at work we may echo gender insensitive practices.

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The target audience for this initiative is the Management cadre of MAS ACTIVE. The Objective of this programme was to understand and find suitable solutions to address the cultural and organisational issues that prevent gender equality.

This Panel Discussions were held on the 27th of March 2014 at the Operations Centre Auditorium and the Keynote speaker was Shyama Salgado – Senior Programme Officer: ILO (Employment)/ Gender Focal Point. Over 70 associates participated in this programme.

Panel Discussions were conducted on the current gender equality practices and trends in the Corporate Sector and Current practices and challenges faced were discussed with the participation of Nadeeja Tambiah: Executive Vice President, Head of Legal, Secretarial and CSR- John Keells Group, Sandra De Zoysa: Group Chief Customer Officer - Dialog Axiata PLC, Neela Marikkar: Chairperson - The Grant Group, Shaila Amalean: Patron Women Go Beyond, Shanaaz Preena: Director Women Go Beyond and Women's Empowerment, Damitha Dharmasena: Director Operations, MAS Active, Eranthi Premaratne: Head of Sustainable Business, MAS Active.

*We challenged the accepted norm for employment and generated a paradigm shift in a profession that was looked down upon. Our female associates, who form the backbone of the operation, are made aware of their contribution to the nation's economy, recognised for their untiring efforts and accomplishments, their success is celebrated, and are encouraged to be proud of their job roles and themselves.*

*For more projects under this section – Refer to Appendices: Women Matter*



## CHAMPIONS BY NATURE

MAS is embedded with a resilient sporting culture and are groomed by the competitive sportspeople they are. This culture is not only instilled in its sporting champions, but also in its workforce, never to give in, but to believe in themselves, to live as champions. This level of inclusion in sport has opened up opportunities for the 70,000 plus associates of MAS. The opportunity to work beside these elite sportsmen and sportswomen who have beaten the odds, to be part of various sporting activities and witness champions in the making is an invaluable and unique opportunity that every employee receives at MAS. We ensure our champions and competitors are given the time, space and world class facilities required to enhance their training. It was inspiring to see our associates excel in sports at the mercantile, national and international levels in 2014.

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### BOXING:

- 4 male and 2 female boxers from MAS represented Sri Lanka at the Commonwealth Games held at Glasgow in Scotland during July - August 2014: Anuruddha Ratnayake, Manju Wanniarachchi, P Saparamadu, Asanka Navaratne; Erandi Silva and Keshani Hansika.
- Anuruddha Rathnayaka led the Sri Lanka boxing team.
- One male and one female boxer represented Sri Lanka at the Asian Games held in Korea – P D Suresh and Erandi Silva.
- Three boxers from MAS represented Sri Lanka at the Women's World Championship held in Korea November 2014 - Anusha Kodituwakku, Anuradha Jayasinghe, Keshani Hansika
- MAS Slimline emerged as champions at the Clifford Cup Boxing Championship in the Men's division and MAS Southern Boxing Club became champions in Women Division.
- MAS Slimline emerged as national champions at the Boxing Nationals held in December 2014, whilst MAS Southern Boxing Club became champions in the women's division.
- MAS Vidiyal facilitated boxers from within the plant and from schools in Kilinochchi and Mulaitivu to participate in various boxing tournaments throughout 2014. These boxers have initiated a passion for boxing in the Northern Province, winning medals at the National Sports Festival and Junior Nationals.



### CRICKET

- Team A players Sachithra Senanayeka and Kithruwan Vithanage for MAS Active represented the National Cricket Team for the Ireland/ England tour.



### PISTOL SHOOTING:

- Ruwini Abeymanna of Slimline participated in the Commonwealth Games held in Scotland in 2014. She was placed 11th in the Sport Pistol event and was named the Best Pistol Shooter at the NSSF Open Meet 2014.
- Ruwini Abeymanna, Suranga Fernando and Sagara Wimaladharma won medals at the National Pistol Shooting Championship.
  - Ruwini Abeymanna became the Best Pistol Shooter and won 2 gold medals in 10m Air Pistol and 25m Pistol women's category.
  - Suranga Fernando secured 2 gold medals in the 10m and 25 m men's category
  - Sagara Wimaladharma won a bronze medal.

### ATHLETICS

- Indumathie Karunathilake – awarded silver medal for Long Jump, bronze medal for 200m sprint at the 2014 Asian Para Games in Incheon.
- Rajiva Wijetunge was adjudged best athlete at the Sri Lanka Masters Athletics Meet 2014, the Best Athlete in the Mercantile Athletics Meet 2014 and is currently ranked number one in Sri Lanka for Shot Putt and Discus in the Senior Age Group.
- Sujeewa Malkanthi of Slimtex won gold medal in Long Jump at the Masters Athletic Championship (Thailand), triple gold in 200M, 800M and Long Jump at the National Masters Athletic Championship (Sri Lanka) and silver in 400M at the 18th Asia Masters Athletic Championships (Japan).

## SWIMMING

- MAS swimming team participated in the International Water Polo matches representing Sri Lanka.
- Carlo Baddeliyanage from MAS Active is the National Team Manager for Water Polo.



## BADMINTON

- MAS emerged champions at the 4th Mercantile Doubles Team Championship 2014 – Cup Event.
- Shiranthi Chandrasekara from MAS was a team member of the Women's Veteran Team (A Division) at the 31st MBA Inter - Firm Badminton Championship.



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## MARATHON



With 1400 participants, MAS became the largest group representing a corporate at the Colombo Marathon 2014.

## BASKETBALL

- Sudesh Ahamed represented Sri Lanka and was a silver medalist at the South Asian Basketball Association (SABA Games) held in Bangladesh 2014.
- MAS emerged champions of the Women's Mercantile Basketball B Division.
- Shanali Weerasooriya was adjudged best player of the tournament.

## KARATE

Anura Bandara of Slimtex won first place at the following:

- 4th Indo-Sri Lanka Karate Championships 2014
- Open National Karate Championships 2014
- 6th International Goju-ryu Karate and Japan Shotokan Karate Open Championship 2014.
- International Shotokan Karate Do Organisation 2014.

## FENCING

This year, the Slimline Fencing Club performed exceptionally well at the National Fencing Tournament held in Ratmalana and was duly crowned the National Fencing champions.

## OTHERS

- Farizil Marija led the Sri Lanka National Rugby Team.
- MAS was adjudged Mercantile Rugby champions of 2014.
- Danushka Saram and Yahan Samarajeewa are Captain and Vice-Captain of the Sri Lanka Men's Waterpolo team.

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## MERCANTILE EVENTS

MAS Intimates associates were part of several victorious MAS teams who participated in Mercantile competitions, including Aquatics, Tennis and Hockey.

MAS Intimates were also successful in the following:

- **Volleyball:** The Casualline women's volleyball team emerged victorious in the Mercantile Volleyball Super League.
- **Cricket:** Unichela Panadura demonstrated clear dominance at the 2014 Mercantile cricket tournaments, emerging as champions in the Division A League and also the T20 and 6-a-side championships. The Unichela B team also went on to win the 2014 Mercantile "B" Division Limited Overs Cricket Tournament.
- The Slimtex cricket team became the runners up of the CSN Inter Factory Cricket Tournament.
- MAS Active B Operations Centre Cricket team emerged champions of the Mercantile "F" Division Cricket – 2014.
- **Table tennis:** MAS Intimates won the Mercantile Table Tennis Men's Knock-Out Tournament for 2014 and were also adjudged runners-up in the Mercantile League Table Tennis tournament 2014 for both men and women.
- **Tennis:** MAS emerged winners of the Mercantile Tennis Tournament 2014.
- **Athletics:** P D I Priyanthi was awarded gold medals for 800m and 400mx4 at the Mercantile Athletics Meet 2014.

MAS Active secured 12 gold medals, 2 silver medals and 2 bronze medals at the Mercantile Athletic Meet 2014.



## OTHER EVENTS

- Linea Intimo Biyagama emerged winners of the Council for Business with Britain Cricket Tournament while Contourline was adjudged runners up.
- MAS Active division A team emerged champions at Singer Knockout Tournament 2014.
- MAS Active was adjudged runners up at the Singer League Tournament 2014.
- Shadeline Volleyball team emerged runners up at the CBB Volleyball Tournament.

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## STRENGTHENING COMMUNITIES

With humility and mutual respect instilled in the way we work, giving back to the community is an essential part of our values and culture for over two decades. We leverage our success, scope and resources to make a positive difference in the communities we operate in.





### BEST CORPORATE CITIZEN AWARD 2014

In 2014, MAS Intimates won the coveted Best Corporate Citizen Sustainability Award 2014. The 11th Annual Best Corporate Citizen Sustainability Awards hosted by the Ceylon Chamber of Commerce (CCC) which recognises the untiring efforts of Sri Lanka's corporate entities to adopt 'Best Sustainability Practices' in their business processes. In addition to winning the overall best Corporate Citizen Sustainability MAS Intimates also won 6 other awards: Category Winners for both Environmental Management and Community Relations, Sector winner for Manufacturing, and the Triple Bottom-line Awards for Social Sustainability and Environmental Sustainability. MAS Intimates was also a Top Ten Category recipient which recognises 10 companies who have adopted best sustainability practices in their businesses.

*"Winning the Best Corporate Citizen Sustainability award is recognition of MAS Intimates' practices in all three pillars of sustainability. It is a great motivator for the team to consistently elevate the culture we have created, the ethics we have nurtured and the best practices we have pioneered, enabling us to reach this status. For us, corporate citizenship begins by listening and responding to employees, communities, customers and suppliers; and transforming the dream of a better world into action,"*

*-Dian Gomes - Managing Director, MAS Intimates.*

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### EDUCATION: SHAPING THE FUTURE

MAS believes that education is an indispensable element for achieving sustainable development. Over the years, we have strived to embark on initiatives where our communities have the opportunity to benefit from quality education and learn the values, behaviour and lifestyles required for a sustainable future and for positive societal transformation.

### SISU WARUNA



- 2014 saw the continuation of the 'Sisu Waruna' social innovation programme, which was established in 2012 by MAS Intimates. Its focus lies on capacity building in the next generation and youth empowerment. This programme is aimed at providing information, skills and expertise to students and youth to meet the challenges of the future, as well as encouraging talented students to become youth leaders. The 4 main programmes conducted through Sisu Waruna are shown below:
- Express Learning Programme - MAS Intimates embarked on a programme in conjunction with Dr. Priyanga de Zoysa, a renowned Sri Lankan self-development guru and author to teach students how to learn more effectively. Students are taught 'express learning' skills, which include a series of simple methods such as speed reading, effective note-taking, memory techniques and successful exam techniques. The programme is primarily targeted at O/L and A/L students in schools in our localities, but also at teachers and parents. Awareness is created through seminars, self-help packs and introductory trainings. Overall, over 5000 students, 250 teachers and 2000 parents have benefited from the programme.

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- Leadership Training for Youth - To empower students of the next generation, MAS Intimates began a leadership training camp for school prefects. Over 350 prefects have already participated in these camps. The programme develops the skills and qualities of students that have already been identified as potential leaders. Students take part in leadership and team-building activities, outbound training, panel discussions and seminars conducted by internal and external professionals. Lectures by external and internal resources cover a variety of topics such as leadership, career opportunities, positive thinking, managing stress, general etiquette and work ethic.
- Year 5 Scholarship Programme - The programme provides support to students who are about to sit for the Year 5 Scholarship Examination 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. This programme aims to offer support to students for these highly competitive exams, and has done so for over 750 students already. Workshops held consist of activities such as discussion of mock-exam papers and motivational speeches.
- Internal Scholarship Programme – Last year, MAS Intimates commenced an internal scholarship scheme for deserving children of our own employees. One student from each plant who had excelled in their recent O/L examinations, demonstrated leadership qualities and was well-rounded was selected. A monthly scholarship of Rs.6,000/= to cover tuition fees, books and stationery for a period of two years will be provided. Upon the successful completion of the A/L exam, the recipient will also be given a sum of Rs. 25,000 to support his or her higher education. In 2014, 15 students were selected in total to receive these scholarships.

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**EXPANSION OF SUSTAINABLE DEVELOPMENT EDUCATION PROGRAMME**



The 'Eco Go Beyond' programme entering its eighth year in operation in 2014, commenced the second cycle of the three year (2014-2016) sustainable school

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programme, modelled along the lines of the Environmental Management System. This programme is conducted in 30 new schools that have not been a part of Eco Go Beyond before.



The programme also marked its expansion into three new communities; Mahiyanganaya, Mawathagama and Biyagama under Shadeline, Casualline and Stretchline manufacturing plants respectively. This brings the total localities to 13 with the other 10 in Horana, Hanwella, Pimbura, Pannala, Kuliypitiya, Pallekelle, Thulhiriya, Awissawella, Koggala and Embilipitiya.

The rollout was conducted over 45 days through 30 workshops for 6465 participants including 5399 students, 503 teachers, 563 parents and well-wishers. A total of 5700 handouts were distributed to the participants as well. This brings the total impacts of the programme for students only to almost 35000 from 2006 to present. In addition a one and a half day residential workshop was held for 120 students and 60 teachers at MIMT, Thulhiriya. 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.

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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.

The statistical achievements of the schools between April to September 2014 are shown below;

Number of new trees planted- 1374
New grass grown - 30945.93 m2
Amount of compost- 8023.18 Kg
Plastic - 878.96 Kg
Iron 908.625 Kg
Paper 1182.27 Kg
Glass 2350.975 Kg
96% schools are measuring their electricity consumption
93% schools are measuring their water consumption
Number of items removed from the canteen -127
New healthy food item additions - 200
Completed 5S projects -154
Nutritious Vegetables and Greens cultivated 412.3 Kg

Meanwhile an awards ceremony was held in November 2014, for sub categories of Green Cover, Biodegradable Waste Management, Non-biodegradable Waste Management, Nutrition, Water Conservation, Energy Conservation, Eco Lifestyle and Productivity.

Eco Go Beyond also earned international recognition with a paper on the programme being presented at the 6th International Conference on Sustainability and Education - Best of Both Worlds in Bertioga, Brazil in May. The paper was one of 65 recipients out of 200 submissions, chosen for an oral presentation

The programme also won a merit award a merit award for Sustainability Projects under the category of Education at the Ceylon Chamber of Commerce Best Corporate Citizen Awards 2014.

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## SPOTLIGHT STORY - SIYASAVI COMMUNITY DEVELOPMENT CENTRE AND SITHULA PRE-SCHOOL

MAS Linea Intimo Biyagama embarked on an empowerment through education initiative in 2013 with the establishment of 'Siyasavi' Community Development Centre and Sithula Pre-School which has made significant progress, just a year following its inception. The addition of a well-stocked library and commencement of counselling sessions for the community at Siyasavi were key highlights in 2014.

Counselling sessions are offered to members of the community twice a week by a qualified counsellor (M.Sc. from University of California). We faced challenges in trying to impart the concept of counselling amongst the community, however with the assistance of the local institutions including the Poilce, Grama Sevaka Secretariats and medical clinics, we succeeded in reaching the people in need of this service.

The Sithula Pre-School provides education with highly qualified teachers, and other facilities including uniforms and educational toys for 22 young children whose parents are employees of Linea Intimo.

The public also has access to a monthly English lesson which is conducted free of charge.

The other significant projects for the year included;

'Future Fund' to Uplift the Education of Students in Kalutara - The 'Future Fund' project was inceptioned in the first quarter of 2014 MAS Intimates, Unichela Panadura with the objective of addressing the educational needs of the underprivileged students in the Kalutara district. The project provided over 1 million worth of school books and stationary to 1750 students in need.



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### A LIBRARY FOR ATHTHARAGALLA SCHOOL IN KANDY

MAS Active Contourline built a well-equipped library complex for Aththaragalla Vidyalaya (Junior School) located in Wattegama, Kandy. The school consists of 180 children who come from low income earning families in the Wattegama area. In addition, we conducted workshops on the 5S system and sustainability for teachers and students, and additional mathematics tuition classes for the pupils. Meanwhile in parallel to the project, herbal plants were donated to be grown in the school compound, as an environmental initiative.



### RECOGNISING YOUNG TALENT

The MAS Awards Ceremony for Best Overall Student is held annually to recognise students representing local universities across the country. Following a series of training programmes and projects, an eminent judging panel selects the Best Overall Student from identified faculties.

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 award recipients and 2/3 of the winners are currently employed with MAS. A total of 99 students participated in the programme by the 31st December 2014. 30-35 more students are expected to participate in 2015.

### MAS READY TO UNLEASH

The Ready to Unleash programme is a 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.

*For more projects under this section – Refer to Appendices: Education: Shaping the Future*

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## COMMUNITY HEALTH: BUILDING A HEALTHY AND SAFE COMMUNITY

We are committed towards the improvement of the health and wellbeing of our communities and to transform living standards, health infrastructure, facilities and availability.

### SPOTLIGHT STORY: SUPER 8

A new programme was introduced by MAS Intimates to promote health and wellbeing amongst our own employees, titled 'Super 8'. We are working with the College of Community Physicians of Sri Lanka (CCPSL), the foremost professional body for public health in Sri Lanka to promote 8 health targets that will empower individuals, organisations, communities in taking steps to lead healthier lifestyles. The programme also aims to reduce absenteeism rates and increase productivity. This is to address how to reduce the risks of spectrum of diseases known as non-communicable diseases such as diabetes, high blood pressure, heart disease, cancer etc. The CCPSL works with the community within MAS Intimates and suggests appropriate interventions and support through technical guidance for the implementation of such interventions to see a change for adopting healthier lifestyles.

Discussions about project implementation began in mid-2013 and the first awareness programme was conducted at MDS in November 2013. The programme was first launched in March 2014 at Casualline (Mawathagama), Linea Clothing and Linea Intimates (Pallekele) as a pilot. It targeted approximately 6100 employees. The programme will be introduced at 2 more Intimates plants soon and at the remaining plants throughout the upcoming year.

#### The initiatives are outlined below:

Create increased awareness amongst employees about healthier lifestyles and the 8 key health targets. A core Super 8 conscious team at each plant will be trained.

- Create a 'Super 8' environment at each plant e.g. through initiatives in the cafeteria to promote healthy eating habits and promoting regular physical activity and exercise for all.
- Increase the demand for healthy food and supporting local suppliers in this venture
- Provide facilities and access for all employees to be screened by performing assessment of BMI, blood pressure, blood sugar etc.
- Introduce a personal health record with a lifestyle risk assessment for all employees.

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- Establish indicators to measure the base health status of employees and how this changes post-implementation of the Super 8 programme.
- Support the advocacy and research activities of the CCPSL through sponsorship of its annual Scientific Session and Public Health Forum
- Support the advocacy and research activities of the CCPSL through sponsorship of its annual Scientific Session and Public Health Forum

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MAS Intimates is proposing to mainstream Employee Wellness into HR policy, so that company encourages all employees to be healthy as well be informed about their own health status. A 2-stage screening protocol has been recommended. During Stage 1, employees will be screened by performing assessments of BMI, blood pressure, cholesterol and fasting blood sugar. Personal health records for each employee can be introduced. Employees will be notified of potential health risks and based on risks, further tests can be recommended and performed during Stage 2. There are plans to also introduce a 'Girl Friendly Screening Package', where female employees will be tested for blood haemoglobin levels and taught how to do breast self-examinations. The mainstreaming into HR policy will also involve creating a Super 8 conscious team in every plant, introducing new recruits to the programme, continuous assessments of attitudes amongst employees towards healthy lifestyles and organising related events.

The other significant projects for the year included;

**MAS AKSHAYA INDIA PROMOTES GOOD HEALTH PRACTICES**

MAS Akshaya reached out to the poverty stricken village of Chinthawaram in Andra Pradesh to create awareness on good health practices and the importance of consuming clean water, the first time a programme of this nature was carried out by the Indian manufacturing plant.

Distribution of water to the community, health camps and community awareness programmes are some of the efforts carried out by MAS Akshaya towards creating a healthy and safe community.



**HOSPITAL FACILITIES UPGRADED**

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 "We Serve the community where we are"

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Prym Intimates Sri Lanka upgraded the facilities of the Udupila hospital located in the Gampaha district in 2014. New developments including a dining area for residential patients, renovations at the OPD facility and the ETU section, implementation of 6S in the OPD area and awareness sessions for hospital staff were part of this project. Meanwhile Linea Aqua constructed a special isolation room at the women's ward at the Dompe Hospital in lieu of World Women Day Celebrations.

For more projects under this section – Refer to Appendices:  
Community Health: Building a Health and Safety Community

**BUILDING A SUSTAINABLE FUTURE FOR OUR COMMUNITY**

We are proud to be good neighbours in the cities, towns and villages we work in, sharing our resources, our time and our expertise. We strive to support community improvement in areas including infrastructure development, reconciliation, healthy and active lifestyles, community recycling and education. We have also been proactively involved in disaster relief efforts in communities facing crisis, diversity and inclusion.

### Supporting the Local Community

MAS has been involved in special initiatives focusing on reconciliation and rehabilitation in post-conflict Sri Lanka. MAS Active Vaanavil in collaboration with the Civil Services Department opened a Carpet Sewing Workshop for the rehabilitated Ex LTTE Women Combatants in the North. Vaanavil team actively got involved in renovation of the workshop building, donated sewing machines, fabric off cuts, used threads and technical assistance. The objective of this project is to help the rehabilitated women learn new skills for potential employment opportunities in the future. At present, the carpet sewing centre operates only with two single needle machines and a few females can be trained due to the lack of sewing machines. In 2014 a total of 10 beneficiaries have participated in this project including seven beneficiaries who are now in the skilled category.

MAS Intimates began working with the Consortium of Humanitarian Agencies (CHA) and the Ceylon Chamber of Commerce, who are establishing a network platform to link all agencies and organisations working on disaster management. This is a national level platform that will support the Disaster Management Centre, linking civil society and private sector. It is also linked to the Asia Pacific Alliance Platform in Japan. The platform will assist national efforts in disaster management and optimise a more efficient humanitarian response mechanism, through the private-public partnerships forged. Currently, MAS Intimates is involved in the large-scale drought relief and flood relief programmes that are being organised through this network.

MAS Intimates also collaborated to donate 400 packs of essential and emergency relief items to victims affected by the devastating landslides in Koslanda, together with the assistance of the Sri Lanka Army. Many of those affected lost their families and properties. The fundraising effort was organised by the MAS Intimates Sourcing and Supply Chain Department. Meanwhile other flood and disaster relief efforts included dry rations being distributed by Vidiyal to 53 families displaced due to floods, Unichela Panadura distributed dry rations and sanitary items to 100 people affected by floods in the Kalutara district and 800 5-litre bottles of drinking water were given by MDS to 250 community members to drought victims in Gurugodella, Polonnaruwa.

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Moreover, our associates often go out into the community and conduct workshops or seminars to share best practices with community groups. Many employees lecture and teach voluntarily in their free time. We host various open house days within the factory premises, so that families of associates and new recruits and other groups can see how we operate and become a part of the organisation. Each plant also hosts children's days, elders' days and Avurudu celebrations each year.

Employee volunteerism is nurtured and encouraged, and on any given Poya day or public holiday our associates engage in various acts of benefaction and shramadhanas; purely of their own volition. These acts are supported by the organisation wherever possible. We also have a leadership team that lives this philosophy. People, who personally sponsor less privileged students through school to university, people who are always willing to lend a helping hand during illness and employees' personal troubles. This is strengthened by a framework in HR which caters to this culture of giving.





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Bodyline embarked on an initiative to gift 44 sarongs and shirts worth over Rs.70,000 along with 5 wheelchairs to the disabled soldiers at Abhimansala, a facility that houses injured soldiers from the civil war. Bodyline visited the facility and served lunch to the soldiers while being entertained by a musical group of talented soldiers.



Meanwhile Siyane National School located just a few meters away from the Linea Aqua manufacturing plant was in need of fencing the school premises. Linea Aqua not only addressed the need, but also created awareness amongst school teachers and students on sustaining a greener environment.

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The Christmas programme and school items donation organised by Lanka Plus for the year 2014 was held on the 22nd December 2014 at the Narahenpita Community Centre Hall, Colombo. This special programme was organised for children affected by HIV/AIDS. MAS Active had the opportunity to be a part of this programme as an entertainment group from Active Operations Centre performed at the event entertaining the children with a sing-along session and providing them with musical instruments and gift vouchers to purchase shoes for these children.



Linea Aqua distributed 250 of 1000 litres of water tanks to aid those affected by the severe drought in the country in 2014. Apart from assisting the drought affected areas, a school located near Linea Aqua, Naiwala also had a shortage of water supply with just two taps catering to the entire school. An efficient pipeline system was constructed and donated to the school.



The annual CSR event of Nirmaana was held in September 2014 to showcase our brotherhood to a former associate of MAS Active Nirmaana, Sampath Dinishka, who was severely injured after a tragic accident. The chosen project was to build a boarding facility to help him overcome his daily struggle to survive with special contributions from Nike Business Division and Strategic Brands Teams in addition to the personal contributions from Nirmaana.

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*We recognise the responsibility our company and our people have in contributing to a thriving, successful society. To fulfill this responsibility, we seek out initiatives that, through our community investments, will make a difference in people's lives.*

*For more projects under this section – Refer to Appendices: Building a Sustainable Future for Our Community*

## EMBEDDING A SPORTING CULTURE IN OUR COMMUNITIES

Sport is an intrinsic part of our culture. As a company MAS has been consistent in its support of individuals with active sporting careers as well as those who have the potential to be successful sportspeople.

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### SUPER FIGHTER – THE SEARCH FOR THE NEXT GENERATION OF BOXERS



'Super Fighter', Sri Lanka's first ever reality sports programme directed to scout for hidden boxing talent, was launched in the beginning of 2014. It commenced with the aim of creating opportunities for skilled youth by identifying and nurturing talent to provide elite pathways for the next generation of boxers across the country. The objective is to focus on promising boxing talent among schools, targeting the 2020 Tokyo Olympics. This programme is a method of empowering youth and improving livelihoods through sport. Sirasa Super Fighter is the world's first reality boxing programme and Sri Lanka's first ever reality sports programme.

The programme was conceptualised by former President of the Boxing Association of Sri Lanka, Dian Gomes, Managing Director of MAS Intimates, renowned for his revival and endorsement of the sport across the country, Chevaan Daniel, Director Capital Maharajah Organisation and is supported by the creative direction of Ruwan Keragala, Finance Director of MAS Intimates. It is a joint partnership of MAS and News First of the Capital Maharajah Organisation. The concept was initiated and worked on by MAS Intimates.

The programme covered all 25 districts in Sri Lanka, with 15 two-day training sessions seeing the participation of over 10,000 enthusiastic young boxers aged 16-18 years from across the island. From these 15 training sessions, a pool of 128 promising young boxers were chosen in 4 weight categories – 49kg (Light Flyweight), 52kg (Flyweight), 56kg (Bantamweight) and 60kg (Lightweight), with 32 boxers in each weight category. The training sessions were authorised by the Schools Boxing Association of Sri Lanka under the supervision and guidance of the Boxing Association of Sri Lanka.

This pool of boxers then participated in four residential training camps, each spanning the length of 10 days. They were also offered personal development, outbound training, English communication skills, as well as training on personal and business etiquette. The finale, featuring the 8 finalists was held on the 13th of July 2014, at Stein Studios Rathmalana and broadcast live on Sirasa TV. In addition to being crowned “Super Fighter”, the winners in the four weight categories will also be awarded education and sports scholarships to a total value of Rs.36 million, the highest prize money that has been awarded in television in Sri Lanka.

Identifying talent had previously been a challenge but through Super Fighter, there is now an opportunity to identify and provide a long-term focused training programme to cultivate champions. The boxers with the greatest potential were awarded scholarships and pooled at an MAS Intimates facility (Linea Clothing) in Kandy. They are trained on a residential basis. All welfare costs, accommodation, education costs and tuition are sponsored for a period of 6 years. This is the first time in the history of the Boxing Association of Sri Lanka that a focused effort is being put into developing boxers from an early age.

MAS, the Boxing Association of Sri Lanka and Sirasa are planning on Season 2 for 2016, as another potential pool of talented young boxers plan to step into the ring.

*For more projects under this section – Refer to  
Appendices: Embedding a Sporting Culture  
in Our Communities*

## APPENDICES

## WOMEN MATTER

**Career Advancement**

- 5s Lead Assessor training
- A six month Diploma in English Course for Empowered Women only
- A six month Personality Development Programme for Empowered Women only
- Basic English lessons to improve written and spoken skills
- Basic IT classes
- Lady mechanic training
- Empowered women leadership training
- Multi skill programme
- Role model development Course for past winners of the Empowered Women Programme
- Sign language classes for hearing impaired team members
- Team building

**Work Life Balance**

- Aloka - breast cancer awareness programme
- Awareness for pregnant employees
- Awareness on family planning and sexually transmitted diseases
- Awareness on HIV - AIDS
- Awareness on Legal AIDS
- Awareness programme on reproductive health
- Ayurvedic clinic
- Child development and safety programme
- Clinic by Vision care mobile optical service - eye testing and discount facilities
- Counselling programme employee
- Counselling programme for new comers
- Dental programme - to educate health and oral hygiene
- Domestic violence awareness programme
- Eye clinic
- Family planning awareness programme
- Finance management awareness programme
- Gender sensitivity training for male executives
- Getting More Out of Life (GMOL) programme for females and males

- Go Beyond Pola - to sell home products to earn an extra living
- Health camp
- Health Clinic (Eye clinic)
- Healthy mother and healthy baby programme
- Immunisation camp - all staff - conducted at Intimates Fashion and Linea Fashions, India
- Implementation of Happy Family Life Programme - prevention of violence against women
- Leave related awareness programme for newcomers
- Mental health day awareness
- Newcomers motivation programme
- Parent's day
- Personal grooming and hygiene
- General awareness on Personality development programme
- Savings accounts for new born babies
- Screening for Anaemia
- Session on good practices and labour issues
- Sewing project
- Sponsorship of widow employee child's education – Intimates Fashion, India
- Stress management and Work Stress management programme
- Training programme on "how to reduce your energy bill"
- Women's day celebrations
- Zumba lessons to promote fitness

**Skills Development**

- Abhinandani - Talent show, Talent development and grooming sessions
- Beauty culture course
- Bridal dressing classes
- Cookery demonstration
- Dancing classes
- Dress making course
- Empowered Women of the Year - Sewing / Pottery and Saree painting project
- First aid / fire and emergency training
- Musical band and singing practices
- Needle craft / Hobby craft
- Ribbon embroidery course
- soft toy making and bag making
- Tea time meetings - coaching programme
- Tie Dye and Dip Dye training

**Rewarding Excellence**

- Abhinandani - talent show - recognise and reward exceptional talent
- Art / poster competition - winners were recognised rewarded
- Competition on poems, short stories and creating writing
- Debating competition
- Performance at the Gold Coin ceremony
- Vesak lantern competition
- Women's day celebration - Inspirational speeches

**EDUCATION: SHAPING THE FUTURE**

- The 'Eco Go Beyond' programme commenced the second cycle of the three year (2014-2016) sustainable school programme, and is conducted in 30 new schools.
- A new library opened by Linea Intimo at Sithula pre-school and counselling sessions commenced at Siyasavi community development center.
- Unichela Panadura distributed over 1 million worth of school books and stationary to 1750 students in Kalutara.
- A well-equipped library complex opened for students at Aththaragalla Vidyalaya (Junior School) located in Wattegama, Kandy.
- The MAS Awards Ceremony for Best Overall Student was held in December 2014.
- The continuation of the 'Sisu Waruna' social innovation programme by MAS Intimates, which was established in 2012.
- MAS Intimates organised a competition where prefects who participated in Sisu Waruna leadership development camps, independently planned and carried out projects to solve a certain issue in their school. The best projects were recognised and awarded prizes.
- Thurulie conducted an Express Learning programme for 475 O/L students from Galigamuwa Central College and Mahanaga College. This is part of the Sisu Waruna initiative to promote youth capacity development, in conjunction with Dr. Priyanga de Zoysa.
- Slimtex conducted a full day leadership development camp for 60 school prefects and 8 teachers, together with Dr. Priyanga de Zoysa, Gunasiri Bandara and OBT trainers. This was part of the Sisu Waruna programme and the students were from the Kanadulla Darmara College, Paduwasnuwara Central College, Iriyagolla Central College and the Holy Angels' College Kuliypitiya.

- Slimline organised a leadership camp for 150 school students as part of the Sisu Waruna initiative.
- Thurulie conducted a Sisu Waruna leadership camp for 75 prefects from the Ambepussa Maha Vidyalaya, Mahanaga Maha Vidyalaya and the Ethnawala Maha Vidyalaya.
- Silueta held a Sisu Waruna leadership development camp for 400 O/L and A/L students from the Moratuwa Wales College.
- Slimtex conducted a Sisu Waruna leadership development camp and OBT training for 80 prefects of the Nakkawaththa School. Students were taught various skills in various areas such as leadership, self-confidence, team building and dining etiquette.
- Slimline helps a group of students from the Ambagahena, by organising free Year 5 Scholarship classes every month. These students are from an extremely rural area near Pannala and cannot afford tuition as they are from very low-income families.
- Linea Clothing and Linea Intimates held a Sisu Waruna Leadership Development Camp for 200 school prefects from Kandy, Wattegama, Kegalle and Mawathagama.
- Slimline presented 20 employee's children who had passed the Year 5 Scholarship exams with gift vouchers.
- Slimtex conducted a full day Sisu Waruna leadership development camp for 60 prefects and 2 teachers from St. Joseph's College.
- Thurulie conducted a seminar for 300 Grade 5 scholarship students from Thulhiriya, as part of the Sisu Waruna programme. Students were taken through mock exam papers.
- Slimtex organised a Sisu Waruna Express Learning programme for 820 O/L and A/L students and 12 teachers from the Paduwasnuwara S W R D Bandaranaike Central College.
- Slimtex organised a half day workshop for the 16 winners and 2 teachers of the Sisu Waruna project competition. The best practices of the winning teams were shared, and teams were presented with awards and gifts.
- OBT training was given to 160 prefects of the Kuliypitiya Central College by Slimline, as part of the Sisu Waruna programme.

- Linea Intimo renovated a library for the students of Siyambalapewatha Kanishta Vidyalaya.
- MAS Fabric Park offered a scholarship of Rs. 60,000 a year for 4 years to a former late employee's daughter, for her higher education.
- Linea Aqua donated 225 pairs of school shoes to the children of Giridara Sri Bodhi Vidyalaya, Kapugoda and Thitharapathara School, Hanwella.
- Matrix awarded a cash prize of Rs.15,000 to three associates' children for obtaining merit results in the year 5 scholarship exam.
- Trischel Fabrics made a cash donation of Rs.30,000 in aid of the prize giving ceremony at Dhamma School at Mangedara temple.
- Trischel Fabrics made a cash donation of Rs.30,000 to the children who excelled at the Year 5 Scholarship Examination.
- MAS Fabric Park assisted school leavers to find employment in the Kegalle District under the "Kegalle Tharunodaya" programme.
- Linea Aqua recognised the service of a former associate with accessories for the children of a pre-school she manages.
- Unichela Panadura distributed school uniforms to 100 pre-school students of the Bandaragama pre-school.
- A cash donation by Matrix was made to the Mainnoluwa School Sinhala Literature Day.
- Vidiyal held a motivational exam preparation seminar for 77 O/L students at the Akkarayan Maha Vidyalayam in Kilinochchi.
- Linea Aqua constructed and handed over a library for the students of Sidartha Primary School
- MDS donated gift vouchers to 85 children affected by HIV/AIDS at the Community Centre in Narahenpita. The students were able to purchase all school items required for the year using this.
- MAS Fabric Park made a donation of Rs.25,000 to the "All Island Dahampasal Skill Development programme" organised by Warakapola Divisional Secretariat.
- A cash donation was made by Matrix to the Dharmasiri Senanayake College School Technology Classroom project and Water Tank project.

- 50 school bags were donated by Linea Aqua to children from Mihidu Pre-School who started school in 2014.
- A cash donation was made by Matrix for the Kawudumunna School Art Exhibition.
- Vidiyal donated stationary and school supplies to children of team members who had successfully passed their term exams in school.
- Unichela Panadura donated books to 30 O/L students of the Wickramaseela Pirivena School.
- Linea Aqua donated gifts and 4 blackboards to the O/L students of Tarala School.
- Vidiyal held a motivational exam preparation seminar for 55 O/L students at the Akkarayan Maha Vidyalayam in Kilinochchi.
- Matrix extended a helping hand to Kohombadeniya primary school, a poverty stricken rural school by providing drinking water facilities, renovation of the school building, painting, wiring etc.
- Casualline provided notice boards to the Pothubowa Maha Vidyalaya, as many employees of Casualline are alumni of the school.
- Small renovations were completed at the Kegalle Primary School by Linea Clothing and Linea Intimates where many employees were past students.
- Linea Clothing and Linea Intimates held an essay competition to commemorate World Children's Day and to also create awareness about protecting the environment. The essay competition was held for all school students in the Kandy educational zone, at the Dharmaraja College Auditorium.
- Linea Clothing and Linea Intimates donated box files to the educational offices in Wattagama and Kandy, to promote 5S among educational institutes.
- Unichela Panadura donated school items to over 250 primary school students of the Rahula Kanita Vidyalaya.
- Matrix donated wooden pallets for partitioning and assembling of school furniture and implemented the Rainwater Harvesting Project at Dharmasiri Senanayake College, Thulhiriya.

- Linea Aqua donated stationary to the children of Peter Weerasekera's Children's Home.
- Unichela Panadura donated a multimedia projector to the Bekkegama Kanitu Vidyalaya.
- A notice board was donated to the Hegalle Primary College by Unichela Panadura.
- Excess chairs from Unichela Koggala were donated to 3 rural schools in the Habaraduwa area.
- Unichela Biyagama successfully installed a drinking water tap line at the Yabaraluwa. Kanishta Vidyalaya. Renovations on the main school building were also carried out and school books were also donated to 130 students, ranging from Grade 1 – 5.
- Casualline held a campaign to raise awareness about Earth Hour amongst the people of Mawathagama, including schools, police, private companies and government offices.
- An environmental sustainability awareness programme was conducted by Casualline for 2 students and 2 parents from the Hatharaliyadda Pothubowa School.
- Books and equipment were donated by Casualline to 150 students and children in the Mawathagama area to celebrate Children's Day.
- Linea Aqua gifted books to 57 students who excelled at the Year 5 Scholarship Examination.
- A cash donation was made by Matrix to St. Josephs College, Kegalle fund for development.
- Casualline sponsored the donation of the school name board to the Pothubowa Maha Vidyalaya.
- MDS donated 3 sets of uniforms each to 14 students of the Kosala Dullewa Foundation in Ratmalana, a school dedicated to educating children with special needs and those who are differently-abled.
- Arts and crafts supplies were gifted to the students of the Kosala Dullewa Foundation, who attended an event conducted by MDS.
- Thurulie donated chairs, a volleyball net and balls and school bags to 110 students at a local school nearby Thurulie.

- A team from Linea Aqua took time of work to spend time at the Indanamulla Elders Home.
- Slimline helped restore and rebuild the broken-down main hall of the Waguruwella Kanishta Vidyalaya, which caters to 3 classes on any given day. The hall is also used for community meetings, political gatherings, polling stations, examination centres etc. A proper ceiling, roof, electricity, floor and stage for the main hall were all built successfully at the school in Welpalla. The project was initiated by a team member. The labour costs were borne by the community and parents of students all helped.
- Thurulie organised a lecture by environmentalist Pubudu Weerakoon to create better awareness about protecting the environment for 125 students, teachers and parents of a local school.
- Slimtex gifted funds and equipment to provide electricity to the main hall of the Beminigalla Kanishta Vidyalaya.
- A career guidance programme for 300 students of the Pannala National School was organised by Slimline.
- Thurulie donated school shoes to 79 students of the Mangedara School.
- Thurulie provided funds for a Grade 5 scholarship winner to purchase essential school items and requirements.
- Thurulie is helping to renovate the Mangedara School, situated close to the plant as an on-going project.
- Thurulie donated funds to help uplift and renovate the library facility in the Balathawa Primary College, which can benefit over 400 students.
- Linea Aqua organised group classes for 12 students sitting for their GCE A/L examination.
- A team from MAS Intimates together with Slimtex conducted a one day Shramadana programme together with a team from HSBC, at the Kaburapolla School to renovate the water system. This will benefit over 120 students that attend the school.
- Books and stationery for 82 students from the Kutharippuwa Maha Vidyalaya were donated by Slimtex.
- Slimtex donated 20 box files to the Hegava Kanishta Vidyalaya.
- 50 students and 5 teachers from the Kubukgeta Central School visited Slimtex for an induction session about 5S practices.

- Slimtex donated a TV and DVD player for the Ilukhen Gunananda Maha Vidyalaya.
- 25 gifts packs with books to the Sri Sudharshana Pre-School in Mandapola were donated by Slimtex.
- Slimtex donated 20 box files to the Yakarawatta Maha Vidyalaya.
- 150 students from schools in Naiwala were invited to visit Linea Aqua plant in Naiwala with their parents and were gifted stationary.
- Throughout the year, Slimline supports 3 students in higher education by providing scholarships of Rs. 6000/- a month each for living expenses and accommodation cost.
- Material was donated to the Nadalagamuwa School, to make uniforms for 80 students who performed as part of the marching band and dance group at the school sports meet, by Slimline.
- 2 boards were provided to St. Michael's Sunday School in the Ambagahahena area by Slimline, where 300 students gather each week, to be utilised to help them study better.
- Slimline donated 3500 buns to be given as a snack at a ceremony of the Pannala National School.
- Linea Aqua donated utensils for the Home Science Room of Papiliwela Madamaya Maha Vidyalaya.
- A scholarship was given to a medical student who is the child of a Slimline employee.
- Students from Wayamba University were invited to Slimline, for a mentoring programme which included an induction to the company, a plant tour, sharing of best practices and activities together with mentors.
- Slimline held a full-day outbound training session as part of a mentoring programme at Wayamba University.
- Slimline donated funds towards the construction of the Sanasa Pera Pasala in Kuliypitiya.
- Books were donated by Slimline for the Eeriyagolla Daham Pasala prize giving.

- Donation of stationary/books and past question paper, Awareness on 5S, awareness on environment protection, art competition, leadership and team building sessions, logistical support for educational trips, conducting sports and extra-curricular activities and donation of sports equipment were carried out by the following manufacturing plants;
  - MAS Active Contourline - Athtaragalla School
  - MAS Active Leisureline - Amandoluwa School
  - MAS Active Shadowline - Andiambalama Maha Vidyalaya
  - MAS Active Shadeline - Medayaya School
  - MAS Active Sleekline - Dadagamuwuwa School
  - MAS Active Synergy - Pohorabawa School, Dehiowita Tamil School, Hewainna Kanda Vidyalaya, Rajasinghe Central, Morawaththa Central Collage, Bamunugama Central Collage

## COMMUNITY HEALTH: BUILDING A HEALTHY AND SAFE COMMUNITY

- A new programme introduced to promote our associates' health and wellbeing titled 'Super 8' along with the College of Community Physicians of Sri Lanka.
- The maternity ward of the Menikkinna Hospital was renovated. This benefits our employees and the wider community as well, since is the closest hospital to Linea Clothing / Linea Intimates.
- Unichela Panadura donated white canes to 12 visually impaired individuals, to aid them to travel with more ease.
- MAS Akshaya created awareness on good health practices and the importance of consuming clean water, in the poverty stricken village of Chinthawaram in Andhra Pradesh.
- Prym Intimates Sri Lanka upgraded the facilities of the Udupila hospital located in the Gampaha district.
- Over 600 employees from Unichela Panadura participated in a blood donation campaign to help the Sri Lanka Blood Bank.
- Linea Aqua donated medicine covers to the Radawana Central Hospital. This project is scheduled to continue till 2015.
- Bed sheets were donated by Unichela Koggala to the Kalugala Government Hospital in Habaraduwa.

- A blood donation campaign was conducted by Unichela Biyagama, where 101 employees donated blood.
- Unichela Biyagama conducted a free medical eye clinic for all employees and their families.
- Casualline built a medical room for the Pussalla Primary School, which previously had no such facility. The medical room now benefits over 530 children from Grades 1 – 5.
- MDS donated a hearing aid to the child of an employee.
- Slimtex donated money for a community member from the Kuliypitiya area to undergo an eye operation.
- Linea Aqua conducted the second phase of the Eye Camp where 225 pairs of spectacles were donated to senior citizens of the area.
- Slimtex donated funds and 10 white canes to the Sri Lanka Welfare Organisation of Visually Impaired Women in Kuliypitiya.
- A water mattress was provided to the husband of an employee at Slimline who is bed-ridden, to prevent bed sores.
- A cash donation was made by Textprint Lanka to Gayashan Kahandawa for his medical expenses due to accident.
- 160 pints of blood were collected during a blood donation campaign organised by Slimline. The blood was given to the National Blood Transfusion Service.
- 20 white canes were gifted by Slimline to celebrate Annual White Cane Day, organised by the Welfare Organisation of the Visually Impaired Women in Kuliypitiya.
- Slimline is supporting the travel expenses of an employee who has to receive very frequent medical treatment for a back condition, over a prolonged period of time.
- Prym Intimates Lanka planted 30 Ayurvedic plants in the Udupila Hospital premises.
- Textprint Lanka made a cash donation towards the recovery of the mother of Jagath (company associate) who was diagnosed with Leukemia.

## BUILDING A SUSTAINABLE FUTURE

- MAS Intimates won the coveted Best Corporate Citizen Sustainability Award 2014. The 11th Annual Best Corporate Citizen Sustainability Awards hosted by the Ceylon Chamber of Commerce (CCC).
- Vidiyal conducted a project in collaboration with the District Secretariat in Kilinochchi and Mullaitivu and the Central Environment Authority to collect and eliminate e-waste in that region.
- MAS ACTIVE Vaanavil in collaboration with the Civil Services Department opened a Carpet Sewing Workshop for the rehabilitated Ex LTTE Women Combatants in the North.
- MAS Intimates commenced working with the Consortium of Humanitarian Agencies (CHA) and the Ceylon Chamber of Commerce, who are establishing a network platform to link all agencies and organisations working on disaster management.
- Linea Aqua constructs the fence around the Siyane National School and creates awareness on environmental sustainability in the area.
- Unichela Panadura developed and upgraded the Bulathsinhala Community Centre, where the community gathers to celebrate occasions etc.
- MAS Nirmaana built a boarding facility with special contributions from Nike Business Division and Strategic Brands Teams for an MAS associate who was injured in a tragic accident.
- Linea Aqua painted the dormitories that belongs to the Sri Lankadhara Society, founded for the welfare of underprivileged and disadvantaged members.
- A team from MAS Active Operations Centre performed for HIV/AIDS diagnosed children at the Narahenpita Community Centre Hall, Colombo and gifted musical instruments and gift vouchers.
- Linea Aqua distributed 250 of 1000 litres of water tanks to aid those affected by the severe drought in the country in 2014.
- Unichela Panadura donated pampers, detergent, sanitary items and hosted a meal at an elders' home in Panadura, for 75 senior citizens.
- A musical show was organised by Unichela Panadura to raise funds to help an employee, who lost her husband, possessions and all assets in the tsunami and faced other issues, to purchase land.

- Unichela Koggala donated tea sets to the Pulinathalaramaya temple, upon request.
- Unichela Biyagama conducted a voluntary 'shramadana' project at the Senenawathie Matha Elders' home, following a suggestion by the JCC.
- Casualline organised and sponsored the Avurudu Festival in Mawathagama, where over 5000 people participated. The Avurudu Kumari prize gift was also sponsored by Casualline. This is an annual event conducted by the company.
- Construction for a dedicated training centre to teach craftwork skills at the Sandagala Blind and Deaf School was started by Casualline, to promote the opportunity of self-employment. A water meter was also provided.
- Prym Intimates Lanka donated 100 ceiling sheets to the Dompe temple.
- Matrix donated tents (covering material) for the Hunuwala temple.
- Casualline donated a roof to the Samabodhiya temple in Mawathagama, to help protect the Buddha statue.
- MDS provided funds to purchase fabric and sew uniforms for the children of the Sandungama village.
- Gift hampers containing dry rations were donated by MDS to the Welfare Society of the Blind.
- 40 children from a nearby orphanage were presented with a gift of their choice by employees of MDS for Christmas.
- MDS donated funds to St. Sebastian's College in Moratuwa to sponsor their annual Christmas event.
- Silueta distributed gifts and funds to 100 children of the Viharamahadevi Children's Home in Biyagama.
- MAS Fabric Park supplied drinking water for the Parakramagama villagers who were affected by the drought.
- Thurulie made a charitable donation to the Dedigama Kotawehera Temple in Thulhiriya for renovations.
- A sound system was donated by Linea Aqua to the elders home located around the plant premises comprising of 25-35 female senior citizens. The system was a requirement for the elders to observe daily prayers.

- Thurulie made a donation towards a job fair for 500 people organised at the AGA office in Alawwa.
- Thurulie organised a special motivational day to empower 13 differently-abled employees at Hotel Ranmal.
- A donation was made to the Madakuburumulla Temple to assist the renovation process by Slimtex.
- An almsgiving was held for 20 differently-abled members of the Praja Shakthi Divi Sarana home by Slimtex.
- The transport for a day trip conducted by the Sudarma Day Care Centre in Ilukhena was provided by Slimtex, free of charge.
- Slimtex helped renovate the Dageba at the Kandulla temple, benefiting over 1800 people.
- Slimtex organised an almsgiving for 350 people from the Nakkawatta area, who were offering 'sil' for Poson Poya day at the Barigoda temple.
- MAS Fabric Park donated 700 eco cement blocks for the construction of R.M.R Jayanath, MFP associate's, house construction.
- Slimtex made a charitable donation to the Bohingamuwa Temple to start renovation of the 'awasa geya'. Over 1000 people regularly attend the temple from the area.
- Funds for the 'atapirikara' for a puja ceremony at the Angeerasuttarara Maya Temple in Narangoda were donated by Slimtex. Over 1500 people regularly attend the temple from that area.
- Slimtex donated 15 garbage bins to the Kuliypitiya Urban Council which will be placed around the town.
- Slimline helped repair the broken water system and install a proper distribution system in the Pannala Temple. A new 20 foot water tank was built and new plumbing was installed at the temple. Water wastage was reduced, and over 500 people will benefit from this, including our own employees as this is the closest temple to the Slimline premises.
- Slimline donated a computer to the Corps Ceylon Military Police Camp in Killinochchi, in collaboration with Vidiyal.
- 7 large informational boards were donated by Slimline to the Nadalagamuwa Sri Rahual Maha Vidyalaya in the Ambagahena area.

- 1000 bookmarks from a WGB event were donated to the Pannala Public Library by Slimline, to be distributed amongst the community.
- Slimline made a monetary contribution towards the Avurudu celebrations organised by the Dankotuwa Divisional secretariat, where the elderly are provided with lunch and take part in events/festivities to celebrate the New Year.
- When an employee passed away, certain individuals in Slimline contributed a day's salary towards helping his family cope with their sudden loss.
- Slimline provided 150 dinners for the attendees of the Yakwila Pirith ceremony.
- Slimline provided 200 dinners and dessert for the Pannala Police Avurudu celebration.
- Slimline made a donation to the Rantharu Sports Club Buck Maha Ulela. It is one of the biggest Avurudu festivals in Nadalagamuwa, where over 2000 people attend.
- Slimline made a contribution to help purchase the prizes for the Ranaviru Sansadaya Avurudu celebrations in Pannala.
- Trischel Fabrics assisted a poverty stricken village woman in Thulhiriya by providing Rs.4,000 worth of equipment to commence her own business.
- Funds were also donated by Slimline during Avurudu to the Nawodaya Sports Club for the Buck Maha Ulela, Dilenatharu Sports Club Society, Sithijaya Youth Society, the Kandepola Grama Sewa Samithiya, the Helping Hand Unity Service and the Suhada Welfare Society.
- 60 m of curtain material were donated by Slimline to a local school.
- Slimline donated 30 m of material to the Pannala AG office, to be used for dansalas.
- Slimline donated funds towards renovations at a temple in Narangoda.
- Slimline printed and donated 60 T-shirts to the Sri Pathini Maha Devalaya Perahera in Minuwangamuwa.
- Textprint Lanka distributed compost bins distribution to 20 villagers in Thulhiriya.
- 100 box files and A4 rolls were donated to the Kuliypitiya Ministry of Health by Slimline, to help with their transition into a 5S workplace.

- A donation was made by Slimline towards the Asela Sadaham Kalapaya at the Pannala Temple
- MAS Fabric Park made a significant contribution to the following projects;
  - Alawwa Sri Ananda Bhodhiraja Temple to its Poson programme.
  - Warakapola Pradeshiya Sabha Cleaning Programme.
- Donation for the improvement of the home gardening project organised by Thulhiriya MV which was placed first in the MAS Sustainable Development Programme.
- Donation for "Vishwa Bala Dharma Yanthraya" organised by Warakapola Police Station.
- Donation of a carpet for Mainnoluwa Maha Vidyalaya which was selected under MAS Sustainable Development Programme.
- Donation for construction of the new Chaithya at Hunuwala Temple.
- Donation for the proposed "Dharma shalawa" in Sumanarama Temple, Thulhiriya.
- Donation of cement blocks for a poor family on request by Govijana Seva Center.
- Computer for Faculty of Science - University of Colombo Donation of used ceramic plates for Nangalla "Dansela".
- Donation for purchasing equipment required by the trainees in "Muslim Ladies Study Circle."
- Donation for the Sinhala / Tamil New Year Festival organised by "Rainbow Sports Club" in Thulhiriya.
- Donation for the construction of "Sangavasaya" in Siriseelawimala Pirivena in Dorawaka
- Employees and Slimline together contributed funds for an employee to build a house.
- A contribution was made by Slimline towards the Literature Festival organised by the Pannal Divisional Secretariat.
- Matrix made a donation of R.10,000 towards the Award Ceremony and "Guru Upahara Ulela" organised by Sri Mahinda Daham Pasala, Mahawaththa, Mangedara.
- Textprint Lanka made a contribution towards the construction of the Room for "Nenasala" Project at the Thulhiriya Temple.

- Slimline gifted a 19" television to the Saranath Maha Vidyalaya for Children's Day.
- Trischel Fabrics planted 100 trees around the playground at Dharmasiri Senanayake Vidyalaya, Thulhiriya.
- Slimline provided 200 buns and 200 milk packets for the Udubaddawa Divisional Secretariat's Literature Festival.
- Slimline donated funds for the Udubaddawa Sunday School Christmas prize giving.
- Write-off material from Slimline was given to the Narangalla Sasthaloka Pre-Childhood Development Centre.
- Vidiyal donated 10 water tanks to selected villages in Kilinochchi, which were affected by water scarcity.
- During the rainy season in Kilinochchi, many villages were affected by floods. Vidiyal provided dry rations to 53 families who were displaced due to floods, helping 167 affected people.
- Dry rations and sanitary items were donated by Unichela Panadura to 100 people affected by floods in the Kalutara district.
- 800 5 litre bottles of drinking water were given by MDS to 250 community members in Gurugodella in Polonnaruwa, who were seriously affected by droughts and had not received much aid.
- MAS Fabric Park donated a 200L plastic empty barrel for H M I U Herath, an associate of MFP.
- Silueta provided water for 600 drought-affected people in the Polonnaruwa region.
- Slimtex distributed 900 5L water bottles to 150 families affected by the drought at the Puttalam Kuda Meddawachchiya area through the 'Pipasata Diyabindak' project.

## EMBEDDING SPORTS IN OUR CULTURE

- 'Super Fighter', Sri Lanka's first ever reality sports programme directed to scout for hidden boxing talent, launched in 2014.
- Casualline donated t-shirts for the football, volleyball, cricket, netball and athletic teams of the Pothubowa Maha Vidyalaya. Many of these teams went on to be placed in Divisional and District level competitions.
- Linea Aqua sponsored the air tickets of the three children from Rajasinghe Central College Hanwella and Kirindiwela Maha Vidyalaya who were selected to participate at the international school Karate Championship held in India.
- Casualline donated T-shirts for the football, volleyball, cricket, netball, dancing and athletic teams and the school band of the Hatharaliyadda National School. The school band was placed in a national competition and the dancing team won 3<sup>rd</sup> place in an all-island competition.
- MAS Fabric Park provided a swimming coach to students in Thulhiriya MV to enhance school swimming as a sport.
- Silueta continued to provide coaching for the differently-abled Sri Lankan women's volleyball team. The former coach of the Sri Lankan volleyball team works with the women every Sunday and the team was even selected to participate in the Asian Paralympic Games.
- MAS Fabric Park made a contribution to the volleyball tournament organised by Sri Lanka Army.
- The uniforms for the Sri Lankan women's volleyball team for the Asian Paralympic Games were sponsored by Silueta.
- Silueta continued to provide boxing coaching for 10 students from selected schools in the Biyagama area.
- A donation was made towards the DRO Sports Meet in Kuliypitiya by Slimtex, where over 300 athletes participated.
- The gifts to be presented at a volleyball tournament in Kuliypitiya where 15 teams participated were sponsored by Slimtex.
- Slimtex provided track suits and T-shirts for the football team of the Saranath School.
- A hockey camp was organised by Slimline for over 30 university level hockey players at Wayamba University, to teach new skills and game plays.
- MAS Fabric Park donated medals and trophies for the 40th National Sports Festival organised by Warakapola Divisional secretariat and Sabaragamuwa provincial council.

