

**UNITED NATIONS GLOBAL COMPACT
COMMUNICATION ON PROGRESS (COP)
2015**



**MABROC TEAS (PVT) LTD
From: January 2015 To: December 2015**

1.0 Statement of Continued Support

14th January 2016

To Our Stakeholders,

With all the difficulties experienced in the international market place during the year 2015, Mabroc Teas continued communicating the commitment to the principles of the United Nations Global Compact reaffirming the Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

We are pleased to announce that Mabroc Teas is the first Sri Lankan Tea Company to obtain the Sri Lanka Tea Board Good Manufacturing Practices Certificate during the year under review. In addition to the Good Manufacturing Practices and Quality Assurance the scope of the certification also covers the hygienic and sanitary facilities provided to the employees.

We would like to take this opportunity to wish the United Nations Global Compact continued success in their endeavors in promoting these noble principles around the world.

Yours Sincerely,

MABROC TEAS (PVT) LTD.

Niran Ranatunga
Managing Director

2.0 Mabroc Teas Corporate Sustainability Programme: Tea without Tears

Tea without Tears (TWT) is our way of taking care of our most valuable asset, our human resources irrespective of designation or seniority; it is them who make up the Mabroc family. Each and every person engaged in the company contributes his / her might in creating the fine quality tea that Mabroc is reputed the world over. Tea without Tears was started in 2008 by our very own employees. During the period of 2015 we accomplished quite a few projects and we have listed some of them in this report.



3.0 Description of Actions

3.1 Human Rights

Mabroc Teas supports and respects the protection of human rights within our sphere of influence and wish to promote it continuously. We ensure that our Corporation is not complicit in human rights abuses.

During the Year 2015:

- New Uniforms, Headwear & Footwear, Protective wear were given to employees.
- Employees received incentive payments for quality and quantity of work done in addition to the monthly salary.
- A series of On-the-Job Seminars were organized on First-Aid, Fire Drill and Maintaining Good Hygienic Practices in the Workplace to benefit the employees.
- Conducted a Multi Religious Ceremony Day for all the employees by conducting respective religious ceremonies in the premises.
- These projects were all initiated and funded by our CSR Programme – Tea without Tears.
- TWT also conducted the annual Blood Donation programme and supported a charity event for the Blind.
- The company organized “Poson Dansela” on Poson Poya day to serve Ice Cream free for the school children and other neighboring people.
- The screening of our supplier base to ensure that they practice human rights in their work place.
- We review our suppliers annually to ensure we do business with suppliers who

conform to the UNGC ten principles.



2015 Blood Donation Campaign at Mabroc Teas Offices



A seminar on First Aid



Poson Dansela (Free Ice Cream to all in the neighborhood)

3.2 Labour

The elimination of all forms of forced, compulsory labour and the elimination of discrimination in respect to employment and occupation.

During the Year 2015:

- Weekly medical checkups were initiated to maintain good health conditions of our employees.
- Organized a year end book donation for the children of our employees so that they could commence the New Year at school with all their book requirements.
- Donated money to a fellow worker to obtain municipal water supply for his house.
- Company has organized a two day trip and workshops for every employee in the staff to improve the quality of life and team work.



Weekly basis medical checkup in Mabroc Teas premises





Year end book donation 2015

3.3 Environment

Mabroc Teas undertakes initiatives to promote greater environment responsibility and encourage the development and diffusion of environmentally friendly technologies.

During the Year 2015:

- Mabroc Teas continue to support the Rainforest Alliance and EU Organic Certifications for 2015; both initiatives promote biodiversity conservation and sustainable community development by motivating traders and consumers to support sustainability.
- Mabroc Teas is carrying out independent tests through SGS Lanka (Pvt) Ltd to evaluate the Maximum Residue Limits (MRL) for pesticides in tea.
- Carried out an Energy Consumption Audit to better understand energy usage levels and to identify better ways of saving Energy in an effective manner.
- Mabroc Teas is promoting Organic Tea products and our company is certified by Control Union Sri Lanka by confirming our Organic production methods are in accordance with EU organic standards.
- As per the company request two employees successfully participated to the training program on Environment Performance Areas based on Global Social Compliance Program conducted by SGS Sri Lanka

3.4 Anti-Corruption

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

Our company is fully committed against bribery and corruption. We conduct our business in a very transparent manner and maintain a highly ethical way of doing business. We encourage our suppliers and contractors to maintain this high standard and work against all forms of corruption.

4.0 Measurement of Outcomes

Subject	2014	2015	Target for 2016
Recycling of Waste Paper	350 Bnds	370 Bnds	390 Bnds
Number of Operational Accidents	1	0	0
Quality Management Certificates	*ISO 9001:2008 *ISO 22000: 2005 *HACCP *FSSC 22000 * Rainforest Alliance *Ethical Tea Partnership *EU Organic Certification	ISO 9001:2008, ISO 22000: 2005 HACCP FSSC 22000 Rainforest Alliance Ethical Tea Partnership, EU Organic Certification. *GMP – Certified by the Sri Lanka Tea Board	*ISO 9001:2008 *ISO 22000: 2005 *HACCP *FSSC 22000 * Rainforest Alliance *Ethical Tea Partnership *EU Organic Certification *GMP – Certified by the Sri Lanka Tea Board
Number of Training Programs	27	29	30
Number of On-the-Job Seminars	25	30	30
Printing Paper Consumption	461 Bnds	430 Bnds	415 Bnds
Printing Toner Consumption	Rs. 698,314.28	Rs. 600,000.00	Rs. 550,000.00
Budget for Staff Welfare	Rs. 4,613,552.78	Rs. 5,500,000.00	Rs. 3,000,000.00
Budget for Staff Insurance	Rs. 672,694.94	Rs. 602,250.00	Rs. 850,000.00
Budget for Security	Rs. 2,703,335.69	Rs. 2,776,304.00	Rs. 3,000,000.00
Water Consumption	Rs. 335,021.00	Rs. 325,000.00	Rs. 300,000.00
Electricity Consumption	Rs.. 7,051,952.53	Rs. 7,000,000.00	Rs. 6,500,000.00

Our contact details for stakeholders.

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