



UNITED NATIONS GLOBAL COMPACT  
**Communication**  
on Progress **2015**

## 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

P1

#### PRINCIPLE 2:

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

P2

### LABOUR

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

P3

#### PRINCIPLE 4:

the elimination of all forms of forced and compulsory labour;

P4

#### PRINCIPLE 5:

the effective abolition of child labour; and

P5

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

P6

### ENVIRONMENT

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

P7

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

P8

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

P9

### ANTI-CORRUPTION

#### PRINCIPLE 10:

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

P10

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

## OTHER UN INITIATIVES

### CARING FOR CLIMATE

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



### WOMEN'S EMPOWERMENT PRINCIPLES

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

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



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

### BUSINESS FOR PEACE

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



## MESSAGE OF CONTINUED SUPPORT

Over the past three decades, MAS has created a distinctive corporate identity. The distinction was fuelled not only by production efficiencies and strategic innovations, but also the sustainable and ethical approaches adopted. MAS is a people's company—a company which has grown while supporting livelihoods and nurturing communities. These initiatives are designed and driven by all internal stakeholders collectively, who have overwhelmingly embraced the concept of social and environmental sustainability.



The social and environmental issues we seek to address are growing more complex in all the countries and regions we operate in. In spite of these challenges, it is imperative that we continue to be multiple-stakeholder-oriented, and be driven by the triple bottom line of people, planet and profits. MAS therefore intends to aggressively promote a culture of environmental sustainability, which cascades throughout our organisation, and expands beyond our facilities to our ecosystem of business partners, customers and communities.

It is in this backdrop that I present the 12th Communication on Progress to the United Nations Global Compact. In 2015, we focused on augmenting our core, investing in the future through innovation and automation, and maximizing human potential. Accordingly, MAS unveiled Sri Lanka's largest rooftop solar plant at the MAS Fabrics Matrix plant in Thulhiriya this year, which is capable of producing 1 megawatt of power. We furthermore piloted the "Team Leader to Group Leader Project", which creates the opportunity for many to further their careers. In a year in which we saw our headcount increase by 5,956 people, the MAS On-boarding programme was reviewed and a greater emphasis was given to the MAS Values and Culture. We also made significant headway in the standardisation of HR Process and Policy. MAS embarked on the journey of data analytics in 2015, which provides real-time information to support HR decision-making. It must also be highlighted that our Director of Women's Empowerment continues to serve on the UN WEPs Awards Committee for the third consecutive year, while MAS actively contributes to the steering committee of the Global Compact Sri Lanka Network.

This report further outlines our environmental and social responsibility efforts, our achievements and our plans for the future, which are in line with our corporate strategy. Our ongoing work in the areas of environmental responsibility, workplace diversity, gender equality and ethical conduct are discussed at length and in depth. I also take this opportunity to reiterate our continued support towards the 10 Principles of the Global Compact.

Shakthi Ranatunga  
Director - Group Human Resources  
MAS Holdings (Pvt.) Ltd.

## MAS AT A GLANCE

### OUR VALUES

08

### COMMITTED TO EXCELLENCE

10

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

### STRENGTHNING COMMUNITIES

69

- Education
- Building a Sustainable Future

### APPENDICES

76



## MAS AT A GLANCE

MAS is the region's leading manufacturer of intimate apparel, performance wear and swimwear. Our world-class apparel facilities spread over 15 countries provide employment to over 76,000 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.

## 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. We learn, understand and embed them in our daily work practices.

Element	MAS Building Block	What it means to us...
Values	Honesty & Integrity	Being truthful and transparent in all our actions
	Passion for Excellence	Giving the best of our ability to deliver uncompromising value
	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 by carefully evaluating situations
	Participative Management	Willingness to support others





## COMMITTED TO EXCELLENCE

Everything we do is guided by this set of principles which define our character and culture; they have been at the core of MAS since its inception. These enduring qualities are the shared convictions that we bring to our professional and personal conduct – they are a fundamental strength of our business.

## THE WAY WE WORK

### COMPETENCY BASED RECRUITMENT

As one of the largest employers in the country we have to ensure that we attract and retain the best talent. In order to successfully identify the right candidate we follow competency based interviews and competency based assessments. The Deloitte team who developed Competency Based Interviewing skills, trained our Recruitment Champions who share their learnings to train the others among the HR fraternity and employees who conduct interviews for their respective teams across the business.

We are currently developing a competency based assessments tool which will help identify and recruit the best talent that will fit the required competencies of the respective job roles.

### RECRUITMENT ON T20

Since the inception of MAS, each SBU fulfilled their recruitment functions separately. Last year we introduced a recruitment platform which has a standardized recruitment process across the business. This is facilitated by Talent2o, an HR platform at MAS and also the MAS Careers job portal where all job openings are posted to internal employees and external users. This initiative gives a wider visibility and better job opportunities to internal employees within the business.

### RECRUITMENT CORE TEAM

A Recruitment Core Team was formed to manage all recruitment related initiatives within MAS. The team spans across all SBUs and the core team contributes in the groupwide decision-making to further strengthen the recruitment process of MAS.

### EMPLOYER BRANDING - UNIVERSITY RELATIONSHIPS

MAS works closely with the State and Private Universities and has established itself as an employer of choice for the younger generations of our country. We partake in this initiative by sponsoring events and participating in Career Days in addition to conducting of training programmes, internships and other programmes on “how to face an interview”, “CV Writing” and “Conducting Mock Interviews”. These partnerships assist students to groom themselves and be well prepared for employment. We have also partnered with organisations such as British Council to attract potential candidates.

The flagship programme “MAS Awards” also continued in 2015 with a new entrant – Jaffna University represented by five of their Management undergraduates participating. The programme was also re-vamped with the addition of a new element “Sustainability”



brought in, to enrich the 35 participants programme lineup. Unleashing Personal Potential – our internal programme for undergraduates interning at MAS also continued in 2015 with over 100 undergraduates participating in the signature two day programme.

For more information on this project refer to ‘Strengthening Communities’.

### SKILLS FOR WORK

This four year programme provides a cohesive understanding on the corporate world and its key elements to university undergraduates.

### SOCIAL MEDIA RECRUITMENT

With the evolution of digital platforms in the corporate sphere, we now officially uses social media platforms including Facebook, LinkedIn and Instagram for its recruitment and corporate presence.

### LEARNING AND DEVELOPMENT AT MAS

#### One MAS Onboarding Programme

Over the years, we have been fortunate to attract some of the most talented professionals in our industry. They stay to build rewarding careers because of our entrepreneurial spirit, a commitment to our people and the high expectation for excellence. Our people are our most valuable asset – they are skilled problem solvers that believe challenges can be opportunities. In order to create the right working environment and set, all new recruits must attend the “MAS Onboarding” program. We embarked on a newly revamped programme in an effort to streamline our approach facilitated at Group Level.

The new workshop promises two days of intense activity and engages newly recruited employees from SBUs to experience the MAS culture. As part of this experience, all new recruits also participate in the “MAS Values” session which is an interactive insight session on our values and embedding them into our work-life routines. The session was conducted by our internal management team with more than 300 new employees last year. We believe that intellectual capital is critical to providing innovative solutions and, ultimately, having a positive economic impact.

#### Competency Based Development Needs Assessment and Development of Programme Calendar

Learning and Development at MAS took a bold leap forward by incorporating its first-ever competency-based development needs assessment and analysis, in June 2015. Over 4000 of the executive and management cadre were trained on the new MAS competency framework covering leadership, professional and technical competencies aligned to their specific job families and roles. The process has a self-assessment, an agreed assessment between an employee and manager and an individual development plan created based on the skill or knowledge gaps identified. This helped all those who participated in the new process, to understand where their development gaps lay and then discussed their needs with managers who in turn used the information to develop individual development plans customized and catering to the individual employees learning needs, in collaboration with HR.





With the understanding that “one size does not fit all” when it comes to development needs, the process enables the focusing on specific individual development needs being identified by using the data, and thereafter, to craft learning solutions catering to the needs and individual learning styles of employees. This results in making learning more fruitful and interactive, and also ensures that the knowledge / skills gained were brought back into the workplace.

Internal trainers as well as external service providers, trainers and institutes working with MAS are also in the process of being educated on the new competency framework and needs based on the same in order to create more aligned learning solutions – be it knowledge or skills to be developed in the arena of technical, leadership or professional competencies. Structured programmes are in the process of being crafted using the analysed competency based needs for target groups such as high potentials and upwardly mobile executives and managers.

Several technical skill building programmes are also being designed keeping in mind specific job families and the competency needs such as the garment technology and fabric technology programmes.

**HR SYMPOSIUM**

Group HR also organized the first ever Group-wide HR Symposium which brought a network of 300 MAS HR personnel for an insightful two day programme spanning subjects from the latest in HR trends to being a networking opportunity for the growing HR community within MAS.

**GROOMING LEADERS**

We have commenced a group wide initiative Team Leader to Group Leader Project (TL/GL) to groom leaders within the company to embed company values and live within them while they strive to be leaders in their capacities. The programme will provide dynamic mentoring and coaching sessions which will aid them to move ahead from their current positions in the company. The TL/GL focuses predominantly on maximizing efficiency at the workplace and coaching / mentoring for team members, team leaders and managers.



**1. ORGANIZATIONAL STRUCTURE**

- a. Standardize TM / TL & GL Job Roles and 15 Competencies
- b. Identified and mapped career pathway from TM to GL
- c. Brainstorming sessions to identify a solution for future Production Executives issues

**2. TRAINING AND DEVELOPMENT**

- a. Standardized Selection criteria for TL and GL
- b. Have eight standardized training material
- c. Presented a draft for TL/ GL Training Manual

**3. COMPENSATION**

- a. Internal Salary survey to identify the gaps and opportunities of Factory Floor level compensation
  - i. Presented to MAS Apparel Board and Divisional Excos
- b. New Sustainable & Performance driven compensation model for TL/ GL Pilot Plants which is aligned with the existing MAS standards
  - i. SQDCM based performance driven compensation structure for TL and GL
  - ii. Standardized TL allowance
- c. Conduct a TL/GL Business case to quantify the benefits of the initiative

**4. GENERAL**

- a. Standardize TM/ TL and GL Job Roles and 15 Competencies
- b. Identified and mapped career pathway from TM to GL
- c. Brainstorming sessions to identify a solution for future Production Executives issues





## 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 fulfill 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



## AUDITS

As we stated in the reports earlier 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. Meanwhile divisional audit tool was also automated for MAS Intimates with the assistance of MAS-TS with the annual audits numbering to 40.

Sustainable Apparel Coalition's Higg Index web platform is now being utilized by MAS Intimates to share Compliance and Environmental performance data with Gap and H&M. In exchange, the customer has decided to waive off audits. The Higg Index provides a tool for the apparel and footwear industry to assess sustainability throughout a product's entire life cycle, from materials to end-of-life. The metrics created by Higg Index are limited to a company's internal use for the evaluation and improvement of labor standards and environmental performance. The Higg Index is an apparel and footwear industry self-assessment standard for assessing environmental and social sustainability throughout the supply chain. Launched in 2012, it was developed by the Sustainable Apparel Coalition, a nonprofit organization founded by a group of fashion companies, the United States government Environmental Protection Agency, and other nonprofit entities.





- Brands
- Employer's Federation of Ceylon
- Federation of Chambers of Commerce and Industry of Sri Lanka
- Institute of Engineers, Sri Lanka
- National Institute of Occupational Safety and Health
- Industrial Safety Division of the Department of Labor
- District Factory Inspecting Engineer
- District Labor Department
- Board of Investment
- Central Environmental Authority of Sri Lanka
- Regional Medical Officer / Public Health Inspector
- International Labor Organization
- Commercial Audit Companies
- St. John Ambulance
- Sri Lanka Red Cross
- Fire Department
- Air Force Personnel
- OSH Experts
- National Armed Forces
- Security Agencies
- Fair Labor Association, USA
- BSCI (Business Social Compliance Initiative)



**KEY STAKEHOLDERS WHO PLAY AN IMPORTANT ROLE IN THE OVERALL MANAGEMENT OF OUR SOCIAL COMPLIANCE ACTIVITIES**

**SOME OF OUR RISK AND COMPLIANCE RELATED ACTIVITIES FOR 2015:**

- 13 SBUs of MAS Active has got certified on ISO 14001:2004 & OHSAS 18001:2007.
- MAS Active Linea Intimo NVS went for certification and rest of the facilities had re-certification assessments in 2015.
- MAS Active continued with Global Chemical Stewardship Program called Responsible Care Initiative. 12 SBUs of MAS Active certified under RC initiative.
- 13 SBUs of MAS Active has got certified on ISO 14064 standard which is based on green house gas emission reporting.



- 18 Internal Assessments have been conducted for 2014 across MAS Active facilities in Sri Lanka while continuously working with the new Jordan factory approvals and continuation with the Indian SBU.
- Unichela - Koggala first in Sri Lanka to be awarded Green rating by PVH brand based on sustainable compliance practices.
- Eight Compliance forums and seven ES forums were conducted in 2015 to share knowledge and standardizing the systems.
- Linea Intimo continued the Chemical Leasing Project in collaboration with National Cleaner Production Centre. The scope of optimizing chemical usage at waste water treatment processes.
- First ever occupational health and safety forum was organized involving with national cleaner production centre and Lanka responsible care council. Leading personalities from leading organizations in Sri Lanka actively involved in the conference. Customers, MAS Active employees, representatives from other businesses in apparel industry were among the participants.
- A knowledge sharing program was conducted at University of Kelaniya HR undergraduates on Labour compliance.
- Nine training programs were conducted on a divisional level on Compliance and ESH for Executives and Managers. Approximately 520 ESH & Compliance training programs were conducted at the SBU level.
- HR MAT Training calibration was conducted for MAS Active Synergy with a score of 3.33. Self-assessments commenced for MAS Active Linea Intimo NVS. Pre work for training calibration for HSAT and ESAT commenced as well.
- PVH launched their revised global supplier guidelines in 2014, which is utilized to assess their Global Supply Chain and empower suppliers to monitor internally. PVH uses a color coded rating system to indicate the compliance status of factories. Green rating would mean that Factory meets/exceeds code standards and factory systems in place to identify and manage problems emerging in the workplace.
- Follow-up/assessments will take place on an 18 to 24 month cycle as opposed to 12 months cycle which is the common practice.
- Four knowledge sharing programs were conducted for groups of undergraduates on safety culture and change management in OSH.
  1. One program for engineering undergraduates of University of Moratuwa
  2. Three Programs for facilities Management undergraduates of University of Moratuwa
- A new mentoring program was launched with UOM. Initially five students were involved in the program which is currently functioning.
- Four training sessions were conducted for compliance point persons. Five divisional level labour compliance/ C-TPAT/IR trainings conducted covering 90 employees.
- MAS Active Shadowline and Asialine were successfully completed and the GSV assessment received certification for two years.



## FAIRTRADE FOR MAS ACTIVE



MAS Active Leisureline has achieved a key milestone by successfully obtaining the Fairtrade accreditation. MAS Active reached out for this certification on the request of and to support the partnership with Patagonia. Fair Trade is a product certification system which is an alternative approach to conventional trade based on a partnership between producers and traders, businesses and consumers. The international Fairtrade system is made up of Fairtrade International and its member organizations which represents the world's largest and most recognized fair trade system.

The Fair Trade system is used widely in agricultural products where the focus is on giving the farmer a fair farm-gate price. This is now gaining momentum in the manufacturing industry where the intention is to get additional benefits for workers through a fair trade premium that is paid by the end consumer. The Fair Trade system works by determining the gap between the living wage and the actual earnings of an average worker. In order to bridge this gap, a Fair Trade premium is paid by the brand (Patagonia) to the supplier (MAS). The manner in which this premium is used is determined by a committee which includes worker representatives that will be used for the betterment of the employees such as employee welfare and activities that would benefit communities around them. Leisureline already has a Fair Trade Committee (FTC) in place which is the elected representatives of the ERB. The Fair Trade premium for Leisureline has been determined as 1% of the FOB when the Fair Trade premium is paid, the product will have a Fair Trade certification tag on it. Fair Trade brings consumers, factories, and brands together to support a transformation to sustainable supply chains. By setting standards, establishing a rigorous certification system, and engaging the end consumer, Fair Trade provides a unique opportunity to change the nature of the sourcing relationships, add value throughout the supply chain and provide more benefits to workers.



## PROJECT UPDATES

Leisureline appointed the new Fair Trade Committee in June and an awareness session was carried out to the the manufacturing plant on Fair Trade. The Fair Trade Committee determines the manner in which the Fair Trade premium is utilized in a way that it will uplift the livelihood of employees. The much awaited distribution of the first Fair Trade premium funds took place on the 10th of September with the participation of team members, EXCO members and the Management team. 492 employees received a goods pack worth Rs. 3000 which included nutritious food items, essential goods, medicine and stationary. Leisureline is the first and only plant to be Fair Trade Certified on the request and to support the partnership with Patagonia. Fair Trade premium is paid by the Patagonia to MAS as 1% of the FOB for the products with Fair Trade certification tag on it.





## NURTURED AND VALUED.

At MAS, we are working to build a corporate culture that not only understands and values difference, but embraces it. A culture where employees recognize that diversity helps our business to grow and prosper. And a culture in which every employee can contribute meaningfully to the business while being true to their authentic selves.

Diversity and Inclusion brings us together and allows us to celebrate everyone's uniqueness. It's about people. The employees and teams who build inclusive cultures who unleash their potential as they work to improve the lives of our customers. For MAS Active, supporting education and disability inclusion was the key theme for the year 2015 across all the Strategic Business Units located in Sri Lanka and overseas.

Programmes initiated by our SBUs including those of MAS Active has been successful and impactful over the years including empowerment of differently abled employees by other trained employees, introduction of sports and outdoor activities and counselling sessions. MAS Active currently employs over 129 persons with various disabilities ranging from hearing impaired to the physically handicapped.



## SUCCESS STORY

Upul Dissanayake, one of our Hearing & Speech Impaired Team Members from MAS Active Shadeline represented Sri Lanka at the first ever SAARC Deaf Chess tournament on 21st May 2015 in Bangladesh. He is one of the two candidates who qualified for this competition from Sri Lanka. Sri Lanka was placed third in the ranking at the completion of this tournament. MAS ACTIVE Shadeline has provided the support and encouragement to ensure Upul and his team go from strength to strength.



## LIVING GREEN

We continue to aggressively drive environmental sustainability to the core of our business by implementing standards across all our facilities in Sri Lanka and driving a culture of sustainability among our 76,000 strong workforce.

In 2015 the growing mandate for Environmental Sustainability at MAS was refreshed with the appointment of a new board member to oversee this core part of the group. The group refreshed policies for water, waste and chemicals, managed its overall environmental footprint through its internal MAS Calibration Tool. The group also unveiled some breakthrough projects such as the 1MW solar solution at a major fabrics facility and a state of the art sludge dryer in the Biyagama industrial zone.

2016 will see the group's foreign facilities join this roadmap as it continues to make environmental conservation a key focus in the roll out of the integrated sustainability strategy.

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## ACHIEVEMENTS IN 2015

- 39 facilities in Sri Lanka certified under ISO 14064:2006
- 33 manufacturing facilities in Sri Lanka certified under ISO 14001:2005
- MAS won the top 4 accolades at the National Green Awards 2015
- Sri Lanka's largest roof mounted solar solution of 1 MW unveiled at MAS Fabrics Matrix.
- MAS Intimates Linea Clothing powered by 8% and MDS powered by 12% solar energy
- MAS Active Linea Intimo pioneered the world's first chemical leasing concept for waste water treatment
- MAS Environmental Sustainability Calibration tool V1.2 was rolled out and all SBU's have successfully achieved a "PASS" Rating
- Development of the MAS Restricted Substances List (RSL) to meet global ZDHC and brands requirements and become free of toxic chemicals by 2018
- Refreshed the MAS Water Policy
- Refreshed the MAS Waste Management Policy
- Launched the new MAS Chemical Policy

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



## GOVERNANCE & STRATEGY

The commitment to sustainability at MAS is a daily routine and isn't limited to landmark projects. A dedicated community of sustainability professionals and practitioners at MAS include a Director of Environmental Sustainability as well as a Central Team and a growing network of Sustainability champions who run weekly if not daily initiatives across all MAS facilities.

As of June 2015 the challenging role of the Board member overlooking Environmental Sustainability at MAS has been transferred to Sarinda Unamboowe who brings his own sense of passion and direction to the role.

Fresh in his role as the Group Director in charge of Environmental Sustainability at MAS, Sarinda Unamboowe, Board Director for Environmental Sustainability has committed the group to the areas of waste disposal, the curbing of hazardous chemical usage in the manufacturing process and renewable energy usage as three major areas that MAS will focus on, within the scope of Environmental Sustainability.

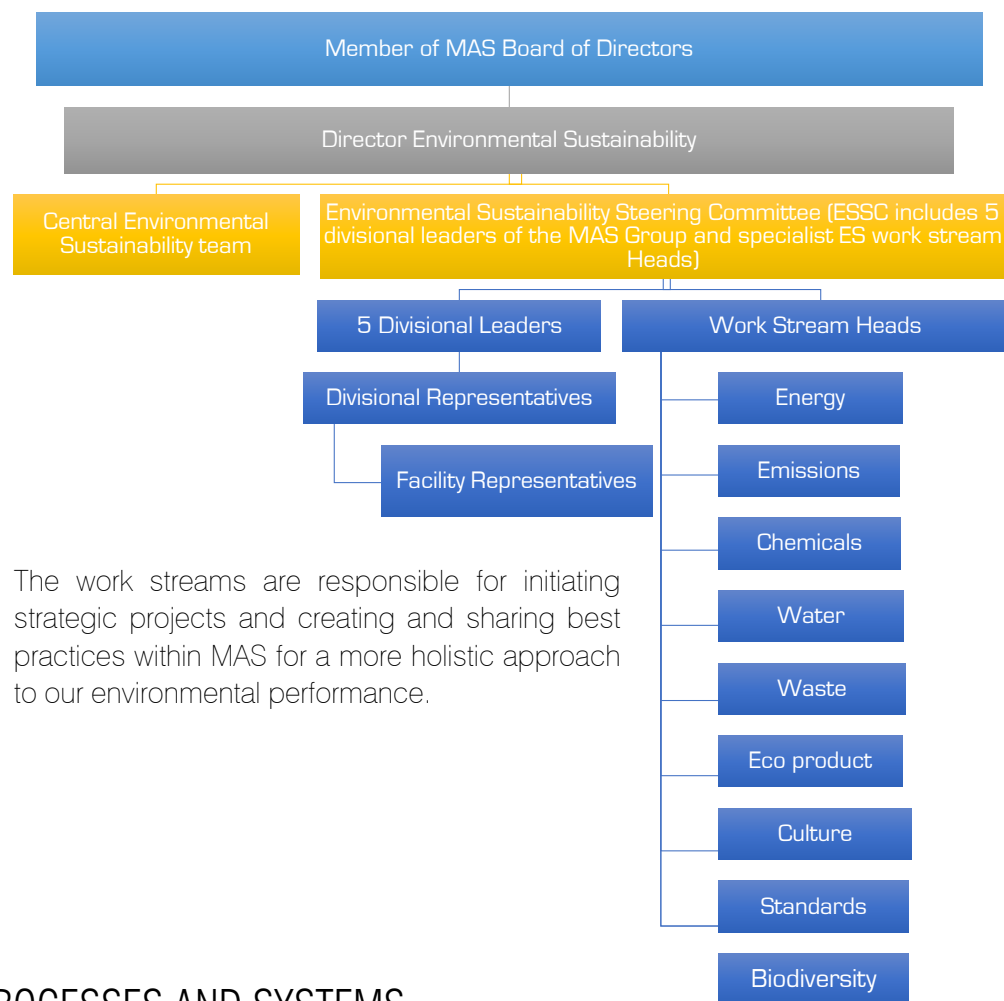
The Environmental Sustainability Steering Committee (ESSC) established in 2011 continues its work with direction from the Executive Director for Environmental Sustainability – Sharika Senanayake – and remains responsible for overseeing the group's application of precautionary, proactive and innovative 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.







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.

## PROCESSES AND SYSTEMS

### ENVIRONMENT MANAGEMENT SYSTEM

The foundations for the sustainability journey of MAS were laid in 2010. It began with a vision to standardise environmental performance and management. Today, over 33 MAS facilities are ISO 14001:2004 certified while another 39 have achieved ISO 14064:2006 status. Newer facilities outside Sri Lanka are set to adopt the same international standards to manage their environmental footprint.

We are also committed to publishing our emissions data, which is gathered and independently verified in line with the ISO 14064:2006 standard. It is the only voluntary Sri Lankan signatory publishing data on the Carbon Disclosure Project (CDP) among global brands.

### ENVIRONMENT MANAGEMENT SYSTEM

The scope and implementation of our Environmental Management System has been continuously bolstered with the expansion of ISO 14001 for 33 plants and ISO 14064 status for all 39 SBUs and the development of the MAS Calibration Tool and the continuing deployment of the Eco Tracker.

- ISO 14001:2004 certified – Environmental Management System
- ISO 14064:2014 certified – Greenhouse Gas accounting and verification
- MAS ES Calibration Tool Version 1.2

### THE MAS ENVIRONMENTAL SUSTAINABILITY CALIBRATION TOOL

Sustainability has been a cornerstone of MAS since its inception in 1987. In 2010 Environmental Sustainability was identified as a core value for the organization and we have been making steady progress to establish the right foundations from within.

In 2014 the Environmental Sustainability teams built an internal standard – the MAS Environmental Sustainability Calibration Tool that would take our facilities to net zero impact. It was developed to assess, benchmark, rate and subsequently improve existing infrastructure in all our facilities.

2015 witnessed the roll out of version 1.2 which has been implemented at all operational facilities across MAS. Version 1.2 saw the inclusion of the Chemical Management framework which involved ongoing work to align MAS with global ZDHC targets as well as its own goal to be zero-toxic by 2020. All facilities achieved a 'Pass' rating in assessments carried out by the central environmental engineering team in October/November 2015.

Past learnings, new technology & internal best practices will be incorporated into future versions of the Calibration Tool through the continuous improvement methodology of lean management, and move MAS constantly forward to our goal of a net zero impact facility.

### THE MAS ECO TRACKER

#### 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



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

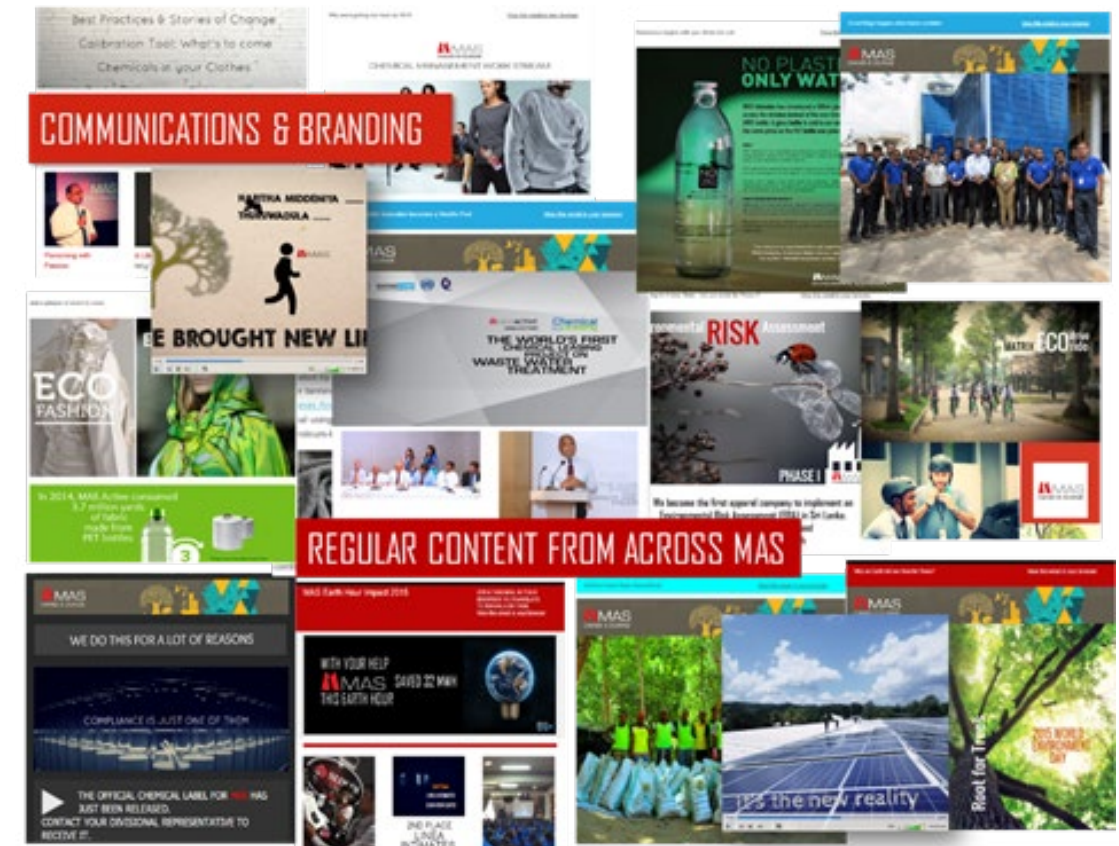
### The MAS Integrated Sustainability Strategy

In 2015 we validated the final phase of a holistic strategy that will be our framework to ensure that sustainability targets and metrics are merged with our business processes, plans and reviews. Implementation of the integrated strategy is now underway with a new vision being articulated across the group for how sustainability is perceived and acted on within MAS in the next 10 years.

### SUSTAINABILITY COMMUNICATIONS

The flow of stories from across MAS on its sustainability projects continued both within and outside. We continued to keep all our stakeholders from customers to employees informed and equipped with accurate information at a constant level. Regular internal communiques were bolstered with key events to generate awareness while key calendar events such as Earth Hour and World Environment Day were celebrated across all facilities.

In 2015 several major stories made headlines in the media from Linea Intimo's Chemical Leasing innovation to the Matrix solar rooftop project.



### Eco Product Innovation

In 2015, Eco Product work stream created an MAS specialized definition to identify the sales turnover of sustainable products and expanded its product portfolio to include recycled polyester, recycled nylon, organic and BCI cotton as well as coffee fiber.

MAS Intimates used over six million meters of eco fabric in 2015. As a group we have achieved US \$28 million as sales turnover from its sustainable product range in 2015.





For Matrix whose rooftop now carries the weight of 3,900 solar PV panels, roughly the size of 1.3 football fields, the project began with a simple decision by its CEO Ivan Brown that solar power will somehow be part of its energy mix as an extension of their sustainability investments.

Matrix operates as a dedicated knitting facility and Ivan says the solar investment is a milestone that adds further value to a product which already has the environment in mind with the use of recycled polyester and closed loop initiatives.

## OUTCOMES IN 2015

### SPOTLIGHT 1: MAS UNVEILS ONE OF SOUTH ASIA'S LARGEST SOLAR SOLUTIONS WITH A STATE OF MIND

At the launch of its one megawatt rooftop solar solution, the greatest, biggest or best isn't good enough. The real switch to renewable solutions is sometimes a simple change of mind and how determined you are to look beyond cost. The solar story is not a new one to us but our commitment to renewable energy went a notch higher in 2015 with the unveiling of Sri Lanka's largest rooftop solar plant at the MAS Fabrics Matrix plant inside its Fabric Park in Thulhiriya.



### ONE MEGAWATT OF POWER - ONE PART OF A BIGGER STORY

"Business and industry think of sustainability projects from a revenue growth or cost perspective and that needs to change." says Ivan. "Why not adopt a simpler approach of change that comes from the inside change that happens simply for our own peace of mind? It may never make financial sense to some but it does, and it carries far more value and inspires more conversations than a one off project which takes the stage for a matter of time."



### WHAT IS OUR ENERGY FUTURE ?

The industry has a choice – to keep denying how energy trends are changing worldwide and seek only payback or take a moral stand on social and environmental grounds and adopt clean energy as a leap of faith.





## ENERGY & EMISSIONS

### New in 2015

- Chiller installation expected to save up to 45000 Kwh per month
- Over 20 other energy projects expected to save nearly 30000 Kwh in total
  - » Switching to LED lighting
  - » AC replacement
  - » Skylights

We approach 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 2015 we increased our renewable energy component to over 46%, and bolstered our commitments to:

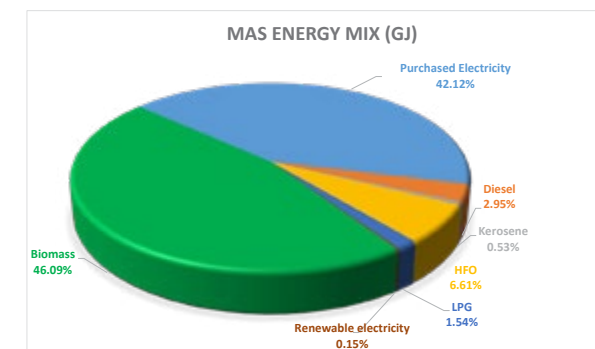
- Identify and implement energy-efficiency projects throughout our plants
- Apply ISO 14001:2004 standards for 33 plants
- Building sub meters for all major utilities

### Measurements

- Calibration Tool Ver 1.2
- Eco tracker
- ISO 14064-1: 2006

### Energy Mix

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



Our biomass usage has increased by 10% in 2015 compared to 2014. Our renewable electricity usage is 10 times more than 2014 due the solar installations that took place in 2015.

### 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. The 2015 Energy Manager forum focused on solar and BMS training.



**Ajay Amalean Managing Director of MAS Brands says the group's commitment to sustainability goes beyond unveiling marquee solutions.**

Amalean reveals "46% of MAS runs on renewable energy and the culture of self-driven change and constant innovation is something we will carry into the future. Our journey to make a difference to the environment began in 2010. We wanted to set the benchmarks and raise our capabilities. This is just the beginning of a journey that will be continued by several generations of MAS."



## ENERGY PROJECTS

- Noyon Lanka installed a Biomass Thermic Heater with a capacity of 2.0 MKCal/Hr as the first thermic heater for the group.
- Installing a second chiller system in Linea Aqua. Expected savings from this project are 45,000 Kwh per month
- Matrix installed 1 Mwh solar system this year. It has been functioning since Sep 2015
- Linea Aqua 1 has expanded 2014's 55 kwh solar power to 250 kwh in 2015 while Linea Aqua 2 installed a 5 Kwh solar system in 2015
- MAS Intimates installed solar Photovoltaic installation at Linea Clothing (100 kWp) and at MDS (170 kWp)



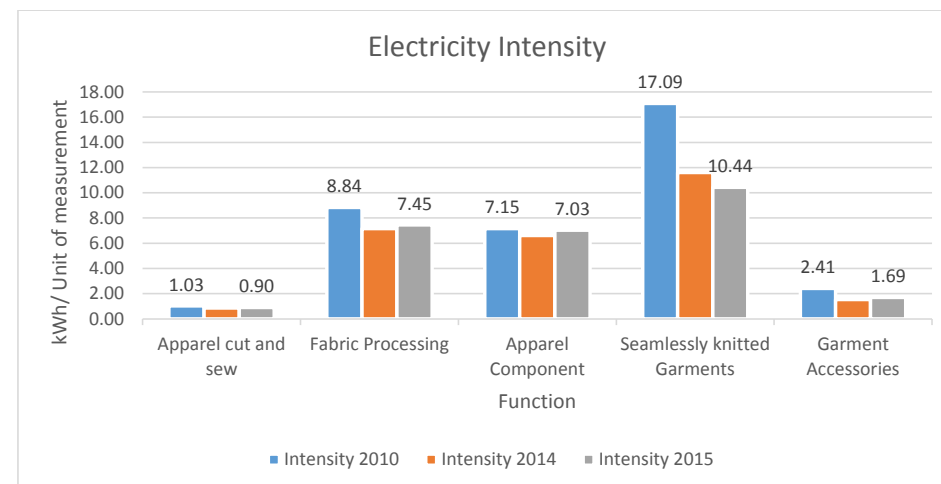
## ENERGY INTENSITY

### Targets for 2015

- 4% Reduction in Electricity Intensity for all divisions

In 2015 all divisions were allocated a combined intensity reduction target for electricity. While each division measures their intensities differently in 2015 seamlessly knitted garments which is one of the group's largest consumers of electricity achieved considerable reductions in their electricity intensity. Fabrics, Apparel cut and sew, garment accessories and apparel components all recorded increased

- We are constantly expanding the garment production capacity as well as developing innovative methods of producing garments. As our facilities introduce new styles which require different types of embellishment our electricity usage has increased.



ACTIVITY/DIVISION	% DIFFERENCE 2015/2010	% DIFFERENCE 2015/2014
APPAREL CUT & SEW	12.67%	-3.68%
SEAMLESSLY KNITTED GARMENTS	38.89%	9.98%
GARMENT ACCESSORIES	29.63%	-10.49%
APPAREL COMPONENTS	1.68%	-6.39%
FABRICS PROCESSING	15.80%	-3.86%

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

## EMISSIONS

While we have reduced our energy intensity as a group by 18% from the 2010 baseline, our emissions intensities show high spikes due to the grid emission factor that comes from the heavy coal base of the grid.

New in 2015

- Verification of GHG Inventory under ISO 14064-3: 2006
- Installation of solar panels

The Emissions team was able to verify the 2014 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 July 2015. Our 2014 greenhouse gas inventory report has been certificated with 100% reasonable assurance for Scope-1 and 100% reasonable assurance for Scope-2.

In 2014, MAS was certified to have emitted 15,296 tCO2e for Scope -1 and 43, 467 tCO2e for scope -2.

For 2015 we are in the process of verifying our greenhouse gas emissions according to ISO 14064: Scope 1&2. External audits will be complete by May 2016.

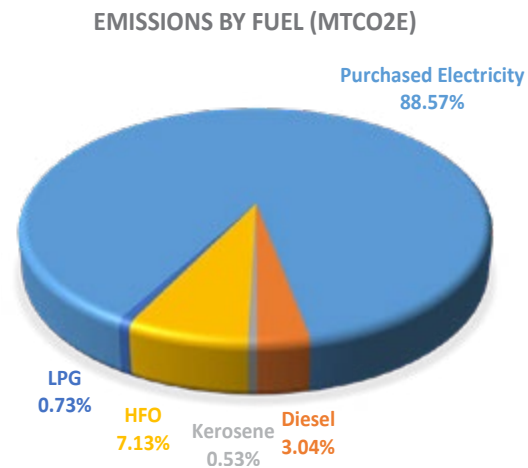




Despite being affected by the increased use of non-renewable energy sources by the National Grid, emissions reduction initiatives continue to move forward with the emissions team focusing on securing a sustainable biomass supply and preparing the group for ISO 14064 certification for 2015.

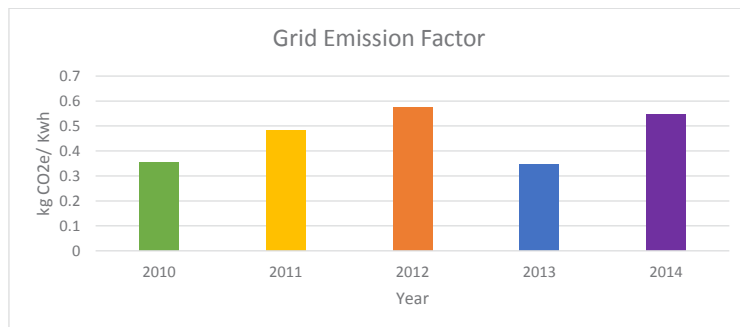


### EMISSIONS BREAKDOWN

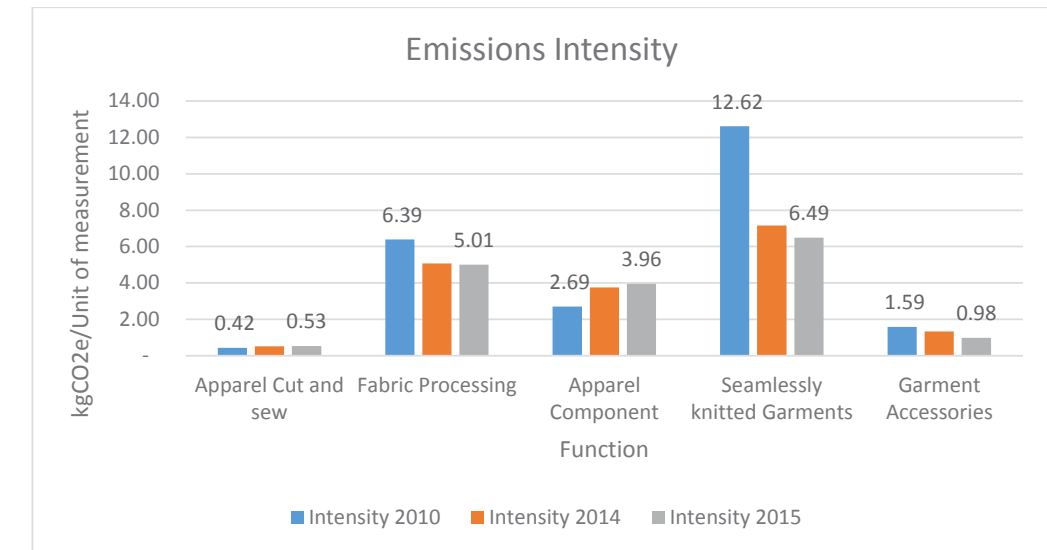


### Emissions Intensity

Considering the fluctuating nature of the national grid emissions factor we will no longer peg our KPIs to emissions intensity numbers but will continue to work on reducing our overall emissions intensity internally.



The national Grid emissions factor for each year will be revised using the latest published verified electricity generation data by the Ceylon Electricity Board. The Calculation will be validated through ISO 14064 verifications each year. The latest factor available is for 2014, which was used to calculate the emissions for 2014/2015 period.



DIVISION / FACILITY	% DIFFERENCE 2015/2010	% DIFFERENCE 2015/2014
CUT & SEW	-25.55%	-2.86%
SEAMLESSLY KNITTED GARMENTS	48.57%	9.41%
GARMENT ACCESSORIES	37.98%	25.96%
APPAREL COMPONENTS	-46.87%	-5.39%
FABRICS PROCESSING	37.98%	25.96%

### 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. We closed our climate change strategy and emissions inventories for the Apparel Sector in Sri Lanka for the year 2014 in the CDP system in July 2015.



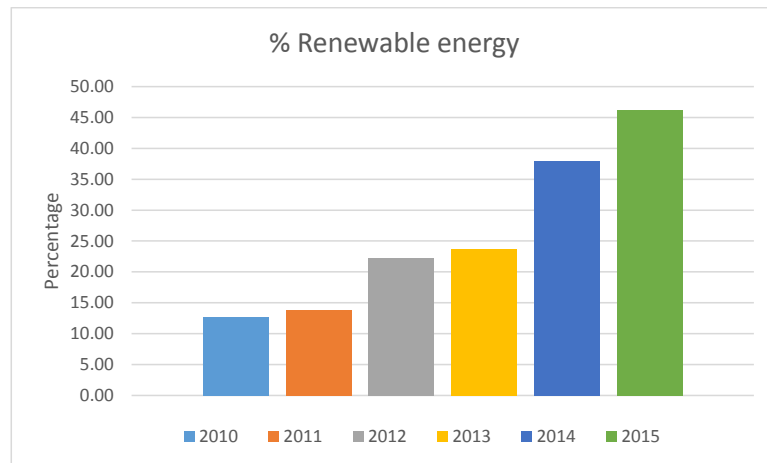
## Renewable Energy

New in 2015

- Installed 1 MW solar PV project which is currently functioning at MAS Fabrics Matrix
- Addition of 195 Kw solar PV to ongoing project and a new installation of 5kw at another facility
- Expanded technology options for use of renewable energy
- 295 kWp solar panels and 57 cu.m biogas units for renewable energy at MAS Intimates



In 2015 we continued to raise our renewable energy component up to 46.25% of total energy sources. Since 2010 our renewable energy share has tripled.



P7  
P8  
P9



## WATER

Water is a key component of our production process which gives us more reasons to invest in its sustainability and its protection. We see 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 us favourably in a market where apparel and textile brands are continuously looking for ways to make their supply chain more sustainable.

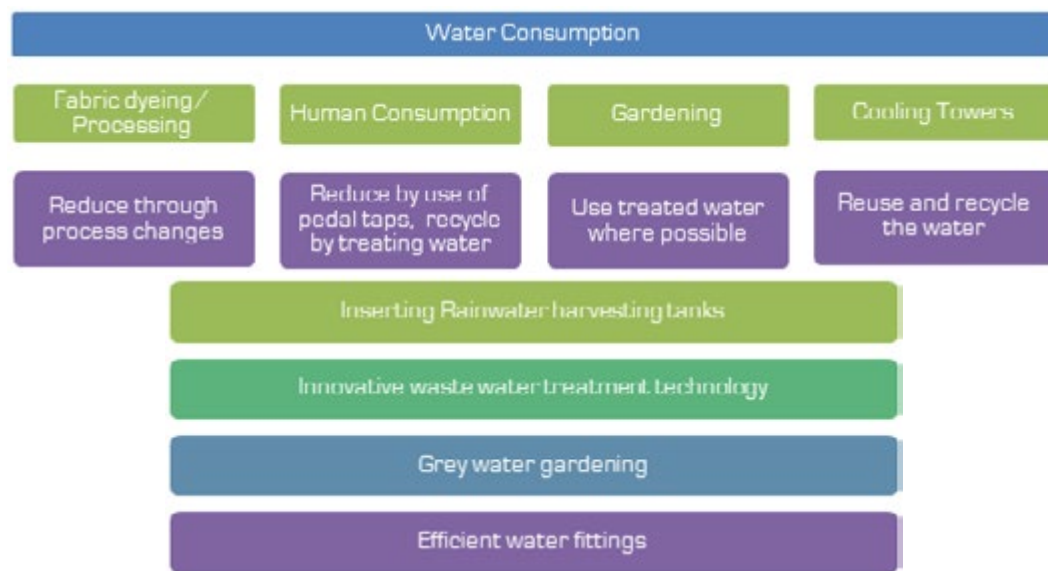
P7  
P8  
P9

**New in 2015**

- Accredited Water Quality Lab shared as a national resource
- Installing rain water harvesting
- Sensor taps to reduce water usage
- 5% overall reduction of water intensity from 2014
- 40% reduction of water intensity since 2011 in Fabrics which is the biggest user.

**Measurements**

- Calibration Tool
- Eco Tracker



**Building on these commitments, in 2015:**

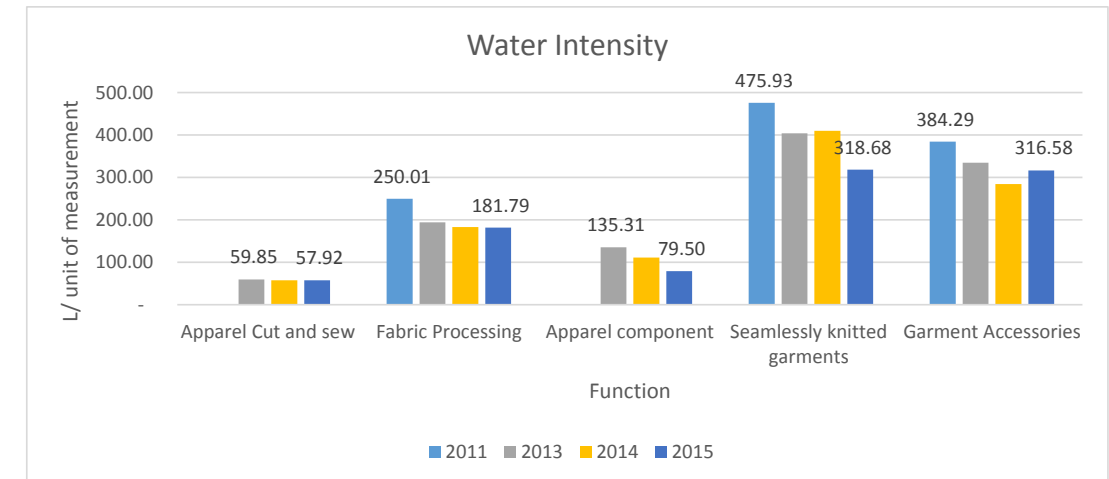
- We constantly updated plant infrastructure and systems to increase our water efficiency.
- We tracked and analysed our water usage via the company's ECO-tracker database.
- Low flow aerators to canteen taps - Linea Clothing, Linea Intimates, Thurulie, Vidiyal, Unichela Biyagama and Unichela Panadura
- Casualline - Rainwater harvesting system capacity increased to 12 cu.m and 150 cu.m per month rainwater is being used for flushing during rainy season.
- Vidiyal - Installed a new Reverse Osmosis system for raw water treatment
- Linea Aqua Naiwala - A project to divert all excess treated water from the plant for agricultural practices at a nearby school. This transformed 'waste water' into a useable resource and helped the school to divert its useable water for pastoral needs. The Sustainability Team at Naiwala also constructed a tube well, providing ample clean and safe water for drinking and for sanitation for 1200 children in the school.

**Water Intensity**

**Target for 2015**

- A minimum of 3% reduction in water Intensity YOY

All plants started measuring water intensity reductions since 2011 apart from Apparel cut & sew and Apparel components which started measuring intensities in 2013. Year on year all functions recorded intensity reductions except apparel cut and sew and garment accessories .



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







## CHEMICALS

### Target

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

### New in 2015

- One version update to MAS Manufacturing Restricted Substances List (MRSL)
- Published the MAS Chemical Management Policy
- Conducted Chemical Assessment in all MAS SBUs
- Conducted Supplier Awareness Sessions
- Chemical Management Workshop
- Non Process chemical harmonization
- L Brands Chemical Assessments

P7

P8

P9

### CHEMICAL MANAGEMENT WORK STREAM

The Chemical Management System was implemented across MAS to support the global drive of Zero Discharge of Hazardous Chemicals in the supply chain by 2020. We have set ourselves a target to eliminate 11 hazardous chemicals by 2020 in process, non-process and its supply chain. The MAS Chemical Management Work Stream (CMWS) was initiated in 2013 with the intention of making our products free of toxic chemicals by 2020'. We will 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 Manufacturing Restricted Substances List (MRSL) consists of the Zero Discharge of Hazardous Chemicals (ZDHC) MRSL chemicals and some additional chemicals which is referred as 'Research List'. Research List contains chemicals which have irreversible impacts either to human or to the environment and some of these chemicals would be included in the future ZDHC MRSL revisions.

In 2015, we have published one version update to the MAS MRSL.  
MAS Chemical Management Policy

In 2015, we have published the first Chemical Management Policy for the MAS group. The following areas are covered under the policy:

1. Chemical Purchasing
2. Chemical Inventory
3. Chemical Handling and Use
4. Chemical Storage
5. Chemical Labelling
6. Chemical Disposal
7. Training on Chemical Use

### Chemical Assessments in all MAS SBUs

The Chemical Management section was introduced to the Calibration Tool version 1.2 and we have completed Calibration Tool assessments in all our SBUs in last year. Along with these audits we have carried out water testing (incoming water and dye house raw effluent) against the ZDHC 11 priority chemical groups through Bureau Veritas, Sri Lanka.

### Supplier Awareness Sessions

In 2015, we have engaged with the Dye house and Printing chemical suppliers to give an awareness on our roadmap of making 'MAS and its products free of toxic chemicals by 2020'.

P7

P8

P9

### Chemical Management Workshop

The MAS Chemical Management Workstream organized a workshop for those who are responsible for Chemical Management in SBUs. External speakers from the National Institute for Occupational Safety and Health (NIOSH) Sri Lanka, Sri Lanka Institute of Nano Technology (SLINTEC) and Bureau Veritas conducted lectures during the workshop.



### Non Process Chemical Harmonization

We began harmonizing our non-process chemicals last year as part of aligning to ZDHC standards and as the first phase we have conducted trials with environmental friendly janitorial and stain removing suppliers across all our divisions.

### L Brands Chemical Assessment

In 2015, Limited Brands conducted Chemical Assessments in our business namely Stretchline, Noyon Lanka, Trischel Fabric and Textprint Lanka. The MAS Chemical Management Workstream engaged and helped our facilities to successfully pass the audits.



## WASTE

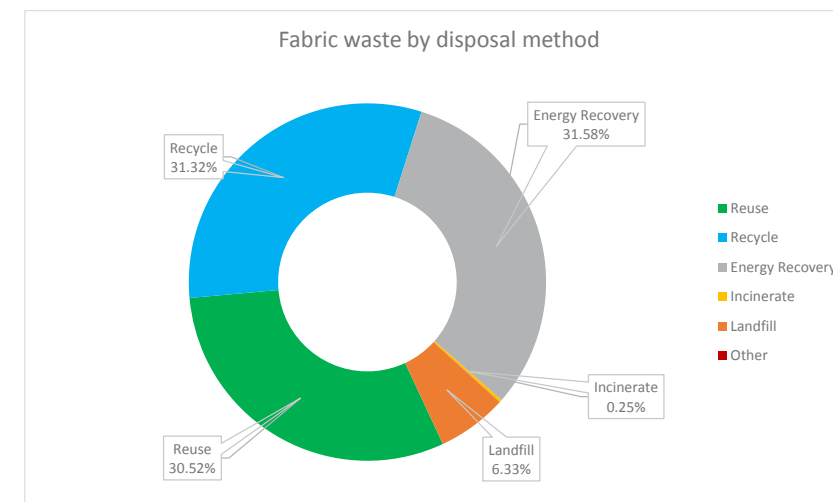
### Waste Management System

New in 2015:

- MAS Waste Management Policy
- Reduced Plastic Zone expanded
- Sludge Dryer system installed

Waste management continued to be a large focus at MAS with fabric waste continuing to be a challenging frontier which we have strategically targeted as a key focus. In 2015 we completed a group wide waste management policy that will guide the group to a long term solution combined with an integrated strategy to facilitate innovation in finding solutions towards a zero landfill vision and a goal of value enhancement.

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 2015 as we determined to judge the volume of waste that is disposed sustainably across MAS.





**SPOTLIGHT 2: MAS IS WINNING THE WAR ON SLUDGE - ONE BRICK AT A TIME**

**FROM SLUDGE BRICK TO SLUDGE BOT – THE JOURNEY**

In 2011 we began extensive research and development to create a long term solution for the problem of ETP Sludge. So began the Great Brick project at the MAS Fabric Park in Thulhiriya which has become one of the group’s most sustainable initiatives towards zero landfill . After months of intense R&D the teams achieved a breakthrough which turned ETP sludge into eco bricks. Since then MFP has perfected the process and has converted all its sludge to thousands of bricks. In 2015 the zone turned all of its 600 tonnes of ETP sludge into 70,000 bricks, tiles and grills that have been used by the group for the landscaping of its own facilities.

**RESPONSIBLE INVESTMENTS CONTINUED WITH MODERN TECHNOLOGY**

In 2015 we expanded the breakthrough project to the Biyagama Industrial Zone with the construction of a Solar Sludge Dryer that will take its water commitments to new heights. The facility will help dry the 1,600 tonnes of wet sludge we produce in Biyagama each year. The industrial zone in Biyagama alone produces 5,000 tonnes or one fifth of Sri Lanka’s total sludge output. We hope they can extend the service to industry peers inside the zone in the future.



Built at a cost of USD 450,000 the 10,000 square foot sludge drying facility will help us to manage 1,600 tonnes of wet sludge per year by reducing it to 550 tonnes of dry sludge that will then be used as a co-processing fuel under strict controls.

P7  
P8  
P9

The operation is 95% dependent on the heat of the sun with solar radiation used to evaporate the unwanted water fraction. The state of the art Green House facility has the ability to harness more than 1.6 Million Kwh of free energy annually via solar radiation annually. The one-man facility is complete with Climate Sensors, PLC’s (Programmable Logic Controllers) and SCADA (Supervisory Control and Data Acquisition) solutions for remote monitoring for engineers to view and control the parameters from anywhere via GSM.



“This is the first large-scale industrial model implemented in Sri Lanka which clusters ETP Sludge generating and collecting points, conducts advanced analysis on sludge quality, conducts transport carbon footprint reduction analysis, and finally co-processes the sludge into energy recovery stage.”

Harsha Deraniyagala DGM of the Hydro & Environmental unit of MAS Fabric Park says “We want to stop the malpractice of dumping ETP sludge. The harm done by effluent waste seeping into our groundwater is a national problem and threatens future water resources. If we generate enthusiasm about this solution we hope more companies will follow and a national policy on the management of ETP sludge will finally take effect.”

P7  
P8  
P9

**BIODIVERSITY, COMMUNITY & CULTURE**

In 2015 MAS not just continued its commitment to raising awareness and protecting resources which sustain our communities and the environment but we refreshed our group-wide projects with a collaborative approach for key calendar events such as Earth Hour and World Environment Day.

**GROUP-WIDE PROJECTS**

**World Environment Day**

For the first time in the history of MAS we combined and converted our multiple tree planting initiatives into one which grows and sustains trees for two years. Titled ‘Root for Trees’ this World Environment Day campaign resulted in over 6,500 trees being planted across MAS with a system to monitor each sapling as it grows in the next two years. The idea was to grow forests together.

In 2015 the focus was on  
 (1) Sustainable long term tree planting  
 (2) Forestation (reforestation, afforestation)

"Root for trees" aims to achieve the blue sky which is forest cover increase in Sri Lanka. The goal was to identify exceptional projects from SBU's and develop them to mini Singharaja or Kanneliya level. Facilities were encouraged everyone to follow the successful analog forestry concept of Thuruwadula at MAS Fabric Park. They were also advised on planting native or useful (fruit, herbal, medicinal) species and were supported with required information by the Central ES team.



P7  
 P8  
 P9

### Earth Hour

We collectively saved 32 Mwh this Earth Hour. Earth Hour celebrations at we saw hundreds of staff, communities, management come together to engage, inform and connect under a theme of "using your power for change" for Earth Day 2015. Over several days before and beyond Earth Hour, MAS facilities across Sri Lanka held dozens of initiatives from intensive awareness within facilities, to numerous energy saving measures and ideas and inspiration on Earth Hour for government and community leaders, schools, and their own staff. Our Earth Hour message went beyond the walls of MAS into city centers, hospitals, and police stations. We went well beyond simply shutting off power for Earth Hour and used our collective power to unite for maximum impact this year.

MAS Intimates Casualline won a special recognition award from MAS Holdings for impacting more than 10,000 communities for Earth Hour. "Casualline engaged all religious, governmental and non-governmental institutions of Mawathagama for Earth Hour celebrations in 2015, March 28 resulting in entire town switching off lights and raising awareness on Climate Change". This was the largest public event ever to be organized by a corporate for Earth Hour Sri Lanka.



Slimline and Slimtex - Initiated a large scale Dikkale forest cleanup project partnering with local schools, Urban Council and the Police to remove plastic and polythene from the forest.



P7  
 P8  
 P9



**MAS Active Contourline Fights the Plastic**

The Eco Club of Contourline decided to hunt down the scourge of polythene and plastic in 2015 with several campaigns across the year. The campaigns ran through Yala National Park - one of the most visited national parks which is also one of the largest dumping grounds for stray polythene and plastic bottles despite the best efforts to stop their entry into the reserve. Contourline's hunt for plastic went from the dry arid plains of Yala to the chilly foothills of Adam's Peak, Sri Lanka's fourth highest peak and the central capital of Kandy. Over 1,500 kilos were collected within 10 hours at each location, with bottles, bags and lunch wrap making up the largest part of the haul.



Linea Clothing and Linea Intimates - 80 awareness boards were installed on Forest and Water conservation at Knuckles Forest Range, Upper Mahaweli Catchment Areas and Water Sheds with partnership with Mahaweli Authority and Forest Department Initiated the construction of an analog forest on a two acre land in Pallekale BOI zone.



Linea Clothing | Linea Intimates | Unichela Panadura | Casualline | Silueta Butterfly Garden

**"Battichcho"**  
Experiential Programme  
for Children of all Staff

The 'Battichcho' programme conducted by the Linea Aqua Naiwala team was initiated in 2012. This is a programme held annually. The main objective of the programme is to create opportunities to enhance the talents and creativity of the kids of the employees, which they cannot gain from the school. The programme is conducted on various topics and include information on animals, how to protect the environment and conservation, while teaching them in protecting themselves as well. Students between the ages 6 – 12 participated and benefited from the programme

BEE Programme

The BEE (Build an Eco-friendly Employee project was initiated by the team as means of spreading awareness across the Team Members. A chosen module is given a 20 minute introduction to ISO 14001 highlighting the impact to the environment, how to be a green citizen and initiatives done by Linea Aqua.





Community Support & Awareness

MAS Intimates Thurulie

- Pilot Organic Home Gardening training model is being implemented at Thurulie with the objective of replicating the same model in other MAS Plants.

The project looks at training employees on treating soil, making organic fertilizer, pest control, planting, monitoring and maintenance.

Sustainability Calendar Events

Every MAS plant initiated their own lineup of activities, ideas and environmental awareness events at each milestone on the 2015 calendar.

- MAS World Environment Day
- MAS World Water Day
- Earth Hour

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

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

### **MAS Recognized Their Incredible Women and Their Real Lives**

We continue to lead the way in Women's Empowerment in the Apparel Industry in Sri Lanka having 76,000 associates and of which 70 % are women. Since its launch in 2003 the MAS flagship initiative Women Go Beyond (WGB) has grown from strength to strength seeing more females becoming economically empowered and advancing in their career at the workplace, whilst fulfilling their family expectations and becoming inspirational role models in their community.

2015, has been a significant year for WGB with the expansion of its network locally and internationally, engaging employees through non-work related skill development, educational and awareness programs while supporting and providing opportunities for females to perform well and giving tangible and intangible moral support to create a balanced family life.

WGB continued its efforts to develop a process to encourage gender equality at all levels of the organization and promote a conducive working environment, facilitating the establishment of group wide policies on harassment and discrimination.

Female associates were given opportunities to increase self-confidence, self-reliance and decision making power through awareness programmes and skill development. It continues to impact the female associates, their colleagues, families and the communities they belong to.





### Mainstream Gender Equality – Engaging Males

We continued our its efforts to mainstream Gender Equality among all employees of the company, to ensure that the workforce is benefitted equally at all levels of the organization and to create a culture of gender sensitive and inclusiveness at the workplace and home by establishing a framework. We have achieved a 5% increase in gender equality.

### Gender Sensitivity Training

Gender sensitivity training for female executives was conducted with two workshops impacting 49 employees as a new initiative. The program was conducted by Ms. Shyma Salgado, National Program Manager, Fundamental Principles & Rights at Work – International Labor Organization (ILO), Colombo.

The objectives of this programme were to enhance the understanding of improving skills on promoting equality and respecting diversity for family and workplace harmony and to identify the challenges faced by women in their multiple roles, with emphasis on work-life balance. It also helps create an open space / discussion forum to share their experiences and to build individual capacity to support career advancement.

In addition we continued engaging male executives and managers and sensitizing them on the importance of gender role to share responsibilities. This year 82 male executives were impacted through this program.

### Work-Life Balance – Spotlight Story - Creating Dialogue on Gender Equality at the Workplace



To create a dialogue on gender equality, MAS Active organized a special debating competition in celebration of the International Women’s day. It was a new experience for all employees who participated at this event. The goal of this competition was to create a dialogue on gender equality at workplace and surface some of the issues faced by women in the apparel sector. Both male and female

participation was encouraged and the competition included topics such as working hours, harassment at work, overtime and gender and career advancement. This will be held as an annual event for the continuation of dialogue on gender equality.



### CAREER ADVANCEMENT

#### Career Development for MAS Women

Two leadership training programs were conducted to build soft skills to support career development. 52 empowered women were impacted by this training.

#### Role Model Development

This is a fast track program for Empowered Women to become leaders and role models to their fellow associates, families and to their communities.

Learning to Speak English - The first batch of 10 Empowered Women successfully passed last year. The six month course was conducted at the Rainbow Institute of Communication.

Gold coins were awarded for best attendance, highest marks and most significant improvement to motivate and encourage other participants.

Meanwhile, the Personality Development program helped our associates build their personality through a physical wellbeing for a better quality of life.



### Past Winners Alumni Forum – 2015

This forum was organized by 236 past winners who received the opportunity to gather at a common forum to share their best practices and learnings from WGB led initiatives.

### Career Advancement – Spotlight Story - Stripes of Courage Fundraiser and Scholarship



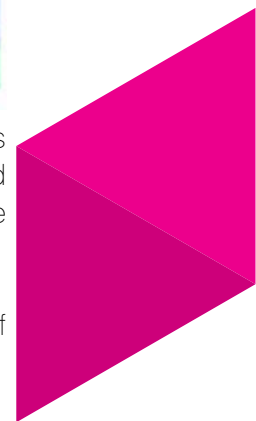
A special scholarship award was given to recognize MAS Active division female associates for the progress in their higher education and careers. The scholarship award is funded through proceeds from staff sales carried out for the management and executives of the division.

The objective of this scholarship is to promote the active engagement and retention of female employees at the workplace.

### Career Advancement – Spotlight Story – Alternative Career Paths for Women



MAS Active provides various opportunities for women to enter unconventional work roles within the industry. This adds the emphasis of individuals' qualification and interest rather than socially assigned gender specific work roles. With this initiative MAS Active is formally developing female Mechanics, Printers and Cutters.



### Career Advancement – Spotlight Story - GAP Inc. - P.A.C.E. Program

MAS Intimates worked with P.A.C.E. Global initiative representatives in preparation for the launch of the Gap Inc. P.A.C.E Program, piloting this initiative at Slimtex. The inaugural batch of 200 participants from Slimtex, selected through an open application and competitive selection process will join over 30,000 women across 10 countries who have already been through the program.

Several pre-preparation steps were conducted:

- An open call for applications from team member level employees at MAS Intimates Slimtex
- Presentation of the program to Senior Leaders and direct supervisors of the proposed participants
- Selection of Trainers and a Master Trainer for the Program
- Intensive Trainer the Trainer Programs conducted in August and December
- Key Influencer Sensitization was conducted for various groups who would come in direct contact with participants – supervisors, managers, family members etc.
- Continuous dialogue with Gap Inc. P.A.C.E. Global Initiative representatives and master trainer to contextualize the syllabus to suit Slimtex
- Collection of indicative data on the participants

MAS Intimates will conduct this under the Career Advancement Pillar of the Women Go Beyond program. There are clear synergies with WGB, and a globally constructed Life Skills learning curriculum, contextualize to Sri Lanka and MAS Intimates will clearly enhance the cognitive development initiative that we can offer to our team members.

P.A.C.E.(Personal Advancement and Career Enhancement) life learning program was introduced by Gap Inc. in 2007 to provide opportunities for female apparel industry workers, to enhance their leadership and life skills, to help their professional and personal growth, to gain the skills and confidence they need to advance at work and in life. Many women say P.A.C.E. has been life changing, teaching them tangible skills while shifting their perception of themselves and their abilities. In September 2015, Gap Inc. committed to educate one million women throughout the world by the end of 2020.



**KEY OBJECTIVES:**

- Positively impact participants by providing them with foundational skills and support that will help them advance in the workplace and in their personal lives
- Create a sustainable and scalable program model that benefits all participants and contributors
- Have a positive impact in the communities by strengthening relationships with Gap Inc. strategic vendors

**LIFE SKILLS LEARNING**

The P.A.C.E. curriculum covers a variety of topics related to life skills that are crucial to the growth and development of the participants. Each module is designed to enhance specific competencies and to help participants understand concepts in a holistic way. Currently the program covers up to 8 modules of learning: (1) Communication (2) Problem Solving and Decision Making (3) Time and Stress Management (4) Water, Sanitation & Hygiene (5) Execution Excellence (6) General and Reproductive Health (7) Financial Literacy and (8) Legal Literacy and Social Entitlements. Execution Excellence is a module of learning that teaches workers how to apply their newly learned skills, particularly in the workplace. Additionally, the topics of Safety & Security and Gender are integrated across all of the modules. Gender describes gender roles and norms and how gender influences opportunities and access to resources.

The life skills education component of P.A.C.E. consists of approximately 65-80 hours of learning and usually covers an 8-10 month timeframe.

Commencing with the first cycle at Slimtex in February 2016, this would become a self-sustaining program for Slimtex. MAS Intimates would then take the learnings, and implement this across other plants that manufacture Gap products within the Division as a next phase, and then onto all plants across Intimates.



**WORK - LIFE BALANCE**

**Happy Family Life Program**

As part of the work life balance initiative under Corporate Women Go Beyond program, "The Happy Family Life" awareness program has continued to develop individual wellbeing and to reduce stress, both at the workplace and at home.

Additional programs were conducted due to high demand. We also extended this awareness sessions to communities of the employees and their spouses (husband). 2714 females & males were impacted through the 14 workshops conducted.

**Getting More Out of Life**

Objectives:

- To improve knowledge on Sexual & Reproductive Health.
- To achieve the desired behavioral change with regard to reproductive and general health.
- Personality development and grooming for female employees to build confidence and groom role models

Impacts:

- Getting More Out of Life (Female) - 6 programs – 597
- Getting More Out of Life (Male) - 4 programs – 82





**Other Significant Projects:**

Unichela Koggala - Pregnant Mothers and baby care awareness program – The objective was to make pregnant mothers aware, so that infectious diseases can be prevented during pregnancy and after. Furthermore, a guide to a safe pregnancy and delivery is also demonstrated.

MDS - Awareness on Loan taking and Crib process - To educate employees about the Credit Information Bureau (consequences of having bad debt) and loan taking process. As it was identified that many employees were unaware of the risks involved in taking loans and signing as guarantors for others.

MDS - Art of Parenting Session - Project requested by Management and conducted by Prof. Piyanjali De Soyza (Prof. in Clinical Psychology / Senior Lecturer - Medical Faculty University of Colombo).

**Rewarding Excellence**

Akshya Launch in India - WGB was launched in MAS Active Akshya, strengthening the presence of the programme in India.

**REWARDING EXCELLENCE – SPOTLIGHT STORY  
ABHIMANI 2015**

We rewarded our exceptional female associates at the Abhimani Empowered Women of the Year Awards Ceremony 2015. The awards ceremony recognised the efforts of our women who have overcome great challenges in order to achieve excellence, while balancing a successful career and personal life. Winners were chosen from the female associates of the 76,000 MAS workforce and their achievements were evaluated by a panel of eminent personalities representing areas including personal development, career guidance and entrepreneurship. This year’s ceremony awarded 42 empowered women from MAS manufacturing facilities in Sri Lanka, India and Bangladesh, and also recognised 5 special award winners who had excelled in leadership and guidance (The Promoter), entrepreneurship (The Venturer), innovation and continuous improvement (The Game Changer), community service and sustainability (The Spirited) and excellence in sports (The Contender).



**Other – Global Recognition**

- Shanaaz Preena, Director Women Go Beyond Programme and Women Advocacy continued serving as a member of the United Nations Women Empowerment Principles (UNWEPs) leadership group and UNWEPs’ CEO awards committee.
- Member of Panel discussion on “Effective Strategies for Supporting Women’s Economic Empowerment on the Continuum of Informal to Formal Work” at the Indian Ocean Rim Association (IORA) Women’s Economic Empowerment Event
- ADB Best Practice Case

**Impacts of the Program**

Total Impact of the Programs

WGB Pillar	SBU Level	
	No of Programs	No of Impacts
Career Advancement	376	9873
Work-Life Balance	933	231278
Skill Development	224	31365
Rewarding Excellence	102	77804
Other - Branding Programs	271	23793
<b>Total</b>	<b>1906</b>	<b>374113</b>

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







## CHAMPIONS BY NATURE

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.

### **Super Fighter**

'Super Fighter', Sri Lanka's first ever reality sports programme directed to scout for hidden boxing talent, was launched in the beginning of this year. It was started 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.



MAS Holdings, 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.

### BOXING

- Thivanka Ranasinghe of Slimline won two Gold medals and Senanga Nawaratne of Slimline won a Gold medal at the International dual invitation Boxing meet held in Mauritius
- Lahiru Rathnadeevakara of Slimline won a Silver medal and Neel Hettiarachchi won a Bronze medal at the International Boxing Tournament held in Doha
- Gayan Jayaweera of Slimline won a Bronze medal at the Indonesian International Boxing meet. He won another Bronze medal at the International Boxing meet in Finland in November
- Slimline became Champions at the Clifford Cup 2015. Gayan Jayaweera won the coveted trophy for the best boxer of the meet
- MAS Southern became the Women's Champions at Clifford Cup 2015 and Erandi De Silva won the best boxer in the women's category
- This is the fourth consecutive year Slimline became Clifford Cup champions in Boxing
- Many boxers from across MAS Intimates won medals at boxing tournaments such as the Layton Cup, ABA Novices and Intermediate Boxing Tournament

### RUGBY

- Fazil Marija of Linea Clothing was appointed as the captain of the Sri Lanka Rugby team
- MAS Rugby team retained the Mercantile Rugby Championship for the fifth time.

### TABLE TENNIS

- Nirmala Jayasinghe of Linea Clothing is Sri Lanka's No. 2 ranked Table tennis player, becoming the National Champion for doubles and representing Sri Lanka as Captain at the World Championship (China), Asian Championship (Thailand) and Commonwealth Championship (India)
- MAS Table Tennis team emerged champions at the Mercantile Knockout Table Tennis tournament
- MAS Women's Table Tennis team emerged champions at the Mercantile Premier League and Premier Knockout Tournaments

### PISTOL SHOOTING

- Ruwini Abeymanna won a Silver medal at the Asian Air Gun Championships in the women's team event which was conducted in India

### WEIGHT LIFTING

- Lochana Giritagama of Linea Clothing represented Sri Lanka at the Commonwealth Weight Lifting Championship and was placed fourth

### BASKETBALL

- Sudesh Ahamed of Unichela Biyagama was a Silver medallist at the SABA Games 2015 (3 on 3 championship and 12-man Squad )



### ARCHERY

- Shashikala Kumarasinghe of Unichela Biyagama qualified for the South Asian Games 2016 and set a new national record

### BADMINTON

- MAS Badminton team won the Mercantile Badminton Open Individual Championship, in the men's, women's, singles, doubles and mix doubles categories. MAS was also crowned triple winners in the tournament

### CRICKET

- Anjelo Jayasinghe represented Sri Lanka Cricket A Team and participated in the New Zealand Tour
- MAS Intimates Unichela Cricket team emerged champions in the Premier League and Six a Side Mercantile Cricket Tournament
- Casualline won the T20 Softball Cricket National Championship 2015
- MAS Active Cricket team emerged champions at the Mercantile Premier League and Premier Knockout Tournament for the second consecutive year

### FENCING

- Unichela Panadura won the National Fencing Championships 2015 and Manjula Fernando was adjudged Best Fencer of the Tournament

### SWIMMING

- MAS Swimming team retained the Mercantile Swimming Championship for the fifth consecutive year.

### KARATE

- Anura Bandara of Slimtex was placed first at ISKA Karate Tournament

### VOLLEYBALL

- Casualline excelled for the fourth consecutive year winning the Mercantile Volleyball Super League Trophy 2015, also becoming the Mercantile Volleyball Trophy Champions and Winner of the Rupavahini Volleyball Championship Trophy (Women's)
- Stretchline men's and women's Volleyball won the BOI Volleyball Championship

### CHESS

- MAS Chess team emerged champions at the Mercantile Championship and Ashanthi Rajapaksha was adjudged Women's Chess champion

### WUSHU

- Eranga Weerasinghe won the Gold award at the second International Health Qigong Competition in China.

*For projects under this section – Refer to Appendices: Champions by Nature*



## 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 three decades. We leverage our success, scope and resources to make a positive difference in the communities we operate in.





## EDUCATION

### The Eco Go Beyond Programme- Phase 2: Continuing with the 30 schools of the 2014-2016 Programme

In 2015 we commenced Phase 2 of The Eco Go Beyond Programme of 2014-2016. Through the programme this year, schools were introduced to four new concepts whilst continuing those introduced in 2014. These new concepts were namely, the keyhole garden raised bed cultivation system which incorporated composting and organic gardening, biodiversity conservation through the butterfly garden, the multicultural activity to promoted greater understanding on cultural diversity and the school newsletter on sustainable development to promote awareness creation on the subject.

The programme is currently conducted in the 13 communities of Mahiyanganaya, Mawathagama, Biyagama, Horana, Hanwella, Pimbura, Pannala, Kuliypitiya, Pallekelle, Thulhiriya, Awissawella, Koggala and Embilipitiya. The rollout took place through 30 workshops within 31 day to impact 4678 students, 277 teachers and 425 parents and well-wishers 5380. Furthermore 5400 handouts were distributed. This brings the total impacts of the programme for students only from 2006 to date to just over 39000.

As a further improvement to the programme, the Residential Eco Go Beyond Leadership Camp held annually at MIMT was extended by a day, to two and an half day in all. This helped in incorporating more practical based sessions. 119 students and 58 teachers attended this session.

The following statistical achievements are those of the schools for the period January - August of 2015.

Number of new trees planted- 1400
New grass grown – 10217.5 m2
Amount of compost- 19201.1 Kg
Plastic collected for recycling – 220.7 Kg
Iron collected for recycling 406.8 Kg
Paper collected for recycling 1046.3 Kg
Glass collected for recycling 147.7 Kg
28 of 30 schools are measuring their electricity consumption
All 30 schools are measuring their water consumption
Number of items removed from the canteen -114
New healthy food item additions -172
Number of completed 5S projects -278



An awards ceremony was held on the 5th of November at MIMT for the high achievers of 2015 in the 10 subcategories - Green Cover, Biodegradable Waste Management, Non-biodegradable Waste Management, Nutrition, Water Conservation, Energy Conservation, Sustainable Lifestyles, Productivity Biodiversity Conservation and Awareness Creation. A very unique feature of the agenda this year was the inclusion of an address by Lasitha Premakumara a former student of the Eco Go Beyond School Team of Maputugala Maha Vidyalaya who is currently a Finance Trainee at MAS Legato based in Bodyline – Horana. Lasitha's testimony paid tribute to the Eco Go Beyond Programme, which he attributes to have developed his confidence, ability to present his work and work in a team.



### Sisu Waruna

The main focus of MAS Intimates in the area of education has been the implementation of the 'Sisu Waruna' programme. 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 four main programmes conducted through Sisu Waruna are:

- Express Learning Programme
- Leadership Training for Youth
- Year 5 Scholarship Programme
- Internal Scholarship Programme

### Recognising Young Talent

The MAS Awards programme commenced in 2008 by Deshamanya Mahesh Amalean, Chairman, MAS to identify young talent and provide robust training specifically for the apparel industry. The objective of the programme is to identify all-round students from the University of Moratuwa, Peradeniya, Kelaniya, Jaffna, and build their skills and competencies ranging from leadership, collaboration and networking, to grooming and presentation skills. These students participate in a series of innovative workshops and receive hand on industry exposure, while being guided into honing their professional presence in the corporate environment. In addition, the MAS management also provides direct mentorship and guidance through reflective peer learning. This year saw the entrance of a new University – University of Jaffna also joining the programme. Five students from the Management faculty participated in the programme. This increases the count by 35.

### Unleashing Potential

In a broader perspective, all interns at MAS are benefitted by another unique opportunity with the “Unleash Potential” programme, run by 361 Consultants. The two day programme creates experiential learning and simulations, fundamentals such as grooming, having the right mind set and appreciation of being a disciplined, balanced and informed individual. With well over 500 participants being enriched by it, “Ready to Unleash” remains one of the most eagerly awaited programmes in the journey of an intern at MAS and continues to be a flagship programme in MAS efforts to equip employable graduates and undergraduates with needed tools. Over 120 participants attended the programme this year.

### Hand in Hand Sustainability Initiative

CIMA Sri Lanka, in collaboration with the Global Compact Network Sri Lanka, created the Hand in Hand sustainability initiative via a competition format which aims to engage students of international schools and tertiary education institutions the importance of social, economic and environmental development and inspire change.

As members of the Global Compact Network Sri Lanka MAS served on the programme formulation committee as well as on the judging panel for the second consecutive year. MAS was also the Principal Sponsor of the Awards Ceremony.

The winning teams of 2015 were : Team ‘Green Troops’ from the University of Moratuwa Overall Winners of the Local / Foreign University category with the project: Promoting the use of agro-ecological solutions to improve food production and farmers’ incomes, while protecting the soil, water and climate which phases out the use of fertilizers and highly hazardous pesticides.

Team ‘Vision of Hearts’ from Imperial College Kandy overall winners of the CIMA Tuition Colleges Category with the project: Build and upgrade a rural education facility to provide a safe, inclusive and effective learning environment and improve competitiveness of economically disadvantaged students.

Team ‘The Resistance’ from Lyceum International School Panadura overall winners of the



International Schools Category with the project: Eliciting tangible shifts in behaviour by engaging with the community in educating the benefits of equal access to all levels of education for every child without any disability or gender sensitivity.

### 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.

MAS Intimates continued our association 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 to 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 MAS Intimates has been part of the consultative committee to formulate this plan.

Through this platform we have access to;

- Information on humanitarian and development assistance
- Partnership with donors and humanitarian agencies
- Utilization of grass roots networks
- CSR activities
- Professional knowledge in humanitarian response and development sensitivity
- Disaster Risk Reduction (DRR) in development
- DRR Advocacy – influence policy
- Community Based Disaster Risk Reduction Programmes

In January 2015 a member of the Central CSR Team of MAS Intimates participated in a training programme on “Humanitarian Relief Through Psychology” to understand the manner in which appropriate relief items are made available / distributed; how camps are organized and located; and the provision of services to an affected population and how this all plays a role in a person’s ability to heal from the disaster. An awareness on how the work conducted will have a string effect on the affected population’s well-being. This was conducted by Dr. Piyanjali de Zoysa who is a Senior Lecturer in Clinical Psychology at the Faculty of Medicine, University of Colombo.

In June 2015, MAS Intimates facilitated a programme for the Eco Go Beyond Leadership Camp with A-PAD Sri Lanka to conduct a DRR training programme. The four hour practical skills session on Disaster Preparedness was conducted by Ms. Anoja Seneviratne, Director, Mitigation Research and Development, Disaster Management Centre. It was an interactive session where 30 students and 15 teachers actively participated.



In October 2015, Management from MAS Intimates Vidiyal participated in the A-PAD SL International Symposium on “Public-Private Partnership towards Disaster Resilience and Sustainable Development” in Jaffna.

### Disaster Preparedness

In November 2015, MAS Intimates Vidiyal, provided dry rations and other required items for 250 families who were displaced due to heavy rains and floods in Thirumurukandy, Ponnagar and Santhapuram.



### New Initiatives: The Future Trust

The Future Trust is a Fund which was created by the goodwill of a group of volunteers from Unichela Panadura in order to address the need to carry out community development projects within the community. The projects undertaken by the members of the Trust range from providing financial aid, to housing to distributing free books. A summary of the projects carried out are as follows:

- “Wisdom” - This project is one of the Trust’s main projects and involves providing free school exercise books to children
- “Raise Me Up” – Building roofs for the under privileged
- “Life” - Providing financial aid for those who are critically ill
- “Blue Sky” - Provide monetary relief to those who are multitalented
- “Respect”- Supporting senior citizens of the community through psychological support services
- “Nature” - To initiate projects to reduce the carbon footprint by focusing on re-forestry and energy conservation



### SANHINDA COMMUNITY NETWORK

The Sanhinda project was designed by the MAS Active Sustainable Business Division to address key social issues faced by the communities which many of our employees reside in. The project was funded through partnering with Lululemon Metta Movement and was implemented by MAS Active Contourline in the community. The project activities will help to improve the family life, family health & financial management of the targeted beneficiaries. The programme is designed to be conducted by key capable employees of MAS ACTIVE Contourline who are residing in the selected locations and will act as leaders and connecting the organization with the communities.



This project focuses on the family life, family health and financial management of communities.

Activities include:

- Health camps
- Eye clinics
- Sessions on reproductive health
- Family planning
- Alcohol prevention activities
- Awareness on domestic violence
- Legal aid and community watch groups creation
- Mental wellbeing and physical exercise activities such as Yoga
- Counselling sessions for families
- Financial management

*For more projects under this section – Refer to Appendices: Strengthening Communities*

P1

P2



## APPENDICES

### WOMEN MATTER

#### 1. Career Advancement

- Soft Skill Training For Team Members
- Computer Classes
- Mechanic Training For Female Employees
- Team Building Training
- We Can Change Our Future Program
- English Classes
- Importance Of Career Program
- Team Leader Leadership OBT
- Leadership Training
- Training For Cutting Female Employees
- Industrial Engineering Diploma
- Excel Workshop
- Quality Training
- Empowering, Motivating & Focusing Training For Women
- 5S Awareness Initiative By EWY Winner
- Legal Implications For The Working Woman
- English Class Awards Ceremony
- HR For Non HR Training
- Tailoring Course (Conducted By EWY & Runners Up)
- End Line Printer Training For Female Employees
- IE Basics
- Motivate And Sponsor Higher Education

#### 2. Work-Life Balance

- Counselling Induction
- Mental Wellbeing Program
- Awareness Session Family Planning/ Reproductive Health/Hiv & Aids
- Program For Pregnant Mothers
- Succeeding In Life Through Having Proper Goals, Values & Financial Management
- Global Trends For The Garment Industry And Impact For MAS Journey
- Violence Against Women Program & Child Harassment Program
- Legal Aid Clinic
- Loku Akka Meeting
- Awareness On Labour Law
- Parents Meeting
- Street Drama To Create An Awareness Of Early Marriages & The Consequences
- Healthy Moms & Healthy Babies
- Awareness On Nutrition
- Awareness On Mental Wellbeing For Pregnant Mothers
- Awareness Session Family Planning/Reproductive Health
- Time Management Session
- Handicraft Session
- Personal Hygiene And Grooming

- Happy Family Life Program
- Team Building
- Sunsilk Hair And Care Advice
- Social Expectation & Personality Development
- Awareness On Alcohol Prevention
- Awareness On Sore Eyes Epidemic
- Health Camp
- Suicide Prevention
- Awareness On H1N1
- Awareness On Familiarization For The Zone
- Positive Thinking Session
- Work Life Balance
- Goal For Life Training
- Yoga Session
- Beauty Culture Training
- God Mother Meeting
- Gathering With God Mothers And Below 3 Months Employees
- Care Leaders Meeting
- Dental Clinic
- Build Up Written Skills
- Cookery Demonstration Program
- Domestic Violence Session
- Program On Ergonomics
- Stress Management
- Breast Cancer & PAP Test Clinic
- Domestic Violence
- Importance Of The Job And Responsibilities
- First Aid
- Nutrition For Pregnant Mothers And Awareness On Related Legal Guidelines
- Getting More Out of Life Program
- Drug Prevention Program
- Mind Relaxation Through Art Therapy
- Siddhalepa Ayurveda Clinic
- Consultation From Doctor Of Std Unit
- Selection For National Athletics Games
- Care Leaders Meeting
- Driving License Training
- Disabilities Awareness Session For Non-Disabilities
- Survey On Childcare Facilities At Mas Active Operations Centre
- Preparations Activities For The Operations Centre Crèche & Field Visits To WSO2 And MIT Crèches
- Extremes Are Easy Strive For Balance
- Friendly Netball Match
- Gender Sensitivity Training For Managers, Execetives & Senior Executives
- Gender Sensitivity Program For Females
- Progressive Muscle Relaxation Program
- Train Applicants Of Abhimani Program
- Stress Management & Money Management Training
- Updating The Library

### 3. Skill Development

- Sewing Class On Saree Making
- Fabric Painting Class
- Shoes Sewing Training
- Cake Class
- Handicraft Session
- Tailoring Class
- Curtain Sewing Course
- Saree Dressing Program
- Singing Rehearsal For Avurudu Uthsawaya / Bhakthi Geetha
- Debate Competition
- Volleyball & Netball
- People Handling Skills
- Dancing Practice
- Fabric Painting Class
- Fabric Painting Class
- Training On Debating
- Sitha Mithuru Nadha
- Greeting Cards Creation
- Mental Well-Being Program
- Fabric Painting Course
- Professional Presence Training
- Time Management Session
- Handy Craft Session
- Zumba Class
- Social Dancing Class
- Beauty Culture Training
- HIV / AIDS Poster Competition
- Shoe Sewing Training
- CBB Tournament
- Ribbon Embroidery Training
- Hear Me Out Program

### 4. Rewarding Excellence

- Debate Competition Certificates
- Diriya Pola
- Gift Pack For Pregnant Mother
- Essay Competition
- Dancing Competition
- Thai Pongal Art Competition
- Panhinda
- Women's Day Celebration
- Rewards For Beauty Culture Course Winner & Tie & Dye
- Select Best God Mother
- Women's Day Celebration With Red Carpet Treatment Giving All Female Team Members A " Nil Manel" Flowers
- Rewarding Payments For A Team Member To Give Food Pack For Pregnant Mothers
- Distribution Of A Pouch

- Learner Permit Issuing
- Panhinda
- English Class Awards Ceremony
- Mercantile Athletics Meet
- Notice Board And Pa System Commendation
- Kaizen Day Celebration
- Reward For Carol Team
- Abhimani

### 5. Other – Branding Programs

- Induction For New Recruits About WGB Activities
- Management Review Meeting
- Active Goes Beyond Newsletter
- Awareness On Preparation For Abhimani
- Hitha Mithuru Sithuvilla
- "Did You Know" Column In WGB Notice Board
- Distribute T Shirts For All Team Members (Alumni)
- Awareness For School Children Within The Plant Of The Plant's Activities
- Awareness Outside The Plant
- E-Mail Campaign
- Active Sports Women Newsletter
- Women Leadership Achievement Awards: E-Newsletter
- E-Flyers For International Women's Day
- Key Tag Distribution
- Women's Day -Celebrating Women Informative Presentation
- Unilever Promotion
- KPI Review Meeting

### CHAMPIONS BY NATURE

- Coached Boxing to selected school Children in Biyagama Area by Silueta
- Women's disabled Volleyball team was provided with uniforms for the Paralympics by Silueta
- Donation was made to the Shilpa Shalika Sport event and netball match in the Kuliypitiya area by Slimtex
- Coached fencing to selected school children in Sri Lanka by Silueta
- Linea Clothing / Intimates sponsored a student of Mahawatte Maha Vidyalaya to participate in the Judo Championship
- The former coach of the national Volleyball team who is also an employee of MAS, trained the Sri Lanka Women's disabled Volleyball team
- A program to introduce and develop skills / techniques of sports for the Wategama Educational zonal schools was organized by Linea Clothing / Intimates
- Sporting goods were donated to the Galigamuwa Madyamaha Vidyalaya in Galigamuwa by Trischel Fabrics
- An international Karate tournament was sponsored by Thurulie
- The daughter of an employee was sponsored by Linea Aqua to compete in a Karate Competition in India
- Cricket t-shirts were distributed to the Pannala National School by Slimline
- A talented student from Kirindiwella Central College was provided sporting goods by Linea Aqua to enhance his skill in sports
- A donation was made to the District Magistrate's Court for the Inter-Court Sports Meet by MAS Fabric Park.

## COMMUNITY HEALTH

- Stretchline built an area for patients, visitors and staff at the Biyagama Base Hospital dedicated specifically for their meals and as a waiting area.
- 15 water boilers were donated to the Homagama Base Hospital by Stretchline
- Thurulie organized a Breast Cancer Awareness Program which was carried out by Mr. Jayarathna of the Cancer health education unit
- Bodyline organized a special three day Health Camp for the area residents
- The Dompe Hospital was cleaned and re-painted by Linea Aqua
- Thurulie conducted a nursery development project to increase hygienic and sanitary practices at a Thulhiriya Nursery
- Bodyline distributed 90 stationery packs to the students of Sagarapalnsooriya M.V Kalupahana K.V and Handupelpola K.V
- An awareness program on pregnancy and maternity clinic was organized by Linea Aqua at the Dompe Hospital and the Naiwala Maternity clinic
- An installation of Tube well at Vinayagapuram in Kilinochchi by Vidiyal
- Total upgrade including colour wash and total roof repair to the Habaraduwa Occupational Health Center Facility was carried out by Unichela Koggala
- Donation of table cloths, two fans, three water filters with stands was made to fulfil the requirement of pregnant mothers and childrens clinic by Thurulie
- Donation was made to the Kandy General Hospital to purchase two spinal boards and seven Air Mattresses by Linea Clothing/Intimates
- Bodyline conducted a Home Gardening program and 5S program for 60 students and six teachers from three schools
- Linea Aqua has provided mattresses to an elder's home in the Hanwella area
- Dental Clinic was organized by students to increase the health standards and conditions in the Thurulie area
- Linea Clothing / Intimates donated children's park items to Manikhinna Hospital
- Blood Donation Camp towards Pannala National School was organized by Slimtex
- A donation of required items including: wheel chairs, sound system and meals was made to Olandawaththa Elders Home by Thurulie
- Blood Donation Campaign was organized by Unichela Biyagama
- A donation of king coconuts was made to the Maharagama Cancer Hospital by Noyon Lanka
- Linea Aqua has provided assistance to a sibling of an employee who is an Asperger syndrome patient
- A blood donation program was organized by Textprint Lanka at the plant premises
- 300 spectacles were donated by Linea Aqua to its employee's parents in Hanwella and Naiwala
- Janitorial services for the Indonamulla Elder's Home was provided by Linea Aqua
- A donation was made for "Abimani Social Development Fund", Thulhiriya to purchase 200 milk packets by MAS Fabric Park

## EDUCATION

- MAS Active donated school items to HIV/AIDS students and organized a Christmas program in collaboration with Lanka Plus
- Management Trainees of Matrix donated stationery items, bags, Shoes etc. to celebrate New year with the newly joined students of the Kohombadeniya Primary school
- Capacity Building of Teachers by Casualline - A special project to provide OBT training and positive thinking sessions was held covering all teachers. OBT sessions were conducted by Prasanna Weerasinghe (Slimline), in the Mawathagama MMV
- Books & stationary to Eeriyagolla Sunday School prize giving were distributed by Slimline
- The "Sisu Waruna" – School Prefects Leadership Development Program 2015 was jointly organized by MAS Casualline and Thurulie in Warakapola with the participation of nearly 200 Senior School Prefects and 25 School Teachers
- Computer Facilities for Mandawala Primary School were provided and upgraded by Linea Aqua
- A donation of school bags with water bottles, lunch boxes, stationery was made by Thurulie to team members' children
- Seminar for Grade 5 Scholarship Students by Casualline - The Seminar for Grade 5 Scholarship Students 2015 was organized by Casualline with the participation of nearly 600 Students
- Linea Aqua provided books & stationary for approximately 300 grade 5 scholarship students
- A donation was made towards the prize giving of Sri Seelananda Dhamma School Thulhiriya by MAS Fabric Park
- Facilities including furniture were repaired and improved by Matrix for Elipangamuwa school
- A donation of compost was made to Mainnoluwa Maha Vidyalaya, Warakapola as part of sustainability project by MAS Fabric Park
- The classrooms and furniture of the Ebidigala School were re-painted by Textprint Lanka
- 50 seedlings were planted in the Thulhiriya School by Matrix
- Motivational sessions and outbound training were organized for selected Ordinary Level school students by Vidiyal
- A donation of certificates was made towards the Muslim Ladies Study Circle, Warakapola by MAS Fabric Park
- A donation of sanitary facilities to Dharmasiri Senanayaka Maha Vidyalaya was made by MAS Fabric Park
- A wall was built inside a classroom for the safety of the students of Indonamulla Primary School
- Bodyline distributed 250 box files to Sagarapalnsooriya M.V Kalupahana K.V Handupelpola K.V., Maputugala and Meewanapalana K.V
- A fence was built for the Ovitigama Bodhiraja Maha Vidyalaya by Stretchline
- The Express Learning Program for Schools in Mawathagama was organized by Casualline and was conducted by Dr. Priyanga De Zoysa with the participation of nearly 700 Students and teachers from Grade 10, 11 and 12
- MAS Fabric Park sponsored St. Joseph Balika College Kegalle for its IT Day activities



- A donation was made to Sri Dewagiri Rajamaha temple for their prize giving ceremony by MAS Fabric Park
- Bodyline donated basic amenities including rexing sheets, bed sheets, pillow cases, towels, toys, floor carpets, water bottles and lunch boxes to the 'Sukhitha Children's Home' in Galpatha
- MDS donated library books to Kandawala Vidyalaya at Rathmalana
- A donation of Bathroom facilities was made to Siriniwasa Maha Vidyalaya, Dorawaka by MAS Fabric Park
- A mathematics seminar was organized for O/L students in rural areas by Thurulie in Warakapola
- Linea Aqua provided 25 O/L students with Free English tuition classes
- Legal Aid Program was organized by Unichela Panadura to create awareness and provide information on assistance / facilities
- A donation of English Activity Books for GCE O/Ls was made to the zonal education office in Wattedgama by Linea Clothing / Linea Intimates
- A seminar was organized for O/L students by Vidiyal
- An outbound training was organized by Silueta at the Bomiriya Central College
- A donation was made to the Divisional Secretariat Warakapola for XLI National Sport Meet by MAS Fabric Park
- Two water tanks were constructed to provide clean water to the students of Bollathawa Primary School in Kosgama by Linea Aqua
- Book Donation for Ilukhena Gunananda MV by Slimtex
- A special grade 5 seminar was held for the children of Stretchline employees
- A workshop for year 5 scholarship students was organized by Unichela Panadura
- Books and stationery items were donated to Dammarathana KV by Slimline
- Music Instruments were donated by Linea Clothing / Linea Intimates
- A donation of school stationery was made to the team members' Children by Vidiyal
- Express Learning Program was organized by Linea Clothing/Intimates and conducted by Dr. Priyanga De Zoysa.
- A scholarship program was organized by Unichela Koggala to help and uplift the employee's children to complete their education up to A/L Exams
- A donation was made by MAS Fabric Park to "Sivisada Rathree" musical show which organized by Unichela Panadura as part of the project of donating school books to Unichela team member's children
- A donation of school material and stationery was made to the students and teachers of Poppitiya Kanishta Vidyalaya – Ududumbara by Stretchline
- A donation of stage curtains was made to the Ganegama Primary School was made by Thurulie
- A donation of 300 Bricks to Mainnoluwa Maha Vidyalaya, Warakapola was made by MAS Fabric Park
- Career Guidance program was organized by Silueta at the Bomiriya central College
- Sisu Waruna Scholarship program was organized by Slimline
- A donation was made by Unichela to Sri Nagananda Buddhist School-prize giving, teachers & students of the school and in the area.
- A donation for certification was made to the divisional education section in Warakapola by MAS Fabric Park

- Iron Grills were installed by Linea Aqua in the classrooms of Tittapattara K.V, for the safety of the students
- A donation was made to Thulhiriya Primary school for the purchase of a Duplo machine by MAS Fabric Park
- A special Leadership Development Program was organized by MDS for senior school prefects in Rathmalana and Panadura
- An awareness program was orgnaized by Unichela Panadura for pregnant mothers at the Alubomulla clinic
- A 5s awareness program was conducted in selected schools by the MOS team at Unichela Panadura
- MAS Fabric Park contributed towards Prefect Day of Tholangamuwa Central College
- Musical instruments were donated to the Thambugala Primary School by Trischel Fabrics
- A donation of school books were made to grade 5 students in Algama college by Thurulie
- Bodyline organized a series of Grade 5 Scholarship programs for the students in the area
- A Tree Planting Project with School Nature Club Team was organized by Silueta at Bomiriya Central College
- Express Learning Program conducted by Dr.Priyanga De Silva, was organized by Thurulie
- School shoes were distributed to 300 children at Giridara and Titapathara Primary school by Linea Aqua
- Navodaya Special Children's Foundation which houses 44 children with autism; and Asperger syndrome were provided school facilities and teachers by Linea Aqua
- Matrix furnished the English unit of the Thulhiriya National school
- Books and stationery items were donated to Dammarathana KV by Slimline
- School books and stationery were donated by Unichela Biyagama to primary students in the area
- Linea Aqua celebrated Children's Day at Leisure World with a group of underprivileged children
- Sanitary facilities of the Thulhiriya Nursery were upgraded by Thurulie
- The construction of a flag base, summer hut and paintings were completed by Matrix for the Kohombadeniya Primary School
- A special Children's Day program was organized at MIMT by Trischel Fabrics for the children of its employees
- Matrix renovated the classroom, water system and sanitary facilities of Kohombadeniya Primary School
- Tuition classes and dry rations were provided by Linea Aqua to the Lama Gramaya Child Development Centre
- Mental Health Awareness program was organized by Silueta at the Bomiriya Central College
- Leadership Development Program was conducted by Nalaka Hewamadduma for senior prefects was organized by Thurulie
- Textprint Lanka sponsored the prize giving for the Hunuwala Dahampasala

## BUILDING A SUSTAINABLE FUTURE

- Plants were handed over to farmers and villagers to uplift their livelihoods by Stretchline in Pradeepagama
- A herbal garden project was carried out by Noyon Lanka at the Heyiantuduwa Raja Maha Viraharaya
- A 'Shramadana' was organized by Matrix to colourwash and improve the MAS Fabric Park temple
- Believe in Smile 02 – Gifts and other essentials were distributed to orphanages around the Biyagama area by Silueta
- Earth Hour Awareness Campaign by Casualline - The purpose was to provide awareness on Earth Hour initiative, Climate change, World Power generation & adverse effects of Global warming to the local key figures in the area.
- Bodyline Horana donated display boards to the Horana Traffic Police
- A donation of cement was made to the Madulla Temple by Slimtex
- Renovation of Pannala MOH Hospital Office was completed by Slimline
- Water was distributed to drought victims by Silueta
- Distribution of Police road boards for local community police stations was made by Slimline in the Pannala area
- A donation to the School Traffic control Program was made by Unichela Panadura
- Renovation of children's park at Gallpola School was completed by Slimtex
- A donation was made towards the Sri Lanka Welfare Organization of the visually impaired for their avurudhu program by Slimtex
- Shramadhana Program at Yakarawatta MV was organized by Slimtex
- A donation of street lamps were made to Ethnawala Subasadaka Samithiya by Thurulie
- A donation was made by Unichela Panadura to the 'Sri Abhinavarama Viharaya' - annual procession in Panadura
- Utility and sanitary facilities were upgraded for the team members in Kilinochchi by Vidiyal
- A waste collector barrel was donated by Textprint Lanka to the Mahahena temple
- A donation of 40 Table cloths was made to the AGA office in Alawwa by Thurulie
- Children's Day Celebrations for children in Galle was organized by Unichela Panadura
- A donation of an organ was made to a selected church in Biyagama by Silueta
- Beach Cleaning Project was organized by Unichela in Ahangama
- Textprint Lanka donated 500 Gliricidia plants to employees and 50 plants to Dharmasiri Vidyalaya in Thulhiriya
- A donation of repaired chairs to the temple & welfare society was made by Thurulie
- MAS Fabric Park temple shrine room was repainted by Textprint Lanka
- Dry rations were donated to the people who are effected by food shortages in Ponnagar, Santhapuram and Murukandy by Vidiyal

- A donation of meals and equipment was made to the Ambepussa Army camp for their pirith ceremony by MAS Fabric Park
- 50 seedlings were planted in the Kohombadeniya Primary School by Matrix
- 100 trees were distributed amongst Noyon Lanka team members
- A donation of necessary items was made to the Welikada female Prison by MDS
- Donation of a slide for a children's park was made to the Samagi Society in Balagolla by Linea Clothing / Intimates
- Thurulie organised a program for children who passed their grade 05 scholarship exams from the Warakapola division in 2015
- Believe in Smile 03 - Support was extended by Silueta to underprivileged children at Viharamahadevi children's home in Siyabalape by creating a sound platform to strengthen and facilitate access for their education
- Two tents were made utilizing scrap iron and was donated to the Malinda Committee members by Linea Aqua to be utilized for events in the area such as funerals/weddings etc.



 **MAS**  
CHANGE IS COURAGE