

**UNITED NATIONS GLOBAL COMPACT
COMMUNICATION ON PROGRESS (COP)
2017**



MABROC TEAS (PVT) LTD
From: January 2017 To: December 2017

1.0 Statement of Continued Support

16th January 2017

To Our Stakeholders,

With all the difficulties experienced in the international market place during the year 2017, Mabroc Teas continued communicating the commitment to the principles of the United Nations Global Compact reaffirming the Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

We are pleased to announce that with un-remitting effort and commitment by all at Mabroc Teas, we have completed the clean drinking water project in Dutuwewa (Anuradhapura) with great success. The project was handed over to the community on 25th August 2017, to attain their dire need for clean water thus enhancing their living standards as well as living expectation.

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

Yours Sincerely,

MABROC TEAS (PVT) LTD.

Niran Ranatunga
Managing Director

2.0 Mabroc Teas Corporate Sustainability Programme: Tea without Tears

Tea without Tears (TWT) is our way of taking care of our most valuable asset, our human resources irrespective of designation or seniority; it is them who make up the Mabroc family. Each and every person engaged in the company contributes his / her might in creating the fine quality tea that Mabroc is reputed the world over. Tea without Tears was started in 2008 by our very own employees. During the period of 2017 we accomplished quite a few projects and we have listed some of them in this report.



3.0 Description of Actions

3.1 Human Rights

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

During the Year 2017:

- New Uniforms, Headwear & Footwear, Protective wear were given to employees.
- Employees received incentive payments for quality and quantity of work done in addition to the monthly salary.
- A series of On-the-Job seminars were organized on Fire Demonstration, Evacuation training and Solid Waste Management to benefit the employees.
- Mabroc Teas conducted an annual employee's survey to gather information about how people feel about the working environment at Mabroc Teas (Pvt) Ltd. This information will be used to improve the working environment of the employees.
- Conducted a Multi Religious Ceremony Day for all the employees by conducting respective religious ceremonies in the premises.

- Company organized a Dengi eradication program to give awareness to the neighboring people about prevention of Dengi disease and all the neighboring areas and houses were fumigated to eliminate the Dengi mosquito threat.
- The company organized “Poson Dansela” on Poson Poya day to serve Ice Tea free for the school children and other neighboring people.
- The screening of our supplier base to ensure that they practice human rights in their work place.
- We review our suppliers annually to ensure we do business with suppliers who conform to the UNGC ten principles.



Fig 1. Fire Demonstration, Evacuation training



Fig 2. Training on solid waste management



Fig 3. Dengi Irradication program conducted by Mabroc Teas (Pvt) Ltd.



Fig 4. Poson dansela 2017

- Sathdiyawara – The Clean Drinking water project.

The opening ceremony of the water purification plant and the knowledge hub, was ceremoniously declared open on the 25th of August 2017, by Chairman and Chief executive Mr. Mohan Pandithage as the chief guest, with the participation of delegates from Hayleys Plc, Haycarb Plc , Puritas (Pvt) Ltd, and Mabroc Teas (Pvt) Ltd.

- Under the ‘Hayleys Puritas Sathdiyawara clean drinking water project’, a water purification plant and a knowledge hub were established in Dutuwewa, a rural village affected by Chronic Kidney Decease, located in Galenbindunuwewa, Anuradhapura, under the patronage of Mabroc Teas (Pvt) Ltd and the business partners of Mabroc teas, A to Z General Trading LLC Dubai, Dethlefsen and Balk GmbH, Germany, Dalnevostochnaya Chainaya Companya, Russia and MC Foods Limited, Japan.



Fig 5. Puritas Sathdiyawara project opening ceromony

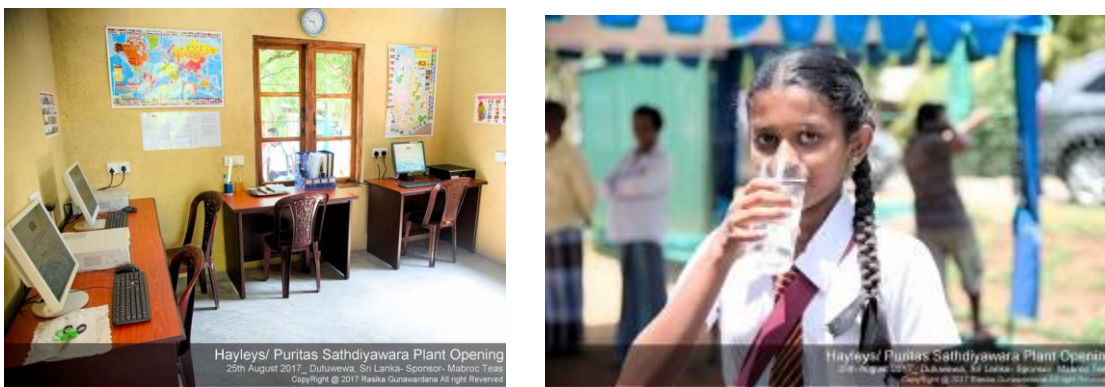


Fig. 6 Sathdiyawara knowledge hub

- Mabroc Teas (Pvt) Ltd. Sponsored with the contribution of Mabroc clients for the E-Learning Centre at Pedro Estate Nuwara Eliya Sri Lanka which will enhance

the learning capacities of children of the workers at the estate.



Fig. 7 Opening ceremony of E-Learning Centre at Pedro Estate Nuwara Eliya

3.2 Labour

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

During the Year 2017:

- Weekly medical checkups were initiated to maintain good health conditions of our employees.
- Dry rations were distributed among employees for the Sinhala and Tamil New year 2017.
- Organized a year end book donation for the children of our employees so that they could commence the New Year at school with all their book requirements.
- Company has conducted a long service award ceremony to pay gratitude for the employees who has been working with the Mabroc for a long period.
- The Program “The best worker of the quarter” was conducted at the end of each quarter to motivate the workers and prizes were given to the best worker.



Fig 8. Weekly basis medical checkup in Mabroc Teas premises



Fig 9. Year-end book donation 2017



Fig 10. New Year donations (Dry Rations) 2017



Fig 11. Multi religious ceremony



Fig 12. Long service award 2017



Fig 13. Best worker of the Quarter

3.3 Environment

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

During the Year 2017:

- Mabroc Teas continues to support the Rainforest Alliance and EU Organic Certifications for 2017; both initiatives promote biodiversity conservation and sustainable community development by motivating traders and consumers to support sustainability.
- Mabroc Teas is carrying out independent tests through SGS Lanka (Pvt) Ltd to evaluate the Maximum Residue Limits (MRL) for pesticides in tea.
- The company replaced all the conventional bulbs in the stores into CFL bulbs as we were able to minimize energy consumption.
- Mabroc Teas is promoting Organic Tea products and our company is certified by Control Union Sri Lanka by confirming our Organic production methods are in accordance with EU organic standards.
- The annual Sharamadana campaign was conducted to clean the canal near the

Mabroc premises.



Fig 14. Shramadana campaign

3.4 Anti-Corruption

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

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

4.0 Measurement of Outcomes

Subject	2016	2017	Target for 2017
Recycling of Waste Paper	390 Bnds	400Bnds	450 Bnds
Number of Operational Accidents	0	0	0
Quality Management Certificates	*ISO 9001:2008 *ISO 22000: 2005 *HACCP *FSSC 22000 * Rainforest Alliance *Ethical Tea Partnership *EU Organic Certification *GMP – Certified by the Sri Lanka Tea Board	*ISO 9001:2008 *ISO 22000: 2005 *HACCP *FSSC 22000 * Rainforest Alliance *Ethical Tea Partnership *EU Organic Certification *GMP – Certified by the Sri Lanka Tea Board	ISO 9001:2008, ISO 22000: 2005 HACCP FSSC 22000 Rainforest Alliance Ethical Tea Partnership, EU Organic Certification. *GMP – Certified by the Sri Lanka Tea Board BRC
Number of Training Programs	35	40	45
Number of On-the-Job Seminars	35	40	45
Printing Paper Consumption	450 Bnds	400	300
Printing Toner Consumption	Rs. 551,000.00	Rs. 500,000.00	Rs. 450,000.00
Budget for Staff Welfare	Rs.5,693,694.97	Rs.4,097,368.70	Rs.4,500,000.00
Budget for Staff Insurance	Rs.1,035,379.82	Rs. 1,278,260.00	Rs. 1,000,000.00
Budget for Security	Rs.3,364,792.67	Rs. 3,450,647.20	Rs. 3,500,000.00
Water Consumption	Rs.369,002.48	Rs. 328,788.38	Rs. 300,000.00
Electricity Consumption	Rs.5,928,591.55	Rs. 6,145,606.00	Rs. 5,500,606.00

Our contact details for stakeholders.

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