

**UNITED NATIONS GLOBAL COMPACT
COMMUNICATION ON PROGRESS (COP)
2018**



**MABROC TEAS (PVT) LTD
From: January 2018 To: December 2018**

1.0 Statement of Continued Support

16th January 2019

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.

The ethical business practices we follow on the guide lines of UNGC was further strengthened by Mabroc by integrating the Global Compact and its principles into our business strategy, culture and daily operations. We are also committed to share this information with our stakeholders using our primary channels of communication.

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 2018 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 2018:

- 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 Safety Awareness, Evacuation training and occupational safety and health management for safe workplace.
- 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.
- The company organized "Poson Dansela" on Poson Poya day to serve Ice cream free for the school children and other neighboring people.
- The screening of our supplier base to ensure that they practice human rights in

- their work place.
- We review our suppliers annually to ensure we do business with suppliers who conform to the UNGC ten principles.



Fig 1. Fire Demonstration, Evacuation training



Fig 2. Training on occupational safety and health management for safe workplace.



Fig 3. Poson dansela 2018

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 2018:

- 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 2018.
- 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.
- Organized a dental camp for the employees which has given dental treatments and consultation free of charge.
- Employee Living Condition uplifting Project – Contributed to upgrading sanitary facilities for a family of selected employee.
- Company contributed to the factory worker`s lunch room renovation program
- 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 4. Weekly basis medical checkup in Mabroc Teas premises



Fig 5. Year-end book donation 2018



Fig 6. New Year donations (Dry Rations) 2018



Fig 7. Multi religious ceremony



Fig 8. Dental Camp 2018



Fig 9. Best worker of the Quarter



Fig 10. Employee Living Condition uplifting Project



Fig 11. Factory workers lunch room renovation

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 2018:

- Mabroc Teas gift fruit tree saplings for employees birthdays
Mabroc Teas initiated a program to protect our environment whilst helping each employee contribute to this noble effort by gifting a tree on her or his choice to mark their birthday. Our aim is not only to see more trees being planted, but also to inspire people to seek more ways to make a positive difference to the environment by planting trees.
- Mabroc Teas continues to support the Rainforest Alliance and EU Organic Certifications for 2018; 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 garden bulbs into solar power 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.



Fig 12. Mabroc Teas Trees for Birthdays



Fig 13. Installation of solar power garden bulbs

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	2017	2018	Target for 2019
Recycling of Waste Paper	400Bnds	400	400
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	40	30	40
Number of On-the-Job Seminars	40	25	40
Printing Paper Consumption	400	500 bnds	400 bnds
Printing Toner Consumption	Rs. 500,000.00	Rs. 445,000.00	Rs.400,000.00
Budget for Staff Welfare	Rs.4,097,368.70	Rs 9,893,399.00	Rs. 98,000,000.00
Budget for Staff Insurance	Rs. 1,278,260.00	Rs.1,495,813.36	Rs. 1,500,000.97
Budget for Security	Rs. 3,450,647.20	Rs. 3,671,909.67	Rs. 3,876,156.19
Water Consumption	Rs. 328,788.38	Rs.272,593.00	Rs. 200,000.00
Electricity Consumption	Rs. 6,145,606.00	Rs. 6,331,309.00	Rs. 6,000,000.34

Our contact details for stakeholders.

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