

Message of Continued Support to Global Compact



Year 2020 was an extremely challenging year for all of us owing to the COVID-19 pandemic. In January 2020, the World Health Organisation (WHO) declared COVID-19 as a global pandemic and today, even after a year has passed by, we are still grappling with the disease and the associated unprecedented challenges. All 195 sovereign countries recognised by the UN are affected by this virus, and barring a few tiny islands in the Pacific, the coronavirus is everywhere. With more than 3 million deaths and more than 150 million cases, we are nowhere near the end of the COVID-19 crisis.

Scientists have been warning us that, historically the second wave tends to be more dangerous in a pandemic, and unfortunately in India, we seem to be heading towards such a catastrophe. Great thinkers of our times like Bruno Latour, Charles Eisenstein, Hartmut Rosa etc. are of the opinion that COVID-19 is a rare opportunity for the world to fix its broken economic and business systems and chart out a new future. WHO, the European Union, the International Monetary Fund, the World Bank and the Organisation for Economic Co-operation and Development (OECD) are recommending that Governments across the globe make long term plans and invest into building more resilient and sustainable societies and restore health, economies and societies together. The newest McKinsey Global Survey signals greater optimism about the economy and corporate prospects; however, it continues to view the pandemic as the biggest risk to growth in the global economy.

As a diverse organisation with presence in both the manufacturing and services sectors, coping with the challenges posed by the pandemic was even more difficult for us. As a Company, we have been resilient and we have been putting in that extra effort and going that extra mile to ensure safety of our employees and business continuity at every juncture. Our Communication of Progress (COP) report for the year 2020-21 is a summary of our efforts and achievements in furthering our sustainability objectives which are seamlessly integrated with our overall business goals. We focused on our triple bottomline and took forward various activities as part of the Start-up Fund, CSR and HSE initiatives. Encouraged by our success in nurturing innovative ideas and ensuring that the ideas get translated into successful businesses, we launched Round 2 of the Startup Fund program. An MOU was signed between Balmer Lawrie and IIM Calcutta Innovation Park for taking forward the Round 2 Startup Fund Program on 24th February 2021.

During the year, we undertook some significant CSR and HSE initiatives across the country focusing on the prevention of COVID-19. We successfully published the Business Responsibility Report [BRR] and Sustainability Report for one more year. Our Industrial Packaging plant at Asaoti participated in the India Green Manufacturing Challenge organised by International Research Institute for Manufacturing in March 2021 and Balmer Lawrie was categorised as a Silver standard company for its green initiatives. Our Temperature Controlled Warehouse (TCW) at Rai, Haryana won the Cold Chain Award for outstanding performance in the category "Best Practices in Cold Storage" given away by Confederation of Indian Industry in February 2021. TCW, Hyderabad contributed to the world's largest COVID-19 vaccination drive as the sole storage and logistics partner of Bharat Biotech for Covaxin. We appreciate the fact that in these tough times special focus on our sustainability roadmap is needed to not only safeguard the interests of all our stakeholders but also continue to create long-term value for all of them. We stand committed!

Adika Ratna Sekhar
Director [HR & CA] and C&MD [Additional Charge]

Communication on Progress (CoP) Report – 2020-21

This Report on Communication of Progress (COP) represents our assessment and perspective on the manner in which the principles of Global Compact have been taken forward in our organisation through various initiatives. The accompanying statements attempt to capture the achievements vis-à-vis the principles pursuant to the actions taken during the past, including the year under report, in brief. For more details, please contact the *Corporate Communications Department* at the Company's Corporate Office or send an email to corpcomm@balmerlawrie.com

Principles Relating to Human Rights

Principle # 1 & 2: Support and respect the protection of internationally proclaimed human rights / Not be complicit in human right abuses

Balmer Lawrie remains committed to uphold and strives to further the cause of human rights in all aspects of its business and ensures that neither the Company nor any of its business partners indulge in any human rights violation or are complicit in any human rights abuse in any manner. The various actions taken and the status are as under:

- The Company has duly constituted Internal Committees (as per the Prevention of sexual harassment of women at the workplace Act) at the Corporate Office and the Regional offices, which can be approached by women employees in case of any harassment. The Internal Committees hold quarterly review meetings.
- The Company has constituted committees to ensure that the employees are able to work in a positive atmosphere free from physical or psychological threat, abuse or sexual harassment. The committees meet periodically to identify and address issues, if any, that are of concern.
- The Company does not, as a matter of principle, deal with any party with history of human rights abuse.
- The Company consciously works towards the development of the society at large and provides financial support for community development projects. These include programs aimed at ameliorating the problems of the socially and economically downtrodden and the weaker sections of the society and improve their social and economic status.
- All legal and statutory obligations towards employees, shareholders, clients, customers, associates and the society at large are complied with. Periodic audits are undertaken and reports on compliance are submitted to the Board of the Company. Action Taken Reports (ATRs) against Non-Compliance Reports (NCRs) are also reported to and reviewed by the Board.

Principles Relating to Labour

As reported in the previous COPs, Balmer Lawrie recognizes and respects the dignity of labour and strives to ensure that there is total freedom of association and no discrimination whatsoever in matters of employment. The Company provides safe and healthy working conditions, pays competitive wages much above the minimum levels and at times best in the industry / region that it operates in, and provides the best of health care and other welfare

facilities to its employees. In all matters pertaining to labour, it follows conventions adopted by the International Labour Organisation. Further, it abides by all regulatory provisions governing the employment in the organisation and strives to enhance the quality of work-life of its employees. To be more specific, the present status, including the actions taken, is detailed in the ensuing paragraphs.

Principle # 3: Uphold the freedom of association and effective recognition of the right to collective bargaining

- The Company strongly believes in and supports the employees' right to association. As of now, there are 6 Unions and 1 Association representing different sections of employees in the Company.
- Settlements on terms and conditions of service of unionized employees are arrived at through the process of collective bargaining. All the commitments made to the collective are implemented in letter and spirit.
- In the previous COPs it was reported that Balmer Lawrie Workmen's Union signed the Long Term Settlement (LTS) with the Management of the Company on 14th November, 2017 towards their Pay Revision effective 01st January, 2014 for a period of 5 years. Balmer Lawrie Employee's Union, CCDC signed the LTS with the Management of the Company on 23rd October, 2017 towards their pay revision effective 01st April, 2014 for a period of 5 years. The LTS of LI, Mumbai was signed on 6th July 2017 in Mumbai, the LTS of the Establishments in Chennai and Bangalore was signed on 23rd April 2018 and the LTS of Establishments in Delhi was signed on 11th September 2018.



The Long-Term Settlement being signed at Mumbai on 31st March 2021

- The Long-Term Settlement with Union representing unionized staff of Travel & Vacations - Mumbai, Logistics Services - Andheri and Mumbai General was signed by the Union and Committee members concerned of the Company and was duly endorsed by the Dy. Chief Labour Commissioner (Central), Mumbai on 31st March 2021, in resolution of the Union charter of demands regarding pay and benefits etc.
- The Company continues to follow the policy of non-discrimination of bargaining agents based on political affiliation or any other extraneous considerations.

Principle # 4: Elimination of all forms of forced or compulsory labour

- Employment in the Company is on free volition of the employees. No form of forced or bonded labour exists or is allowed.
- Employees are free to terminate the contract of employment by giving notice as stipulated in their appointment letters.
- All forms of employment are governed by Letters of Appointment / Engagement and are subject to acceptance by the prospective employees.

Principle # 5: Abolition of Child Labour

- The Company policy does not permit employment of any person below the age of 18, directly or through contractor, in any of its businesses. To ensure this, the age of all candidates for employment is verified at the time of recruitment and recruitment rules ban employment of persons below 18 years.
- It also does not buy goods / products from agencies that use child labour.

Principle # 6: No Discrimination in respect of employment and occupation

- The Company does not practice any form of discrimination or bias in matters related to hiring of employees, their career planning, training and development, promotion, transfers or on remuneration and perquisites. All sections of employees, including women, are given equal opportunities and the Human Resource Policy is to advance the cause of meritocracy and foster development of employees, including learning and growth.
- The Company does not practice any discrimination, in matters relating to recruitment, compensation, promotion, training on the basis of religion, caste, region, political affiliation or sex, excepting positive discrimination in hiring of employees to give effect to constitutional guarantees for socially backward / underprivileged groups like SC / ST / OBC / Minorities / Persons with Disability.
- In all recruitments where there are candidates from SC / ST / Minority communities, the Selection Committee has a member from the said community to ensure that the interest of these communities is safeguarded.

Principles Relating to Environment

Principle # 7: Environmental Protection

The Company gives highest priority to protect the environment. Towards this end, precautionary measures have been put in place with regard to storage, collection and disposal of hazardous wastes. Recycling of water is being done in various plants to minimise water consumption. LED lights and energy efficient machines are installed in the plants and establishments to minimise our carbon footprint.

- Industrial Packaging (IP) - Manali installed 500 ltr / day RO plant for its degreasing unit thus, reducing usage of fresh water.
- IP - Manali has been using poly bag for drum packing instead of corrugated paper, which is more environmentally friendly.



OWS Unit at Greases & Lubricants - Silvassa

- Greases & Lubricants (G&L) - Silvassa installed an Oil Water Separator (OWS) unit (6KL / Hr) during the year.

Principle # 8: Promoting greater environmental responsibility

- Container Freight Station (CFS) - Navi Mumbai installed four additional water meters to measure the use of Sewage Treatment Plant (STP) water.
- CFS - Kolkata replaced the conventional HPSV floodlights of all the seven High Mast Lighting Towers with LED lights thus, saving electrical energy.
- IP - Navi Mumbai, CFS - Kolkata and CFS - Navi Mumbai installed occupancy sensors in some rooms of the office building thus, saving electrical energy.
- G&L - Manali, IP - Navi Mumbai, IP - Chittoor and IP - Manali replaced some conventional light fittings with LED light fittings thus, saving electrical energy.
- G&L - Silvassa became zero waste water discharge plant.
- G&L - Kolkata has been using Effluent Treatment Plant (ETP) treated water for filling up Fire Water Tank as well as for gardening purpose.
- IP - Silvassa recycles discharge water of ETP in its manufacturing process and also uses it for gardening purpose
- CFS - Kolkata, CFS - Navi Mumbai, CFS - Chennai, Temperature Controlled Warehouse (TCW) - Rai, TCW - Patalganga, G&L - Kolkata, G&L - Manali, IP - Asaoti, IP - Vadodara, IP - Chittoor, IP - Navi Mumbai and other establishments across India planted large number of trees during the last financial year (2020-21). This creation of green cover aims to reduce the overall carbon footprint.



50 KWp Solar Power Plant installed at G&L, Silvassa



50 KWp Solar Power Plant installed at IP, Silvassa

- The Company has till date installed solar plants with a total capacity of 626 KWp in seven different sites at Asaoti, Navi Mumbai, Chennai, Patalganga, Rai and Silvassa (two locations). Out of this, in the current financial year, 50 KWp solar power plant has been commissioned at IP - Silvassa and another 50 KWp solar power plant has been commissioned at G&L - Silvassa. This helps Balmer Lawrie to offset approximately 950 tons of carbon dioxide per year from its manufacturing and cold chain operations.
- G&L - Manali, IP - Silvassa and many plants of the Company installed atomizer tap controller thus, reducing water consumption of the plants significantly.
- Rain water harvesting is done at TCW - Patalganga, IP - Navi Mumbai, Chemicals – Manali and IP - Chittoor.

Principle #9: Development and diffusion of environmental friendly technologies

- The Company has continued its efforts at technological up-gradations in its manufacturing processes to ensure that adverse impact of Balmer Lawrie's operations in the environment are minimised.

- G&L - Manali installed oil float sensors and LDO float sensors in the storage tank to prevent spillage of oil and subsequent land contamination.



Auto Welder installed at IP, Asaoti

- IP - Asaoti installed 3 phase auto welding machine replacing the old 2 phase welding machine, which has helped in reducing power consumption from 400A to 72A.
- IP - Vadodara installed VOC material extraction system at the paint booth thus, reducing environmental pollution.
- IP - Vadodara also installed Variable Frequency Drive (VFD) at its production line thus saving electrical energy.



Plastic AC Door curtain and Hatch Door at TCW, Rai

- At TCW - Rai, Plastic AC Door curtain and Hatch Door installed at the Ante Room reduced air conditioning leakage and reduction in electrical energy usage.
- TCW - Hyderabad has been using new wrapping technology thus, reducing usage of stretch film by 40%.



Solvent Extraction System at IP, Asaoti

- IP - Asaoti installed Solvent Extraction System thus, reducing hazardous waste and also solvent input in the process.
- IP - Manali installed 35 CFM Compressor for lacquer lid lacquering line, which runs during lunch time instead of the main compressor of 350 CFM thus, reducing electrical energy usage.
- Chemicals - Manali closed earlier old solar evaporation ponds for effluent treatment system and started state-of-the-art Zero Liquid Discharge plant. This gave some relief in terms of handling the effluents but resulted in higher operating cost and higher generation of solid wastes. The R&D team after due study improved the reaction efficiency from 55% to 85% by modifying kettle type reaction system to series reaction system. With the increase in reaction efficiency, the unreacted gas emanating from the reaction reduced, resulting in lesser alkali consumption and lesser effluent generation. The R&D, EHS and production teams worked together and further developed a method to eradicate the effluent generation completely from the sulphochlorination process. With the newly developed process, there is no effluent generation from the primary reaction. Earlier for producing one sulphochlorinated product, the process used to generate two types of effluents. One was acidic and the other alkali. Now, the acidic effluent is converted to usable product, cleaning chemicals and alkali effluent is converted to saleable leather chemical product. Another advantage of this new process is that the liquid product that is generated from this reaction is feed for another plant (syntan plant), resulting in overall higher plant capacity utilization. Today, scrubbers and effluent handling equipment are being used for producing products. We can rightly say that we are generating wealth out of waste.
- Our R&D team continuously works to identify raw materials, processes and technologies, which will have minimum impact on the environment. The Application Research Laboratory (ARL) of SBU: Greases & Lubricants has made significant progress in developing a number of biodegradable lubricants and environment friendly tribological solutions. Continuous trainings are being imparted to our workforce on the latest developments in the lubricant industry.

Principles Relating to Ethics & Transparency

Principle # 10: Elimination of corruption in all its forms, including extortion and bribery

- Transparent policies and systems have been put in place to ensure ethical behaviour of Balmer Lawrie employees, and employees are expected to behave in conformity with these principles. As a matter of policy, the Company regularly interacts with clients, customers and associates to get their views / suggestions.
- Issues relating to corruption, dishonesty or unethical behaviour are looked down upon and any instance of such nature is dealt with expeditiously for corrective and preventive action, including disciplinary action against erring employees. There is a Vigilance department in the Company to deal with such matters in an organised and systematic manner. The Vigilance department proactively works along with the Businesses / Functions to enhance transparency and good governance in the organisation.
- Balmer Lawrie has institutionalised its "Fraud Prevention Policy". The policy provides for detection, reporting and prevention of fraud, whether committed or suspected. This has been done in pursuance of the Company's motto to nurture a culture of zero tolerance for fraud or fraudulent conduct.
- Balmer Lawrie has also institutionalised the "Whistle Blower Policy" to develop a culture where it is safe for all employees to raise concerns about any irregular, undesirable or unacceptable practice and any event or incident of misconduct.
- In order to ensure greater transparency in respect of all procurement actions through tendering, all tenders are now hosted on Company's website, Government e-Marketplace and the Public Procurement Portal. Further, it was decided by the Company that all procurements above Rs 5 lakhs need to be carried out through the e-procurement mode.
- A Handbook on "Public Procurement" was published by the Vigilance Department, with the aim of assisting all Executives in understanding the procurement process well.
- The Company has a practice of conducting internal and external audits by experts.
- All the employees have been advised to take the integrity pledge released by the Central Vigilance Commission.
- Purchases are being made on the Government e-Marketplace (GeM) portal and procurement of approximately Rs. 11.3 crore has been done during the financial year 2020-21.

Sustainability Efforts

HSE: The full-fledged Health, Safety & Environment (HSE) Department institutionalises a proactive HSE culture in the organisation. Balmer Lawrie published its Sustainability Report and Business Responsibility Report for the year 2019-20 and it has been uploaded on the Company's website. Corporate HSE carried out HSE audits in all units across all SBUs, conducted trainings / workshops on Behaviour Based Safety, Process Safety, Sustainable Development and CSR for employees and other stakeholders, and General Planned Inspections at different units on a daily basis.

World Environment Day was observed with much fervour at various units / establishments of the Company on 5th June 2020. An online quiz on Environment was organised on an all India basis. Saplings were planted in various units and establishments as part of our green effort.

The 50th National Safety Week was observed from 4th to 10th March 2021 in all units / establishments across the country. The week commenced on 4th March, observed as National Safety Day, with the administering of the safety pledge and reading out of message of Director [HR & CA] and C&MD [Additional Charge]. In line with the theme, various programs were organized over the week. The programs included extempore, quiz, spot the hazard contest, mock drills, safety slogan and essay writing competitions.

Environmental Sustainability: Environmental Sustainability aligned to business is the need of the hour and towards this, a long-term Sustainability Development Plan was created for the Company in association with E&Y. Balmer Lawrie published the Sustainability Report on triple bottomline for the year 2019-20. Industrial Packaging, Asaoti participated in the India Green Manufacturing Challenge organised by International Research Institute for Manufacturing in March 2021 and Balmer Lawrie was categorised as a Silver standard company for its green initiatives.

Corporate Social Responsibility

Corporate Social Responsibility is a “self-regulating business model” that implies the procedures of interaction by a company with its stakeholders and the general public at large, creating a scenario of being socially responsible. CSR programs aim at transforming the lives of the under-privileged and enhance collective community well-being, besides the broader goal of driving sustainable development and growth of all stakeholders. In line with this, the Company has been driving various CSR projects independently around its units and establishments across the country and has also been supporting various programs initiated by the Government of India like the COVID-19 response, Clean India Mission and Skill Development Institutes. The Company is responsive to the needs of the society at large, and its socio-economic goals are well aligned with the business objectives.

Balmer Lawrie’s CSR initiatives are driven by two Flagship Programs - Balmer Lawrie Initiative for Self-Sustenance [BLISS] and Samaj Mein Balmer Lawrie [SAMBAL]. While the first Program is directed at providing and improving the long-term economic sustenance of the underprivileged, the second Program aims at improving the living standards and quality of life of the population in and around the Company’s work-centres.

In pursuance of these Programs, the Company has undertaken several community development projects, partnering with various agencies. The focus areas for the schemes under the programs, amongst others, have been on education, healthcare, sanitation, and environmental protection as directed by the DPE. CSR efforts are channelized on the above-mentioned thematic focus areas and target groups like children, women, youth, elderly and differently abled people.

Through the various CSR programs, the Company has constantly endeavored to integrate the interest of the business with that of the communities that form part of the areas it operates. With the advent of the various National flagship programs launched by the government, we as an organisation take pride in furthering the initiatives, which comes under the purview of CSR by engaging specialized agencies, and in keeping with the DPE guidelines, the Companies Act 2013 and Schedule VII of the Companies Act.

A total sum of Rs. 514.00 Lakhs was spent during the year 2020-21, towards CSR activities' expenses.

Evaluation:

The Company's CSR activities were evaluated and social impact assessment was done for the projects carried out in the years from 2016 to 2018. (The report is available on the Company's website www.balmerlawrie.com)

The following activities / initiatives were undertaken during the year under report, i.e. FY 2020-21.

i. Education & Child Sustenance

1. Two classrooms are being sponsored under the "Corporate Leverage and Support Scheme" (CLASS) of Indian Institute of Cerebral Palsy (IICP) for supporting the differently abled, particularly children suffering from cerebral palsy. In spite of the COVID-19 pandemic, IICP managed to conduct classes for their children following all necessary protocol. The organisation also established very good communication with the parents and family members to deal with the pandemic situation, and achieved its goal of imparting quality education to the children with cerebral palsy.



Classrooms are sponsored by Balmer Lawrie in the Indian Institute of Cerebral Palsy

2. Our Company extended support to projects focused on the upliftment of the tribal students, run by Friends of Tribal Society known as EKAL Vidyalayas. Balmer Lawrie sponsored Rs. 10.00 Lakhs for these vidyalayas catering to the tribal populace.



Ekal Vidyalaya

3. Aspirational district development program was taken up as per the guidance of DPE and Niti Aayog during the year. An MoU was signed between the Integrated Tribal Development Agency (ITDA), Paderu and our Company for making model Aanganwadi Kendras in the tribal district of Visakhapatnam. This year, the Company has allocated Rs. 40 lakhs for the purchase of measurement kits for the Aanganwadi Kendras.

ii. Health

1. Street Medicine Program – Calcutta Rescue: Balmer Lawrie has allocated Rs. 5.47 Lakhs to Calcutta Rescue for running street medicine mobile clinics for the slum community of Paharpur, Kolkata. The doctors and the healthcare team visit the slum and street dwellers on regular basis. The clinics are run from the back of mobile vans, which have basic medical equipment and stock of drugs for common ailments. During the pandemic, Calcutta Rescue has helped slum communities to get medical facilities on regular basis. This project has received great recognition for its contribution to the immunization program and medicine supply to the registered patients.



Health checkup and Medicine distribution during the COVID-19 pandemic by Calcutta Rescue

2. The Balmer Lawrie sponsored Mobile Health Van run by Helpage India at Manali, Chennai to provide medical care especially for the elderly people, caters to 12,000 patients annually. In the financial year 2020-2021 the Company released Rs. 29.00 Lakhs to support the program during the COVID-19 pandemic.



Mobile Health Van at Chennai

3. In July 2020, Balmer Lawrie and Ramakrishna Mission signed an MoU to construct a quarantine home in Belur Math to provided quality services to the devotees and others who visit the Ashram. The Company has contributed Rs. 20.00 Lakhs for the construction project. The first floor of the building has been completed within the project timeline; painting and installation of other essential equipment will be completed in April 2021. Balmer Lawrie allocated Rs. 20.00 Lakhs to the Ramakrishna Mission, Belur Math, Howrah for the purchase of an Ultrasound Machine. Thousands of poor patients in the area are benefitting from this machine.



Quarantine Home and Ultrasound Machine at Ramakrishna Mission, Belur Math, Howrah

4. Balmer Lawrie sponsored and implemented the services of a non-profit Cardiac Ambulance at Silvassa in association with DNH Medico Association, a registered body of medical professionals of Dadra Nagar & Haveli in December 2020. Balmer Lawrie has been supporting developmental work in Saily and Khadoli villages at Silvassa on a continuous basis. Balmer Lawrie sponsored Rs. 23.00 Lakhs for the ambulance and the objective of the ambulance service is to ensure timely access to cardiac care from the local hospital.



Inauguration of the cardiac ambulance and press meet graced by Mr. Adika Ratna Sekhar Director [HR & CA] and C&MD [Additional Charge].

5. Balmer Lawrie contributed Rs 25.00 Lakhs each to the Corpus fund of Narayana Hrudayalaya Charitable Trust and Saroj Gupta Cancer and Research Institute located at Kolkata for treatment of poor patients affected with critical diseases in the year 2020-21. Saroj Gupta Cancer and Research Institute utilised the funds to purchase a static machine and 3 portable X-Ray machines for the Radiology Department as well.



On 4th February 2021, World Cancer Day, the static and portable X-Ray machines at Saroj Gupta Cancer and Research Institute were inaugurated by Mr. Adika Ratna Sekhar, Director [HR & CA] and C&MD [Additional Charge] along with Senior Officials of the Institute.

6. Water Resource Management, Health & Hygiene based on Sustainable Development Goals: Saksham Foundation - The water resource management project is a unique way to change the behavior for the optimum use of water. Because of the COVID 19 pandemic, Health and Hygiene became a key practice to keep away different diseases as well as COVID 19. Balmer Lawrie had signed a MoU with Saksham Foundation to support the project and as per the commitment, the Company has released Rs. 12.00 Lakhs.



Saksham – Water Resource Management

iii. COVID-19 prevention activities

1. **Contribution to PM-CARES Fund** - Our Company contributed Rs 1,28,25,899.00 (Rupees One crore, twenty-eight lakh, twenty-five thousand and eight hundred and ninety-nine) to the Prime Minister's Citizen Assistance and Relief in Emergency Situations (PM CARES) Fund to help fight the COVID-19 pandemic in the country. Balmer Lawrie allocated Rs 1 crore from its Corporate Social Responsibility (CSR) Fund and the rest of the amount was voluntary contribution of one day's salary by the employees of the Company.
2. As part of CSR activities undertaken during the COVID-19 lockdown period, Industrial Packaging – Chittoor distributed food items to migrants and underprivileged families in villages near the plant.



Food items being distributed to underprivileged families

3. From 1st to 15th July 2020, as part of COVID Jan Andolan campaign, the Company distributed 19450 masks, 4350 sanitizers (100ml), and 1600 Gloves among 4450 beneficiaries in communities residing in and around our units / establishments across the country.



Distribution of masks and sanitizers in Kolkata



Distribution of masks and sanitizers in Chennai



Distribution of masks and sanitizers in Mumbai



Distribution of masks and sanitizers in Delhi

4. PPE was distributed at Integrated Check Post (ICP), Raxaul and a demo on how to wear the same was conducted.



PPE Distribution at Raxaul along with demo on how to wear the same

iv. Engagement with the Elderly

Balmer Lawrie allocated Rs 5.00 Lakhs to Kolkata Kinjal to support its program called Freedom @ 60. This program helps elderly people to engage with various community activities such as education and health.

v. Skill Development

Skill Development Institutes (SDI) are being set up at various places in the country by the member companies of the Ministry of Petroleum and Natural Gas (MOPNG), Govt. of India. As a member Company, this year Balmer Lawrie contributed Rs 175.00 Lakhs for the institutes at Ahmedabad, Rae Bareilly, Guwahati, Visakhapatnam, Kochi and Bhubaneswar as per the funding module set by the MOPNG.



SDI at Bhubaneswar

vi. Swachh Bharat Abhiyan / Clean India Mission

1. The capacity building project on health and hygiene at Silvassa (in Saily and Khadoli) initiated as part of Swachh Bharat Abhiyan was taken forward with great enthusiasm. Though children of the village and primary schools comprise the major target group, school teachers, Anganwadi workers and staff, parents and the school management

committee of the respective schools are also involved in the various activities that are conducted regularly. Training sessions and workshops on health, hygiene and nutrition were organised in the Anganwadis and primary schools. Also, personal hygiene kits, sanitation kits, dustbins and Anganwadi vessel kits were distributed. The objective of the project is to ensure sustainable development by promoting good health, quality education, clean water and sanitation in the villages.



Distribution of educational kits and school visit by Mr. Adika Ratna Sekhar, Director [HR & CA] and C&MD [Additional Charge]

2. Construction of Toilet in Andhra Pradesh - Balmer Lawrie has sponsored construction of toilets in different locations:
 - Construction of Boys & Girls Toilet at Thavanampalle, Upper Primary School
 - Construction of Boys & Girls Toilet at Maredipalle, Elementary School
 - Construction of Toilet at Thavanampalle Police Station for Public Usage
3. Balmer Lawrie has accepted a proposal from Habitat for Humanity India, to support them in providing safe drinking water to the school and public area in Manali, Chennai. Habitat for Humanity will be installing 7 nos. water cooler / purifiers in the project location. The Company also installed water coolers in a Government school in Okhla, New Delhi which will be providing safe drinking water to around 1200 students. Water coolers / purifiers have also been installed in two Government schools in Asaoti and Rai, Haryana.



Inauguration of 1000 ltr. water cooler for school children by Mr. Adika Ratna Sekhar, Director [HR&CA] and C&MD [Additional Charge] in TCW, Rai.

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