

ANNUAL SUSTAINABILITY REPORT 2020

SUMMARY

Inspired by both the SDGs and the UNGC principles, our Sustainability Report presents how our sustainability strategy allows us to generate long-term value and sustainable growth based on the Triple Bottom Line approach of **People**, **Planet** and **Prosperity**.



OUR JOURNEY TOWARDS
SUSTAINABLE DEVELOPMENT

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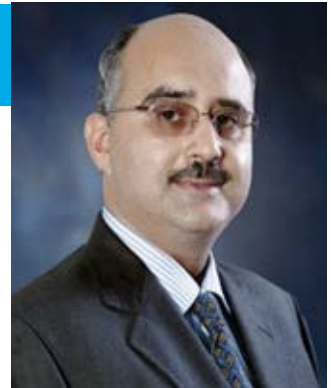
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MESSAGE FROM THE CEO AND MD



Our sustainability philosophy has been fundamental to our business success, enabling us to mitigate risk, create long-term value and earn the confidence of our customers, business partners, shareholders, employees and the communities in which we operate.

We believe that strong communities and thriving societies are the underpinning of successful, responsible businesses. Packages Group has a long and proud history of being a responsible employer. We pride ourselves in treating employees fairly and respectfully, and providing them growth opportunities. They consistently demonstrate integrity and high ethical standards, as well as a keen understanding of the need to protect the environment and contribute to economic prosperity, social well-being and quality of life in the communities they call home.

Sustainability plays an increasingly important role for our customers as well. We are working to integrate sustainability into all of our operations, and beyond the boundaries of the Company. I am convinced that we can offer our customers real added value with consistent implementation of our sustainability strategy. Sustainability along the value chain, is becoming increasingly significant and is a starting point for more sustainable businesses. We are working diligently to implement the highest possible degree of sustainability at all levels.

Looking ahead we have an opportunity to redefine Packages Group's future by setting more ambitious sustainability goals and the timeframe in which we deliver on them. Inspired by both the SDGs and the UNGC principles, in this report we present tangible examples of the contribution Packages Group is making towards advanced social and economic progress.

GROUP-WIDE RESPONSE TO COVID-19

As we undertake the annual update of this Sustainability Report, the world is engulfed in combatting the spread and impact of COVID-19. The current priorities of Packages Group are the health and safety of our people and the proper functioning of our operations to continue to serve the needs of our customers.

We salute the extraordinary efforts of our people who have managed change and challenge in an effective manner, and our hearts and sympathies go out to the many people who lost loved ones to this disease.

Since the beginning of the pandemic, we have put forward various initiatives to contribute to the wellbeing of our employees, customers and our communities. We ensured a rapid transition to a work-from-home mode and expanded resources including additional benefits and frequent communication to reinforce our commitment to health and well-being. Our customers benefited from an uninterrupted supply of good quality products and services.

The challenges that have emerged in the past year are far from over, but I continue to be inspired by the collective efforts of everyone in the organization as we weather this storm together. We have a history of outstanding resilience, and while this may be one of our biggest tests yet, the future is full of opportunity.

Syed Hyder Ali
CEO and MD Packages Limited

A handwritten signature in black ink, appearing to read 'Syed Hyder Ali', with a stylized flourish at the end.

SCOPE

We are proud to present our third Sustainability Report covering the performance of five of our Group companies including:

PACKAGES CONVERTORS LIMITED

BULLEH SHAH PACKAGING (PVT.) LIMITED

TRI-PACK FILMS LIMITED

DIC PAKISTAN LIMITED

OMYAPACK (PVT.) LIMITED

The data is contributed by the Sustainability Action team representing each of our sites across the Packages Group.



REPORTING PERIOD

Fiscal Year 2020 (1st January 2020 – 31st December 2020)

REPORTING CYCLE

Annually since 2019

DATE OF PREVIOUS REPORT

15th August 2020

AVAILABLE ONLINE

www.packages.com.pk - www.bullehshah.com.pk
www.tripack.com.pk - www.dic.com.pk

ORGANIZATIONS

Packages Convertors Limited, Bulleh Shah Packaging (Pvt.) Limited, Tri-Pack Films Limited, DIC PK Limited, OmyaPack (Pvt.) Limited

CONTACT AND FEEDBACK

For queries and feedback please contact us at
ayesha.aziz@bullehshah.com.pk

HISTORY

Packages Group has been in the Paper and Board business since 1956. Over the years, it has continued to enhance its capacities and capabilities to meet the growing demand of packaging products in Pakistan. Packages Limited was established as a joint venture between Ali Group of Pakistan and Akerlund & Rausing of Sweden and is renowned for providing premium packaging solutions throughout the nation.



OUR GROUP



CORE VALUES

LEAD

We aspire to lead in everything that we do.

CARE

Fairness and consideration are integral to our culture.

RESPECT

We treat people with respect and dignity.

HONESTY

Truthfulness, integrity and trust form the backbone of all our activities.

COURAGE

We stand up for what we believe in.



SUSTAINABILITY - THE TRIPLE BOTTOM LINE

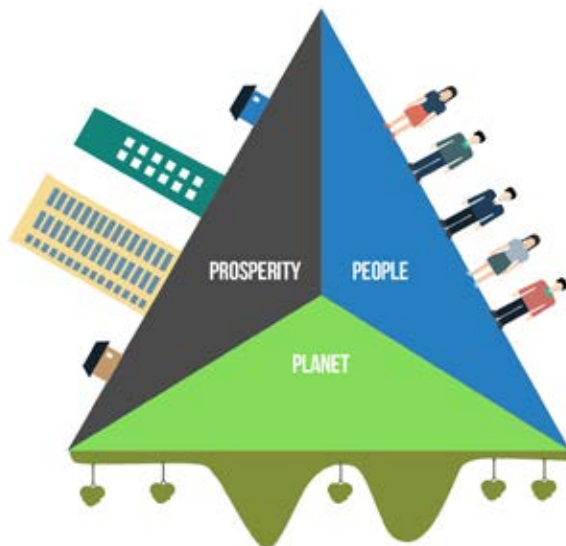
The approach to Sustainability at Packages Group is an over-arching set of values that drive all our actions and long-term decisions. The organization defines its Sustainability Agenda through the Triple Bottom Line Approach – People, Planet and Prosperity.

SUSTAINABILITY CULTURE

We believe in fostering a culture of Sustainability across the organization through aligning our people with our values and guiding principles and by engaging employees in corporate responsibility through action oriented formal and informal initiatives.

We encourage innovation and believe in strengthening internal communication which nourishes a culture of collaboration. We strive for governance and transparency by monitoring and informing stakeholders of our corporate responsibility performance.

Our sustainability and corporate objectives are essentially the same and the way we manage our business helps to ensure that performance on sustainability objectives is monitored through various systems already in place. The Sustainability team works closely with the management, employees, customers and supply chain partners to integrate responsible behaviour and a caring culture into every business function across all the companies in the Packages Group.



SUSTAINABLE DEVELOPMENT GOALS AND US

As a Group we endorse the United Nations Sustainable Development Goals and align our operations with the SDG's to help achieve them accordingly.



OUR VISION FOR SUSTAINABILITY

Sustainability not only guarantees long term success but also a bright future for generations to come by balancing business growth with our responsibility towards community. Our commitment to sustainability is based on a vision that:

- We Aspire that our packaging & consumer business offers fully recyclable or reusable materials for each product segment by 2025.
- We are committed to considerably increase the recycled component in our packaging & products.
- Buying from sustainable and responsible sources will continue to remain our priority.
- Future Investments will be planned on sustainable operations with reduced carbon footprint and renewable energy base.
- We will also contribute to the drive towards recycling of packaging through our partners, stake holders and Alliances.

CERTIFICATIONS, AUDITS AND COMPLIANCE

We have the following certifications which are audited every year by third party clearly indicating our commitment towards ethical and sustainable operations in the areas we operate in.

- ✓ Occupational Health & Safety Management Systems (ISO 45001:2018)
- ✓ Environment Management Systems (ISO 140001:2015)
- ✓ Energy Management Systems (EnMs ISO 50001: 2018)
- ✓ Food Safety System Certification (FSSC 22000)
- ✓ British Retail Consortium Certification (BRC)
- ✓ Quality Management Systems (QMS ISO 9001:2015)
- ✓ Forest Stewardship Council Chain of Custody (FSC CoC)
- ✓ HALAAL Packaging Management System
- ✓ WWF Green Office Diploma
- ✓ Corporate Social Responsibility (CSR) related certifications and customer required compliances (URSA, SMETA, Eco Vadis, Decathlon HRP etc.)



WORK RE-DEFINED - COVID-19 MANAGEMENT

Covid-19, along with health, also affected the world in terms of business and livelihoods. In these difficult times, Packages Group continues to work tirelessly so that the essential food and medicine supply chain is not short of packaging material. As a responsible organization, we are taking precautionary measures to do what we can to reduce the impact of COVID-19 in accordance with the guidelines provided by the World Health Organization (WHO) and Government of Pakistan, as we do our best to take care of our people, products, departments, facilities and our stakeholders, including our customers and vendors.

What went in Favor

- › Deliberation on ever changing situations and quick decision making accordingly.
- › Proactive and well thought decision making.
- › Formulation of Procedural guidelines
- › Leadership on the Front Line - 24 x 7 Active Communication



- › Adaptability
- › Resilience
- › Health and Mental well being of people
- › How to engage workforce
- › Business Continuity Strategy

Key Learnings

1

STRATEGY

All strategic decisions on employee health and safety, supply chain, business continuity and policy matters are being taken by the Crisis Management Team, which includes the top leadership of all companies of the Packages Group.

2

PLANT/OFFICE OPERATIONS

Our plant operations are being carried out as per normal practice with control measures and SOPs in place. No lay-offs/salary cuts have been done. All Environment, Health and Safety activities are carried out as per routine with an enhanced focus on COVID-19 protocols.

3

EXTERNAL VISITS

All external visits have been stopped completely unless crucial to the smooth running of the businesses.

4

WORKING HOURS

We reduced our General Shift staff by providing work from home option where applicable and the others are coming in staggered shifts so that there are less people at the plant and in the offices at one time. Flexible working options are available to our staff as per their convenience and nature of job. Masks have been provided to the workers and no entry without masks is enforced.

5

MEETINGS/TRAININGS

Meetings have been reduced and where needed, virtual meetings are being carried out. Similarly, on-line trainings have been conducted to keep our staff engaged and motivated while updating their skills as per the training plans.

6

COMMUNICATION AND POSTERS FOR RAISING AWARENESS

- Standeers at various locations
- Banners at different locations
- Posters for hand hygiene and social distancing
- Circulars and Intranet Posts for awareness and reminders



7

**REGULAR DISINFECTION AND
STERILIZATION OF ALL OFFICES,
WASHROOMS, LOCKER ROOMS**

8

**DISINFECTION OF INCOMING
VEHICLES INCLUDING TRUCKS**

9

**SOCIAL DISTANCING
MEASURES IN THE
CANTEENS AND CAFETERIAS**

10

**NO CONTACT
ATTENDANCE SYSTEM**

11

**SOCIAL DISTANCING
MEASURES AT ENTRY AND
EXIT**

12

**THERMAL SCREENING AT
ENTRANCE**

13

**AWARENESS SESSIONS ON
SOCIAL DISTANCING**

14

**SANITIZERS AND HAND WASHING
REMINDERS AT DIFFERENT LOCATIONS**

15

**MARKINGS TO ENCOURAGE
SOCIAL DISTANCING**



We believe in working together with all our stakeholders for a better future for all of us, and strive to conduct our business and operations in a responsible and ethical manner, ensuring the wellbeing and safety of our employees, as well as the sanctity of our product chain. As guidelines continue to be updated and new information provided, we adapt and adjust our procedures so that no quarter is left behind in supplying quality packaging material to our customers.

PEOPLE

We at Packages Group value our Human Capital the most and invest in our people through education, training and skill development, which in turn enables improved levels of quality and production. Packages Group considers not only the employees and the labour involved in the organizations' work, but also the wider community where we do business to be essential for our progress and believe in creating shared value for all.

LAUNCH OF LEARNING NEED ASSESSMENT (LNA) TOOL

In order to ensure that we continue to develop our employees by analyzing their learning needs, this year we launched an online in-house Learning Need Assessment (LNA) tool, which enables employees to:

- ✓ Determine their learning needs
- ✓ Identify any gaps or areas of improvement by assessing their own skills
- ✓ Determine/develop learning objectives

Encouraging performance-based learning, the tool is linked with our Performance Management System- People Performance Process (PPP).



DIGITAL LIBRARY

Due to the changing dynamics of how we work and in turn how we learn, a "Digital Library" for the Packages Group has been launched. This library is a part of the LNA tool and serves as a common platform of access to learning materials across the Group companies.



LONG SERVICE AWARDS

Packages Group values the contribution, loyalty and commitment of all its employees and in recognition of these attributes Long Service Awards are given twice a year for employees with a service of ten years or more.

HEALTH AND SAFETY

The wellbeing of our employees and the nearby community is considered the topmost priority of Packages Group. Each Group company has a central EHS Department along with dedicated EHS Coordinators in all Business Units.



GENDER EQUALITY AND WOMEN EMPOWERMENT

Packages Group is an equal opportunity employer and we believe in providing a safe and respectful workplace for all employees, while giving them opportunities to grow professionally. Targets are in place for improving the gender balance of our Group, and we go beyond recruitment of more females in the workforce. A number of initiatives have been taken to promote gender equality including state of the art day care facilities, transportation for female employees and many other benefits. Robust policies and procedures are in place to ensure zero discrimination, equality in the workplace, prevention of sexual harassment and providing work life balance.

THE ACTS PLATFORM

Actively Caring Through Sharing (ACTS), is the women's forum for Packages Group. Born in BSP in 2017, ACTS started as an initiative for providing a safe space for the mere 17 female employees of the company.

Soon it was expanded to include another Group company DIC and in less than three months of its inception, it was adopted by the Packages Group. The aim of this platform is to bridge gaps, initiate dialogue on gender specific topics and eventually aid in developing policies which promote diversity in the workplace.

In addition, this platform also serves to build capacity, provide awareness on women's health and wellbeing, act as a platform for mentorship and guidance. Grievances and complaints of female employees are also addressed through this forum.

Various events and trainings are conducted on this platform throughout the year to educate and empower the female employees as well as to address issues which hinder personal and professional growth of our employees. Male employees are also included in some sessions as and when required.

ACTS AT A GLANCE

Since 2017, we have been able to conduct:

- 13 Panel Discussions and Talks
- 100 + free mammograms
- 8 external trainings
- 20 internal trainings
- 15 #HeforShe trainings
- 4 Young Women of Substance events

54 guest speakers and trainers from different walks of life have been kind enough to be a part of the ACTS family. These include professional trainers, entrepreneurs, educationists, celebrities, social activists, politicians, government officials, members of UN bodies, foreign dignitaries, medical professionals, law makers, customers and former employees.



ACTS DURING COVID-19

During 2020, despite COVID-19, we were able to conduct our quarterly sessions on this platform.

Month	Topic	Mode	Speaker
January 2020	Women's Inheritance Rights in Islam	In-person	Mr. Zafar Kalanauri, advocate Supreme Court of Pakistan
March 2020	Harmony in Diversity – International Women's Day Event	In-person, Theatre of Intent	Afia Mansoor, Schuitema Pakistan
September 2020	50 Ways to Fight Bias	Zoom	Ana Perez, RTI Canada
December 2020	Role of Women in Domestic Child Labor	Zoom	Dr. Baela Raza Jamil (ITA), Ms. Durre Shahwar Siraj (APWA), Ms. Durre Shahwar Mahmood, Ume Laila Azhar (Homenet)

ETHICS AND COMPLIANCE

Ethics and professionalism matter because they are the foundations of any business; however, a strong ethical mind-set is not immune from the challenges presented by globalization, technology or even ordinary human psychology.

For us, ethics aligned with strong technical skills are vital to the future of the business. We have a responsibility to do what is right and to lead by example. Packages Group has a strong Code of Conduct based on our core values Lead, Care, Respect, Honesty and Courage.

As a responsible organization, we believe in ethical practices at all stages of the business which is being ensured by frequent refreshers and trainings throughout the year for all employees. IGI FSI developed an online training module for the Packages Group. This training was mandatory for all employees and online certificates were given on completion after passing the training effectiveness quiz.



PLANET

We at Packages Group respect the environment and are aware of our corporate **environmental responsibility**. We aim to take steps to reduce the impact of our operations on the environment and make rational use of natural resources by making responsible choices. These efforts include reducing waste, investing in renewable energy and managing natural resources more efficiently.



SDG 13 CLIMATE ACTION - LEADERSHIP COMMITMENT

Climate change is already impacting Pakistan and if unmitigated, climate impacts will continue to increase the cost of doing business. We are championing SDG 13 as one of the 9 industry leaders in the SDG Leadership Programme at Pakistan Business Council's (PBC) Center of Excellence in Responsible Business (CERB). Through this platform we help enable companies to share best practices on how to contribute and report on SDG 13.



PACKAGES & INDUSTRIES PLASTICS ALLIANCE

Packages Limited is a part of Industries Plastics Alliance named CoRe (Collect and Recycle) which is working towards sustainable plastics solutions and ultimately reducing plastic pollution. CoRe is the first ever packaging alliance in Pakistan formed with the mission to eliminate packaging waste by enabling formal collection and recycling, while also raising awareness at a mass level. CoRe envisions to create a circular economy by reducing packaging footprint through sustainable and innovative practices, with a commitment to:



1

Make 100% of our packaging recyclable or reusable by 2025.

2

Promote a circular economy by reducing packaging footprint through sustainable and innovative practices.

PACKAGES CONVERTORS LIMITED IS NOW POWERED BY SOLAR

A 3.12 MW customized solar installation by Zero Carbon producing approximately 4.2 million units of electricity per year will enable Packages Convertors Limited to save over **2600 tonnes of carbon emissions**. This will be the largest solar power plant installation in Lahore. An MOU signing ceremony for this mega project was held at Packages Limited Lahore in the presence of Group Head of Supply Chain, Aftab Khan & Director and Head of Packaging, Asghar Abbas from Packages Convertors Limited and CEO Bilal Afzal from Zero Carbon. This is a huge step for the organization towards our commitment of moving towards renewable energy sources.



1st National Stakeholder Convention by CoRe Alliance and Ministry of Climate Change



MOU signing ceremony between Packages Convertors and Zero Carbon

PROSPERITY

Packages Group has a unifying and guiding vision that simultaneously targets economic, environmental and socio-cultural health. In addition to cultivating healthy profits for the company, efforts are evident to maximize the financial progress in a larger balance with environmental stewardship efforts, public health, education, social wellbeing, equity and happiness in the communities we operate in through various initiatives. For us, it means a higher and wider focus on positive change that targets the increase of true community wealth representing a healthier, happier and more prosperous future. We aim to create real business value for our customers and stakeholders by adhering to the principles of Sustainable Prosperity.

QUALITY PRODUCTS AND SERVICES

Managing quality is crucial for businesses, it helps maintain customer satisfaction and loyalty and reduce the risk of losing business to poor quality of product and/or services.

For us at Packages Group, providing quality products and services is of utmost importance and we have a system in place to monitor production and supply chain to ensure that the right quality product reaches the customer at the right time. In addition to this, development activities for the customers, technical support and after sales support to customers is also being provided. Customer complaints are followed by proper feedback and response.

RESEARCH AND DEVELOPMENT

Research & Development continues to be one of our unique selling points. As the consumer industry focuses on cost control, limiting carbon footprint and an overall mindset of “more with less”, innovation is the name of the game.

The Research and Development team is tirelessly working to understand consumer needs and providing innovations on both design and structure based on global trends. The department also plays a key role in supporting the customers in their cost control initiatives as we see the growth of our customers' business as our success.



CORPORATE SOCIAL RESPONSIBILITY

Corporate Social Responsibility is embedded in the history of our organization and we continue to strengthen our workforce, our communities and our supply chains through our various Corporate Social Responsibility Projects for health, education, decent work and gender equality.

“The emphasis on CSR by more and more companies symbolizes the recognition that prosperity is best achieved in an inclusive society. CSR is not a department's or a person's job, it's what we do every day; maximizing positive impact and minimizing negative impact.”

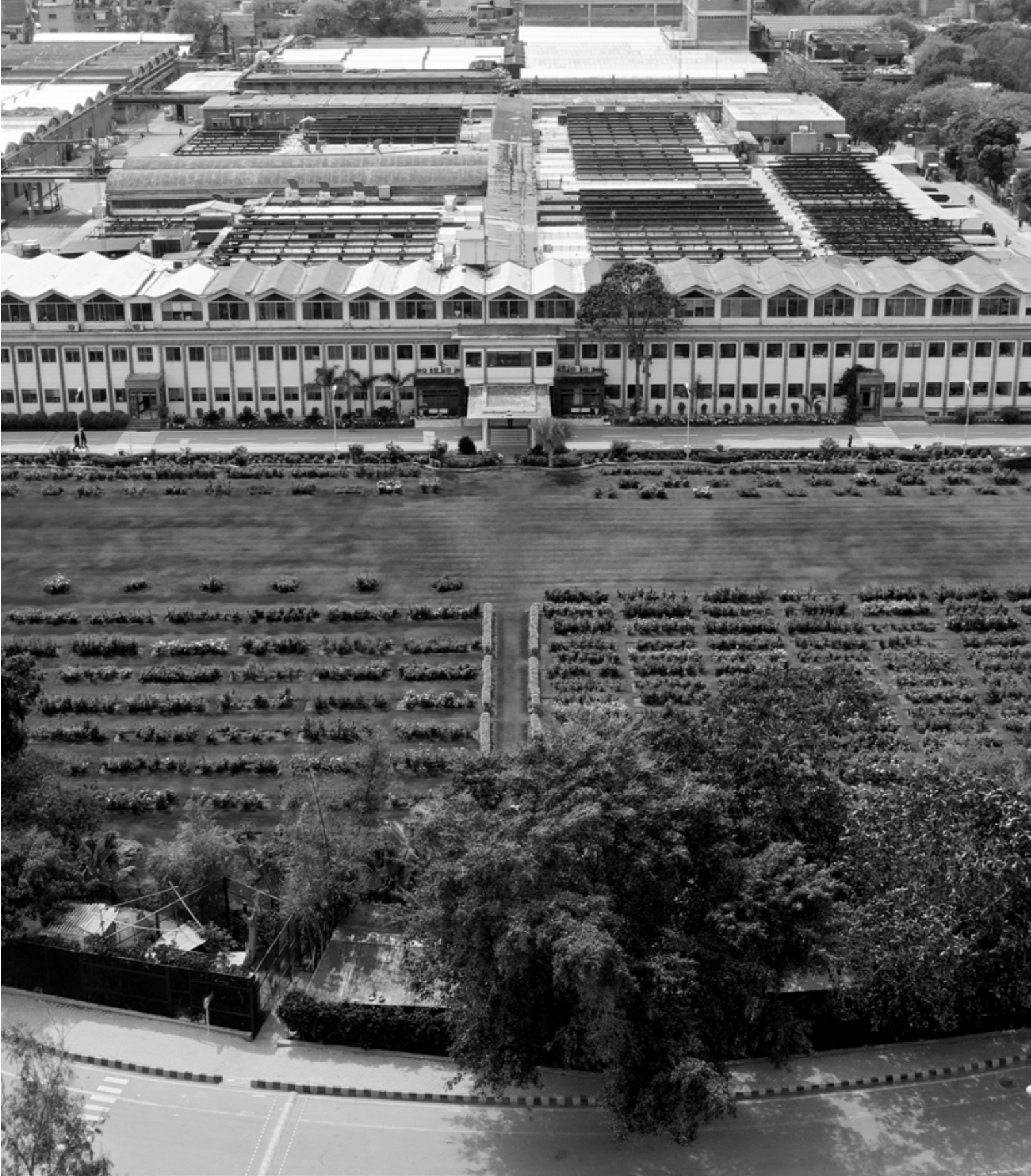
- Ayesha Aziz, Sustainability Department BSP



SDG'S AWARENESS CAMPAIGNS

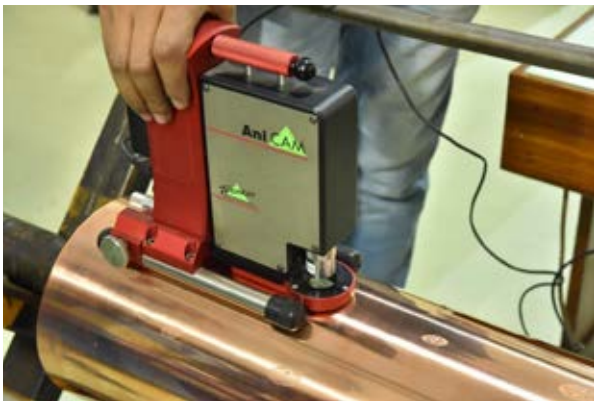
To spread awareness and endorse the SDG's, various UN Days and other wellness campaigns are conducted throughout the year. These UN Days are celebrated across the organization with a variety of internal and external activities including training and awareness sessions for employees and community. Banners and posters are displayed all over the premises in addition to online awareness campaigns. These sessions are organized with the help of our various partners on a regular basis. In 2020, due to the onset of COVID-19, a lot of these campaigns were conducted virtually, making use of modern technology and at the same time keeping our employees well aware and engaged throughout the year.

PACKAGES CONVERTORS LIMITED



PACKAGES CONVERTORS LIMITED

Packages Convertors Limited is amongst Pakistan's top packaging solution providers. Our priority is to deliver high quality packaging in the most efficient, profitable and sustainable way. Our customer base includes some of the world's best-known brands of consumer products and industries. We are also a leading manufacturer of tissue paper products. Our leadership position in tissue products is a result of our ability to offer products manufactured under the highest standards of hygiene and quality to meet the household and cleanliness needs of our consumers. We provide a complete range of convenient, quick and easy to use tissue paper products.



PACKAGING DIVISION

Packages Convertors Limited provides multi-dimensional and multi-product packaging solutions to its clients that are involved in manufacturing consumer products across industries. In line with company's environmental sustainability initiatives, our Packaging Division is working on the 4 R's of Packaging i.e. Reduce, Re-use, Recycle and Recover.



Our Packaging Division comprises of two business units based on packaging material categories:

1

FOLDING CARTONS

2

FLEXIBLE PACKAGING

FOLDING CARTONS

With decades of experience in providing reliable service and quality, Folding Cartons business unit provides a wide range of carton board packaging products to various industry segments. Folding Cartons business is equipped with state-of-the-art machinery and a dedicated and qualified workforce that is supported by a strong value chain. These factors contribute towards providing high volumes and consistent quality at a competitive price for our esteemed customers.

Folding Cartons business unit works to deliver the best carton board products that result in high value-added packaging for industries like Tobacco, Infant Nutrition, Personal care, Confectionary, Home care products and Food (including frozen)

As the consumer industry in Pakistan matures, competition in the market has increased and the market has a greater focus on product differentiation through branding. In the first instance, this is carried out through attractive and unique packaging which is driving demand for our products. Our team well understands the needs of the market and thus development work and packing modifications are undertaken correspondingly.



FLEXIBLE PACKAGING

To accommodate the increasing demand for sophisticated packaging, Packages Limited established a Flexible Packaging business unit in 1986 at its Lahore Plant. Flexible Packaging business is a one stop packaging solution providing high quality detailed graphics in Flexographic and Rotogravure printing. Flexible Packaging business also provides lamination for plastic films, aluminum foil, paper, multi-layer blown film extrusion for high-speed technology in multi-lane slitting, standalone spout inserted bags, polybags, zipper-bags, sleeves and ice cream-cones.

The Flexible Packaging business caters to a wide range of customers across industries including food, soaps & detergents, pharmaceuticals, pesticides and personal & home care.

Flexible Packaging business unit not only provides cost effective and perfect packaging solutions to our valuable customers but also offers them strong technical support on products. We have great in-house R&D facilities which help us in keeping ourselves updated to aggressive market needs.

CONSUMER PRODUCTS DIVISION

Packages started commercial production of tissue and other consumer products in 1982 at the Lahore Plant. We currently provide a complete range of tissue and personal hygiene products that are convenient, quick and easy to use; ranging from facial tissues to tissue rolls, table napkins, pocket packs, kitchen towels, party packs, paper plates and cups. Packages Limited has always attempted to develop the market for this business segment through education of the population on the health and hygiene benefits associated with the use of these products.



"We at Consumer Division prioritize the sustainability of both the products we make and the way we make them. Wood pulp being the key raw material, we ensure responsible sourcing and use FSC certified wood pulp. Our team is committed to minimize the use of water as well as consistently bring down the energy we use per ton of Tissue produced."

– Shaheen Sadiq, Head of Consumer Division

Offering products made from the finest raw materials with strong quality controls ensure each product the consumer buys offers a delightful experience. Product development has also been our focus based on the demands and needs of our consumers. Great effort is put into producing improved and innovative products to make life healthy, hygienic and comfortable for our consumers.

The Consumer Division comprises of two businesses:

1

RETAIL BUSINESS

The Retail Business focuses on the consumer purchase of our products. These are sold to consumers through retail outlets: International Modern Trade (Carrefour/Metro etc.), Local Modern Trade (Imtiaz / Al Fatah / Jalal Sons etc) and General Trade. Our products are also available on all E-Commerce platforms offering grocery products for online purchasing by consumers.

2

AWAY FROM HOME BUSINESS

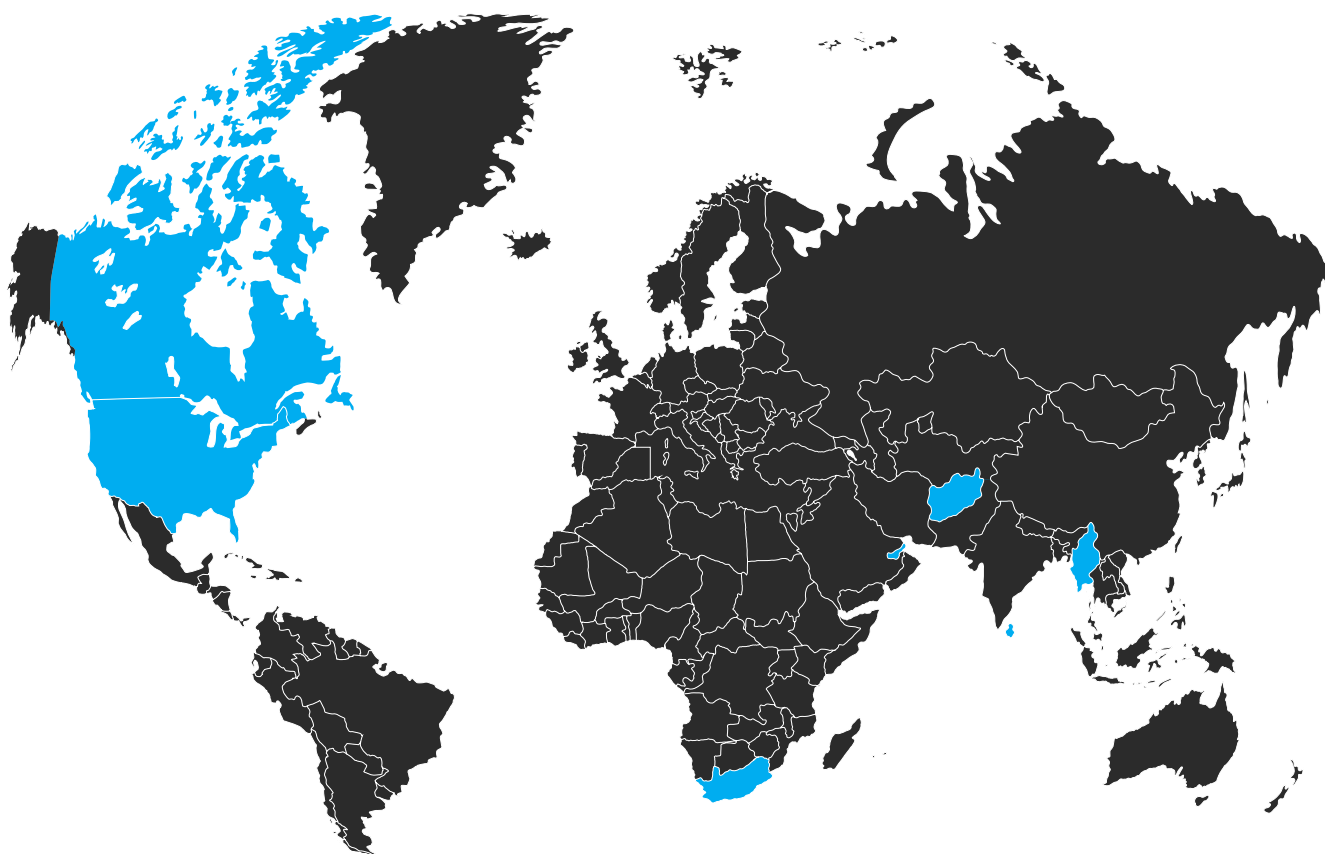
In 2016 we set up a dedicated team to cater to the requirements of institutions including offices, factories, hotels, restaurants, hospitals, schools, colleges etc. This business sells under the brand name of ROSE PETAL PROFESSIONAL, and simplifies life for various sectors helping them ensure hygiene and safety of their employees and customers.

BRINGING IN THE COVID19- SCENARIO

It was a very unique opportunity on our hands. A chance to 'educate' and bring to light the use-age of tissue papers that previously our consumer never even thought of, thereby not only expanding use-age but also the frequency of consumption.

- Created a complete IMC campaign with a public service message of Aap ki sehat Aap kay haath
- Conveyed the message through various mediums including TV, digital, radio and print
- Owing to the growing demand and need of the hour, our Consumer Products Division also launched Rose Petal masks and sanitizers in 2020.



KEY BRANDS:**EXPORT MARKET SERVED**

Country	Market served in
Afghanistan	Tissue related Products
USA	Tissue related Products
MYANMAR	Tissue related Products
Qatar	Tissue related Products
UAE	Flexible related Products
Sri Lanka	Flexible related Products
South Africa	Flexible related Products
Canada	Flexible related Products
Afghanistan	Flexible related Products
QATAR	Carton related Products
USA	Carton related Products

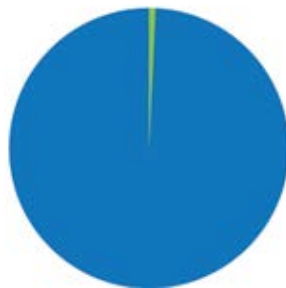
Local Market served: All over Pakistan



EMPLOYEE PROFILE



1396
FULL TIME
EMPLOYEES



1470
TOTAL EMPLOYEES



74
COMPANY CONTRACT
EMPLOYEES



61
NUMBER OF MALE
MANAGERS IN 2020



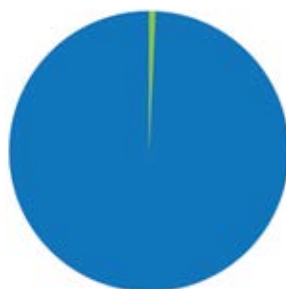
68
NUMBER OF
MANAGEMENT TEAM IN
2020



7
NUMBER OF FEMALE
MANAGERS IN 2020



1400
TOTAL NUMBER OF
MALE EMPLOYEES IN
2020



1470
TOTAL EMPLOYEES



70
TOTAL NUMBER OF
FEMALE EMPLOYEES IN
2020

HEALTH AND SAFETY

As a company committed to winning for our people, customers, investors, and the environment, we strive to achieve excellence every passing day. We engage our diverse workforce to perform according to industry-leading principles for environmental management, health and safety, business integrity, and ethical workplace behavior."

– Muhammad Bin Shahzad, Manufacturing Excellence Manager, PCL



OHS PERFORMANCE

Parameter	2020
No of LTA's	14
Lost-Time Accident rate (MMH)	1.77
Total Recordable Incidents	40
Total Recordable Incident Rate (MMH)	5.06
Fire Incidents	15



EHS TRAININGS 2020

Total of **13,135** Manhours of training related to Environment, Health, Safety, Food Safety and Quality were conducted in 2020 which mainly covered the following major topics:

#	Major EHS Training Topics
1	Health and Wellbeing Sessions
2	Food Safety & Hygiene Awareness
3	Emergency Response Preparedness (Production Floor and Offices)
4	Covid-19 Prevention and Precautions – Awareness on COVID Manual
5	Fire Prevention and Fire Safety Awareness
6	Halaal, FSMS and QMS Programs
7	Basic and Advance First Aid Techniques, Safe Mobility during injury
8	Energy Management & Conservation – EnMS
9	Pedestrian Safety, Vehicular Safety
10	WWF Green Office – EMS
11	FSC CoC – EMS
12	Dengue Prevention and Awareness
13	Quality Management System ISO 9001, BRC, HACCP
14	Occupational Health & Safety
15	PPEs campaign and Use of PPEs
16	Electrical Safety
17	MOC, PTW and JSA
18	Behavior Based Safety

SAFETY HIGHLIGHTS 2020

1

FLT PROJECTION LIGHT – INCREASED VISUAL SAFETY

A hazard indication light has been installed on factory wide fork-lifts. The lights function during reverse operation of forklifts giving a projection on floor up to the range of 10-12 ft distance ensuring an additional caution along with the alarm for anyone passing by.

2

275,000 SAFE MANHOURS AT BUCP TISSUE MANUFACTURING

With continuous efforts and focused approach, BUCP Tissue Manufacturing recorded zero OHS incident for 7 consecutive months i.e. 275,000 safe man-hours. This achievement was celebrated across the department with commitment to continue the excellent teamwork and keeping safety as the top priority.

3

SAFE ERECTION OF BIOMASS BOILER – MOVING TOWARDS SUSTAINABLE SOURCING

Erection of new Biomass Boiler which started in August 2020 marked an achievement in terms of zero OHS incident with 14000 safe man-hours till December 2020. 350 PTWs were issued and audited for strong EHS compliance, while compliance to Management of Change was the key to this achievement.

4

EMERGENCY RESPONSE PREPAREDNESS

Emergency Response Preparedness sessions and Fire Mock Drills were conducted for the office staff with practical demonstration of operating the firefighting equipment and a complete round of the premises to ensure everyone is aware of the emergency infrastructure and its use.

5

THERMOGRAPHY ASSESSMENT – IMPROVED SAFETY AND RELIABILITY

Thermography Assessment was carried out internally by all Business Units and Utility Departments to know the high temperature parts in equipment hence preventing heat loss and ensuring fire safety. All findings were successfully closed out.

6

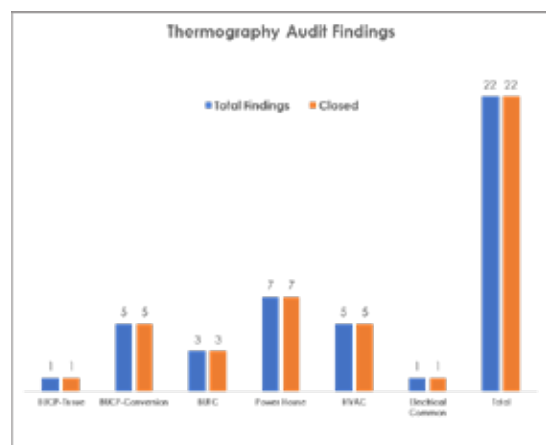
VISIT BY DG WELFARE DEPARTMENT

DG Welfare Department visited Packages Convertors Limited to discuss the protocols developed by the company for General labour welfare and Health & Safety measures for the workforce. Overall compliance level was satisfactory and appreciated by the esteemed Government Official.

7

HAND SAFETY CAMPAIGN

To further endorse the message of hand safety, a pilot module was developed with the help of IGI FSI, which covers incident specific examples and assessment questions. This is an interactive operation specific training module for our staff which can be accessed through their smart phones or desktop.



تجهیزات مکانیکی



نقطه خطر



تجهیزات



تجهیزات



ENVIRONMENT AND ENERGY 2020

1

REDUCING PLASTICS POLLUTION – WORKSHOP BY UNILEVER & UNDP

Packages Convertors Limited participated in a workshop organized by Unilever Pakistan in collaboration with UNDP on reduction of pollution caused by plastics. The workshop was aimed at plastic waste segregation, collection, and recycling opportunities to contribute towards a more sustainable ecosystem. Learnings from this workshop are being incorporated in our system to contribute towards sustainable development.



2

AWARD OF APPRECIATION ON 10 YEARS JOURNEY WITH WWF

Packages Convertors Limited was given an "Award of Appreciation" for our initiatives towards Renewable Energy and Environment by WWF at the 10 Years celebrations of the Green Office program, where various organizations participated and shared their success stories and green ventures.



"Owing to the global challenge of climate change, I believe this is the time for us to act with more responsibility than ever before. Every individual step towards environment and energy conservation today will prove to be a drop in an ocean of sustainable tomorrow. Collectively, we all share one planet and the best gift we can give to our coming generations is a clean, green and sustainable future which I am committed to strive for"

- Ali Ahmad Khan, Assistant Manager EHS

ENERGY

1

INCIDENT REPORTING- INTERNAL CONTROL ON ENERGY CONSERVATION

105 Energy Incidents were reported in 2020, and all were successfully and permanently closed. These incidents included electricity wastage, steam leakages, compressed air leakages, oil leakages and water leakages. Analysis of these incidents, by types and by location helped us identify the major challenges, and tackle them effectively to achieve the low carbon operations goal.

2

FOCUSED APPROACH ON COMPRESSED AIR LEAKAGES – SIGNIFICANT ENERGY CONTRIBUTOR

Compressed Air leakage was one of the key contributors in energy wastage therefore a focused approach was followed throughout 2020 with leakage identification and rectification at one end and training sessions on the sources of compressed air leakages with their control measures and importance of reporting energy wastage incidents at the other.

3

INDEPENDENT - EXTERNAL ASSESSMENT OF COMPRESSED AIR NETWORK

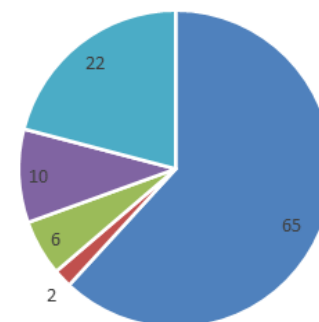
A 3rd party external compressed air audit was conducted in which the entire compressed air network was audited and leakages were identified and rectified throughout the factory. All of these leaks were satisfactorily closed and suggestions for improvement were made part of our system for continual improvement.

4

ENERGY CHAMPIONSHIP & WATER STEWARDSHIP PROGRAMMES

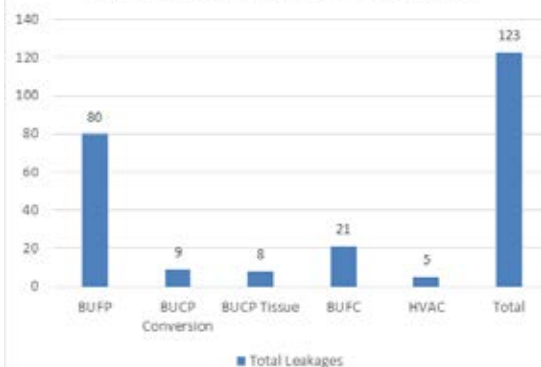
Energy and Water Stewardship Championship was celebrated by Packages Convertors Limited to appreciate the efforts of our employees towards resource conservation. BUCP-Tissue Manufacturing installed 355kW LF refiner motor in place of 560kW Machine refiner motor and also installed a new pulper element at short fiber line while HVAC made in-house design, development and installation of Automatic Water Control System to prevent the overflow of Cooling Towers.

Energy Incidents 2020 - Packages Convertors



■ Compressed Air ■ Steam ■ Oil ■ Electricity ■ Water

External Compressed Air Leakages Audit



■ Total Leakages

ENERGY CHAMPIONS - NOVEMBER 2020

Congratulations BUCP - Tissue

Project: Installation of new pulper element at Short fiber line

Team: Khalid Pervez, Zahid Rafique, Ghulam Hussain, Rizwan Akbar

THE ENERGY CHAMPIONS

Old Pulper Element
110-200 Amps

New Pulper Element
750 Amps

Benefit: Reduced the pulping energy and improved fibre development

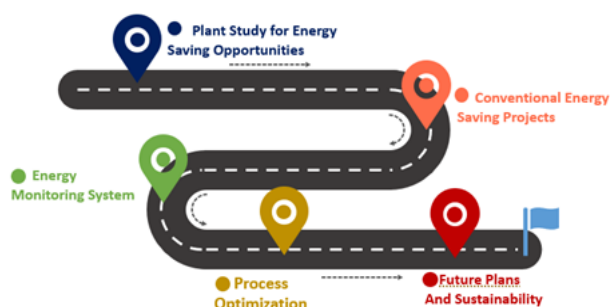
Energy Saving:
20% reduction

Annual Cost Saving:
PKR 1.2 Million

5

A ROADMAP TOWARDS ENERGY CONSERVATION

Energy Conservation has always been of prime importance for Packages Convertors Limited, and we believe that energy saved today is an investment towards a sustainable future. Many energy conservation projects were initiated and completed by business units throughout the year, including:



Energy Conservation Projects BUFC

- 1 Installation of compressed air meters to segregate and identify areas with high energy consumption
- 2 Reduction in compressed air consumption by optimizing compressed air pipe size and air pressure
- 3 Reduction of waste blower motor load by installation of automatic baler
- 4 Optimization of drying load according to job requirement in offset department
- 5 Energy saving through Poly coating machine continuous run
- 6 Optimization of AHUs speed according to heat load

Energy Conservation Projects BUFP

- 1 Replacement of Conventional Lights with Energy Efficient LED Lights
- 2 VFDs installation on AHUs
- 3 Installation of Energy Monitoring System and its synchronization with Roto Eye Software
- 4 Avoiding the Energy Wastages by adopting best operational practices
- 5 Process wise benchmarking to segregate energy intensive and energy efficient machines
- 6 Effective maintenance practices to reduce breakdowns, increase availability of machines
- 7 Effective production planning by maximum utilization of energy efficient machines

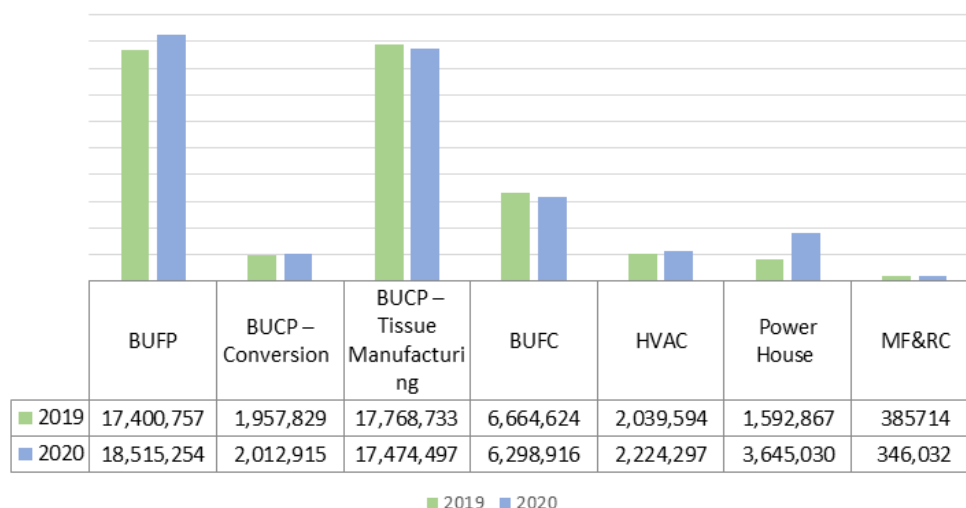
Energy Conservation Projects BUCP

- 1 Installation of a common steam header at PM-09 and optimization of steam consumption
- 2 PU covered SPR shell installation
- 3 Relocation of magnetic trap at inlet of cycling chest
- 4 Replacement of 560 kW machine refiner motor with 355 kW
- 5 Installation of a new pulper element
- 6 Installation of a new cycling line from refiner to machine chest
- 7 Introduced low level alarm on DCS for spray boom tank
- 8 Installation of magnetic trap at hardwood line
- 9 Modification in approach flow system
- 10 Installation of motion sensors and sun switches
- 11 Provided 111 separate switches for single button for single light operation
- 12 Installed motion sensor at different points of ETP to minimize electricity consumption
- 13 Installed 50W LED in place of 500W bulb
- 14 Installed Invertors ACs in production offices
- 15 Commissioned 37kW VFD of sludge pump and other energy saving initiatives at ETP. Started to use 18.5 kW Sludge Pump for ETP, in place of 37kW Sludge Pump
- 16 Energy saved by using reduced KW motors on different pumps

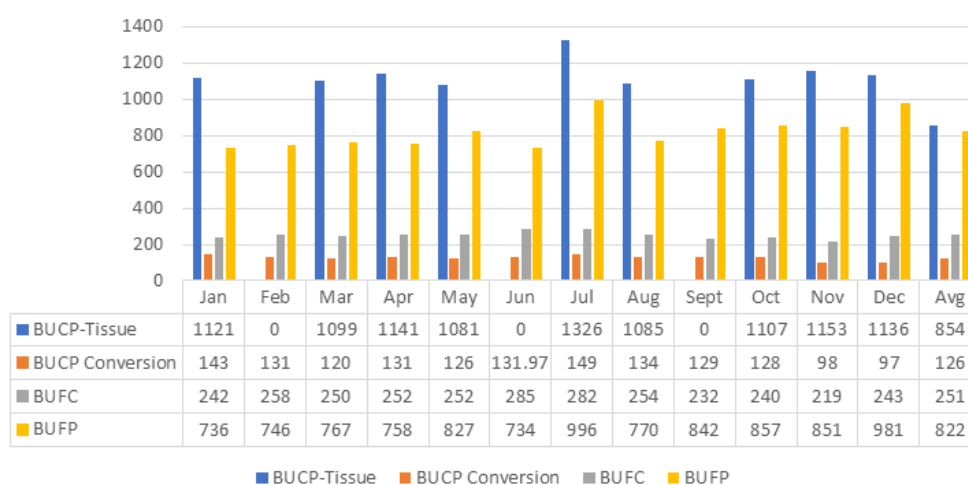
All these projects have resulted in significant energy savings in the year 2020, thus helped us in reducing our energy and carbon footprint.

UTILITIES CONSUMPTION

Major Departments' Energy Consumption (kWhs)

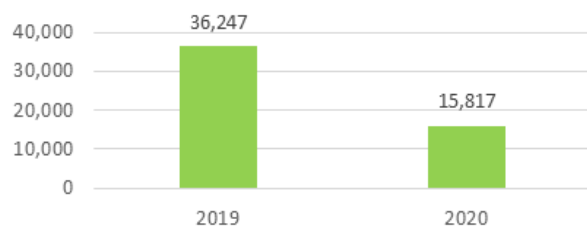


Departmental Energy Performance 2020 kWh/ton

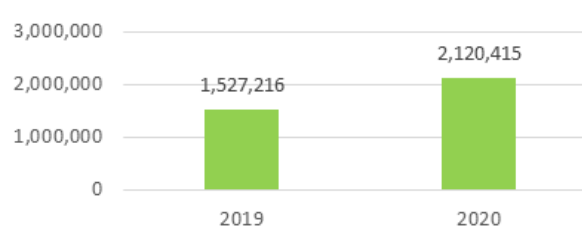


OTHER UTILITIES:

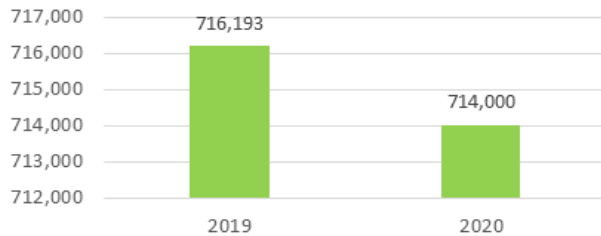
Natural Gas Consumption - Packages Convertors Limited (MMBTU)



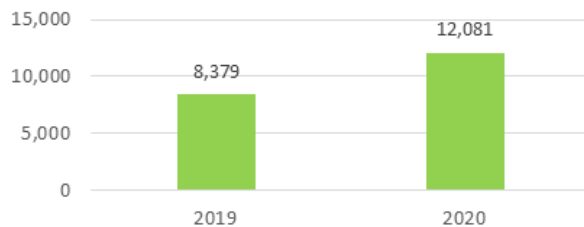
LPG Consumption - Packages Convertors Limited (Litres)



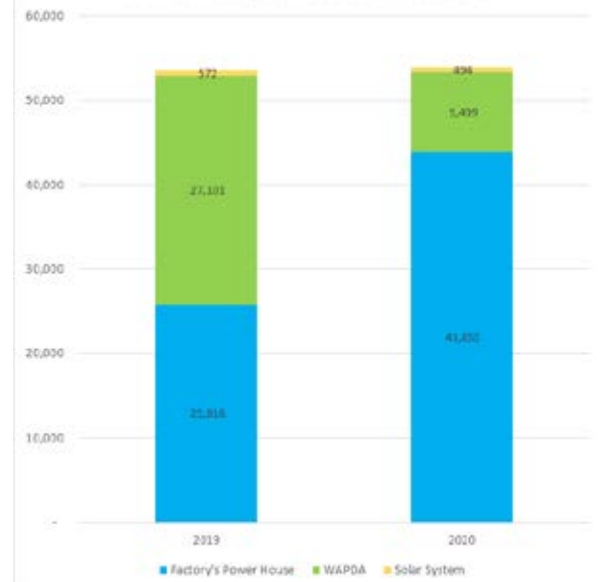
Water Consumption - Packages Convertors Limited (Tons)



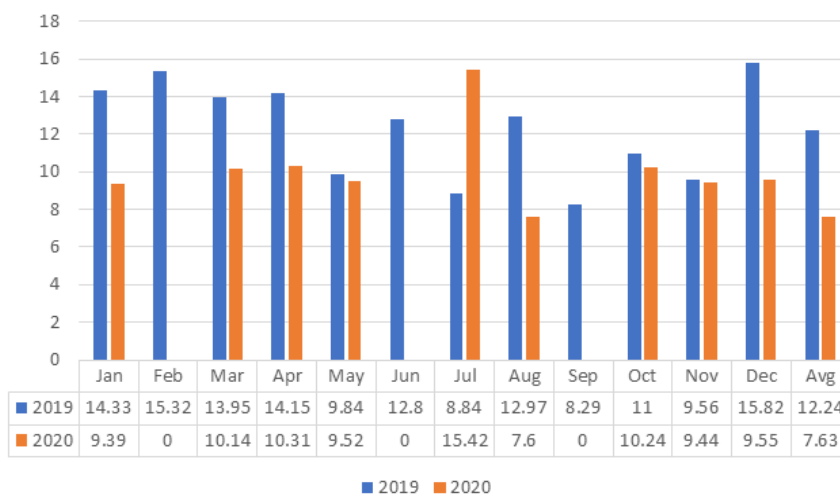
HFO Consumption - Packages Convertors Limited (Tons)



Power Consumption Sources - MWhs 2020



Water Consumption PM-09 (ton/ton)



WATER CONSERVATION PROJECTS – BUCP TISSUE MANUFACTURING

SR NO.	PROJECT TITLE
1	Installation of Valmet low friction sealing strips
2	Shifting of chest#7 & 8 agitators of long fiber line to mechanical seal
3	Replacement of pulp application valves with the right application valves for water to prevent leakages
4	Re-usage of sealing water of the machine refiner by routing it to freshwater storage chest
5	Reusing sealing water of hydraulic station in formation of chemical solution
6	In house installed 1.5mm nozzles in both showers of press
7	Installed water filter at wire and felt shower

All these projects contributed significantly towards our water savings in year 2020.

QUALITY AND FOOD SAFETY



"Providing our customers and consumers with products of highest quality standard through good manufacturing practices and best hygiene protocols is our company's top priority. I feel motivated to align my efforts towards this direction which results in satisfied customers, consumers and workforce along with long term business continuity"

-Hina Jamil, Assistant Manager IMS & DMR

QUALITY CHAMPIONSHIP CELEBRATION

At Packages Convertors Limited there is no compromise on quality and we always ensure quality improvement to satisfy our customers. Rewarding the efforts of employees in this regard is the key to ensure continual improvement. Therefore, just like the previous year, Quality Championship Celebrations were continued in 2020 as well.

BRC RE-CERTIFICATION AUDIT - "AA GRADE"

Through continuous efforts towards food safety and excellent teamwork of Business Unit Folding Cartons (BUFC) and Business Unit Flexible Packaging (BUFP), we were awarded BRC Certification with 'AA' Grade for packaging material hi-hygiene category again in 2020.

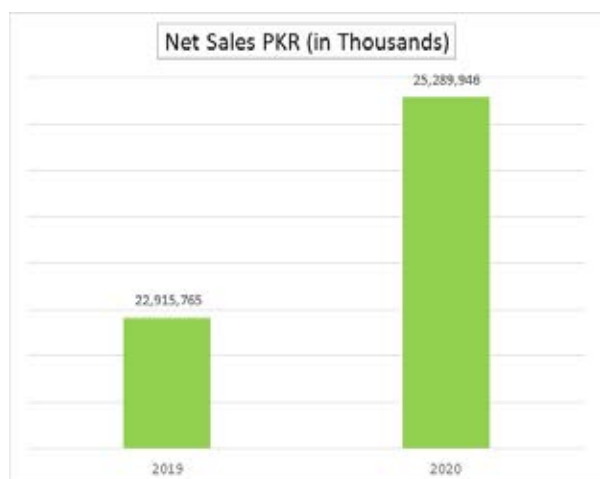


HEALTH AND WELLNESS AWARENESS CAMPAIGNS

Health and wellness of our employees is one of the top priorities at Packages Convertors Limited. This is demonstrated through the effort put in organizing various health and wellness talks and awareness sessions throughout the year.

#	AWARENESS CAMPAIGN	CONDUCTED BY
1.	Healthy Dietary Habits	IGI Life
2.	Hepatitis Awareness	Dr. Ali Muqaddas
3.	Dengue Awareness	C-Shine
4.	Water Borne Diseases and Street Food	IGI Life
5.	International Day of Food Loss and Food Waste	Manex Department
6.	World Heart Day	Dr. Ali Muqaddas
7.	Global Handwashing Day	Manex Department
8.	World Pneumonia Day	Dr. Ali Muqaddas
9.	World Aids Day	Dr. Ali Muqaddas
10.	Mobility Techniques for Injured Patients at Workplace	IGI Life

NET SALES



BULLEH SHAH PACKAGING (PVT.) LIMITED



BULLEH SHAH PACKAGING

In 2005, Packages Limited invested in a Green Field Project in Kasur by the name of Bulleh Shah Paper Mills. The plant, spread over 225 acres of land expanded its product lines to Liquid Packaging Board, Folding Box Board, White Line Chip Board, Writing and Photocopy Paper, Test Liner and Fluting/Corrugated medium paper. The current plant has the capacity to produce 240,000 tons of paper and board and 210 million corrugated boxes annually.



Bulleh Shah Packaging (Pvt.) Limited, provides Responsible Packaging Solutions for prestigious brands in Pakistan. BSP is leading the market of corrugated packaging together with being the largest Renewable Packaging facility and the only Liquid Packaging Board manufacturer throughout the nation. Bulleh Shah Packaging works with a range of industries including Textiles, Dairy, Snacks, Electronics and many more. The Company's team of over 1000 employees is spread between offices in Karachi, Lahore, Islamabad and Kasur.

Bulleh Shah Packaging Key Facts



The company ensures conformance by strictly adhering to product specifications and delivering high quality results. The distinction of product experience is warranted by BSP's continuous investment in modern technology for its Paper & Board and Corrugator plants.

MESSAGE FROM THE CEO

Sustainability is at the center of all our decisions, creating a framework that balances environmental, economic, and social responsibilities – a framework that ensures our actions today and achieve our vision for tomorrow. Our commitment towards sustainability is demonstrated through the choices and investments we make.

At BSP we are proud of what we have been able to accomplish in 2020, despite the challenges of a global pandemic of COVID-19. We look forward to accelerate our efforts to exploit business & environmental performance opportunities in front of us to make a difference and to support our vision of Responsible Packaging.

– Asghar Abbas - CEO Bulleh Shah Packaging (Pvt.) Limited



PAPER AND BOARD BUSINESS UNIT



CONSUMER BOARD

BSP's board is used for packaging purposes such as Confectionery Cartons, Food Cartons, Ice-cream Cartons, Book Titles, Matchboxes, Tea Cartons, Paper Cups, Paper Plates, Cigarette Packaging, Pharmaceutical Packaging, and Liquid Packaging. The products we offer are:

- Folding Box Board (FBB) – also known as Bleach Board
- Liquid Packaging Board (LPB)
- Soap Stiffener
- White Line Chip Board (WLC) – also known as Duplex Board

CONTAINER BOARD

Bulleh Shah Packaging is the major producer of high-quality liner and fluting in Pakistan, which is primarily used by producers of Corrugated Boxes. Bulleh Shah Packaging has developed special, high performance fluting with moisture barrier for packaging of fruit and other similar end-uses.

PAPER

We use 100% fine quality imported wood pulp in order to provide premium quality paper products to our customers. In addition to this, BSP utilizes updated technology and the most modern equipment to give an outstanding output.

CORRUGATED PACKAGING BUSINESS UNIT



Corrugated material is made up of three layers of paper – inside liner, outside liner and fluting which runs in between. The material gets its name from the corrugated medium which signifies its strength. Extensive investment in research and development along with the successful utilization of customer feedback has enabled BSP to develop special liner and fluting that provides the strength and durability needed to pack and transport valuable products for the customers.

BSP provides flexibility in choosing from

- Regular Slotted Glued Containers (RSC)
- RSC-stitched trays and shelves
- Die-cut containers
- Backward Integration



EMPLOYEE PROFILE



1040
FULL TIME
EMPLOYEES



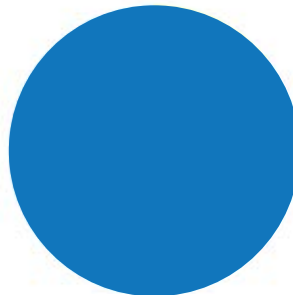
1074
TOTAL EMPLOYEES



34
COMPANY CONTRACT
EMPLOYEES



40
NUMBER OF MALE
MANAGERS IN 2020



40
NUMBER OF
MANAGEMENT TEAM IN
2020



0
NUMBER OF FEMALE
MANAGERS IN 2020



1055
TOTAL NUMBER OF
MALE EMPLOYEES IN
2020



1074
TOTAL EMPLOYEES

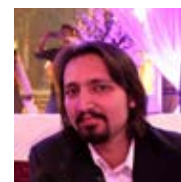


19
TOTAL NUMBER OF
FEMALE EMPLOYEES IN
2020

HEALTH AND SAFETY

“Unless we believe that every single incident or injury at workplace is avoidable, we cannot cultivate safe workmanship culture. For us, it’s a belief and a framework to make a leap towards Independent stage on Dupont Bradley curve where workers seek genuine desire to keep themselves and coworkers safe.”

– Raffay Bin Hussnain EHS Manager BSP



OHS PERFORMANCE

Parameters	Target 2020	Actual
Lost Time Injuries	<8	8
Total Number of Accidents	<55	38
Fatal Injury	0	0
Fire Incidents	<15	15
Injury rates		
Lost time injury rate (LTIR)	<1.0	0.98
Total recordable injury rate (TRIR)	<6.9	4.6

EHS TRAININGS 2020

At BSP, we believe training to be an essential element for building and sharpening the skills of our employees. Training also plays a vital role in hazard spotting and dealing with emergency situations.

In 2020, **564015 Training man hours** were completed on Environment, Health and Safety related topics with the help of IMS Coordinators. Moreover, toolbox talks were delivered by the departmental managers exhibiting the safety ownership and leadership commitment on the floor. 174 training man hours on SINACO Construction company were conducted for the PM-6 rebuild project, in order to maintain legal and other requirements on the construction site.

NO.	TRAINING TOPICS	SESSIONS	PARTICIPANTS
1	Fire Fighting Drill	36	1107
2	Earthquake drill	29	665
3	1 Day Fire Safety Course	3	31
4	Female Staff Training	1	16
5	3 day Security Course	1	7
6	Rental warehouse	2	16
7	Biomass Purchase Centres	8	145
8	LSK School & Ali Institute	3	132
9	Gas Leakage Drill	4	49
10	Covid -19 SOPs	5	98
11	PM6 Rebuild Construction	5	162

SAFETY HIGHLIGHTS 2020

1

ISO 45000 TRANSITION

A training on migration from OHSAS 18001: 2007 to ISO 45001:2018 was conducted by the SGS team. 26 employees participated in the 2 days training session during which ISO 45001 standard was discussed in detail along with the new requirements of the standard. BSP successfully transitioned from OHSAS 18001 to ISO45001:2018 through an external audit conducted by SGS Pakistan, with no major finding and one minor finding.



2

BASIC FIRE FIGHTING TRAININGS AT BSP

A comprehensive 03 days Basic Firefighting course (BFF#26) was conducted by our Fire Safety team for the Security Guards covering 147 training man-hours. This detailed and thorough course with theoretical lectures along with practical demonstrations was conducted for 07 guards following all the required SOPs for COVID-19.

Another 02 days Certified Basic Fire-fighting training was provided to In-charges of all Biomass Purchase Centers, falling under Region 01 and Region 02 respectively.



3

INTERNATIONAL FIRE FIGHTERS DAY

Firefighters dedicate their lives for the protection of life and property. International Firefighters' Day is celebrated every year on 4th May and is a time where the efforts and sacrifices of firefighters to ensure that the communities and environment can be safe, are recognized and honored. CEO BSP distributed Certificates of Appreciation to the Fire Fighting Team of BSP on this day at BSP Kasur Mill, to thank our fire-fighters for their contributions.



4

CELEBRATION OF 1,000 LTA FREE DAYS AT BUCP

1000 LTA free days at the BUCP Karachi plant were celebrated on 29th September 2020. Senior members of BSP management attended the event and distributed certificates of recognition to the staff who were nominated for prizes.



5

ZERO LTA IN BUCP KASUR

With a lot of effort and team work BUCP Kasur has achieved the ZERO LTA target. The strategy of Risk mapping of machines and working to mitigate the top risks in the workplace was the key in achieving this target.



6

TRAINING ON OHS LEGAL COMPLIANCE

EHS Karachi organized an informative and interactive session on Sindh Occupational Health & Safety Act 2017 and rules 2019, which is the new legal obligation for all industries. The training was conducted at BSP Karachi plant on 15th October 2020 by Deputy Director labor department Mr. Syed Ashraf Naqvi and Technical Inspector Mr. Arif Haider. The participants included employees from the Packages Group companies including BSP, DIC and Tri-Pack.



7

NEAR MISS REPORTING

Along with the risk mapping approach at BSP, near miss reporting was also one of the ways to proactively mitigate the risks from the plant in order to make it safer for everyone. 1786 near misses were reported in 2020, out of which 1198 were closed, making it a 68% of the total.

8

RAPID INTERVENTION VEHICLE

Bringing improvement in Fire Safety Operations, a Rapid Intervention Vehicle (RIV) was purchased, which would help us improve our emergency response time.



ENVIRONMENT AND ENERGY 2020

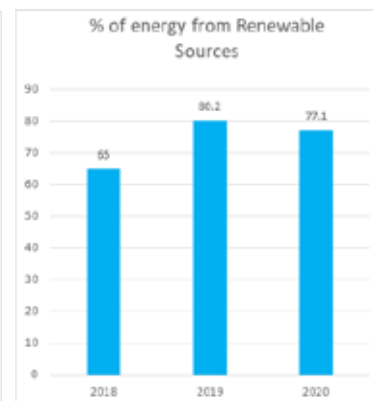
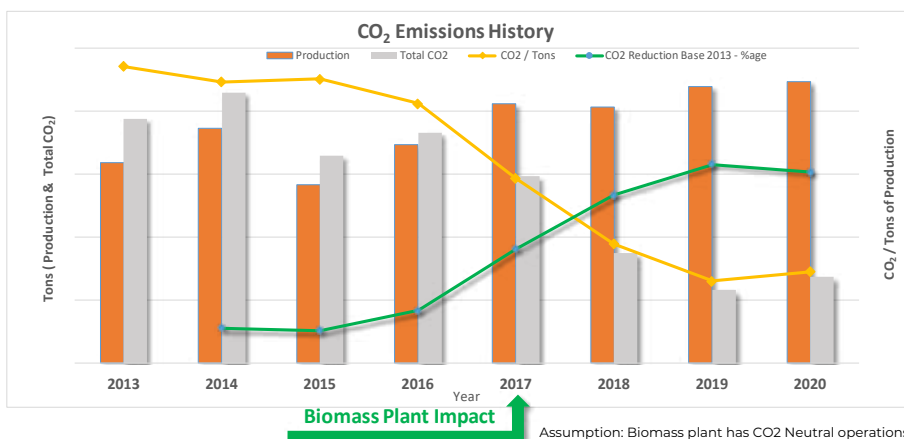
GREEN ENERGY AND THE BIOMASS PLANT

Sustainable production is integral to our long-term strategy and ambition to grow as a responsible business. We have installed a state-of-the-art biomass boiler of 150 tons per hour catering to BSP's operations in Kasur. This investment of approximately 65 million US Dollars - one of the largest biomass plants in the country, not only ensures our products are more sustainable, but also delivers additional welfare benefits to community, environment, agricultural sector and economy.

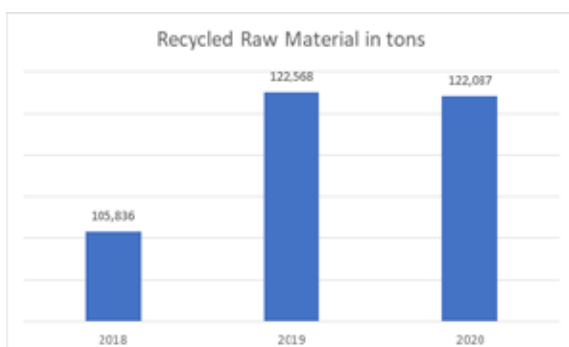
This plant is able to utilize several different agricultural wastes as fuels which were previously being burned by the farmers into producing energy such as wheat straw, corn stalks, rice stalks, cotton sticks and others. BSP takes part in reducing the amount of smog in the country through utilizing this agricultural waste. This boiler has replaced BSP's conventional fossil fuel boiler with a highly competitive biomass unit.

The ash produced from this boiler is being offered free of cost, which can be used as a fertilizer for crops at the time of cultivation, in the brick making process and can be used as an alternative to sand while fixing tiles for flooring.

As a responsible corporate citizen, the plant's fuel supply comes from responsible supply chains that benefit our sustainability agenda, the environment, agricultural sector and local communities. Not only does it bring a huge reduction to BSP's CO₂ emissions (approximately 200,000 tons annually) but also creates shared value for farmers in terms of additional income and jobs in collection and transportation.



SUSTAINABLE CONSUMPTION - RECYCLING WASTE RAW MATERIAL

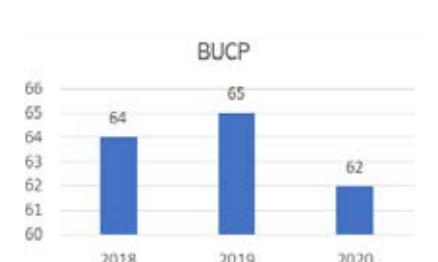
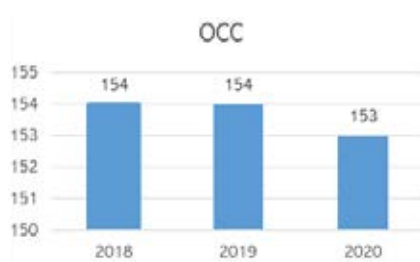
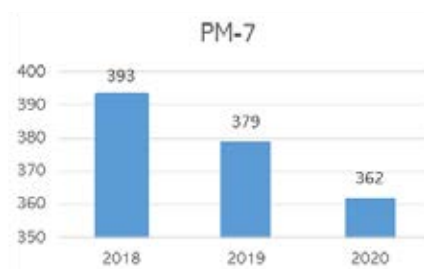
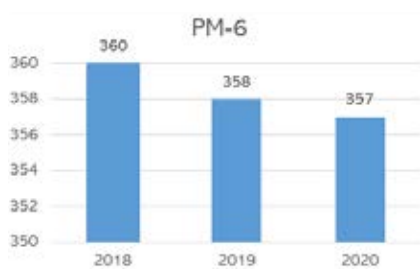


BSP has the largest **Secondary Effluent Treatment Plant (ETP)** in Pakistan; spread on 18 acres with 1 MW electricity consumption. 60% recycled, discharged water is used by farmers in the nearby villages.

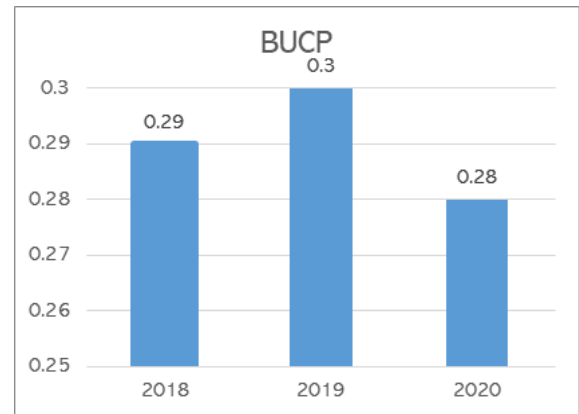
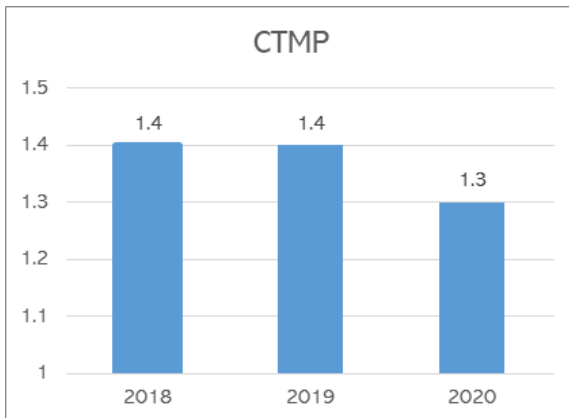
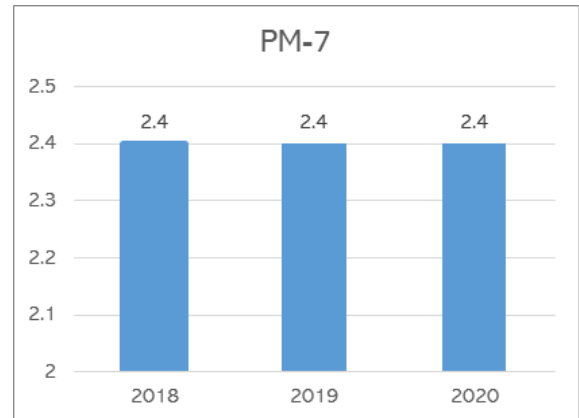
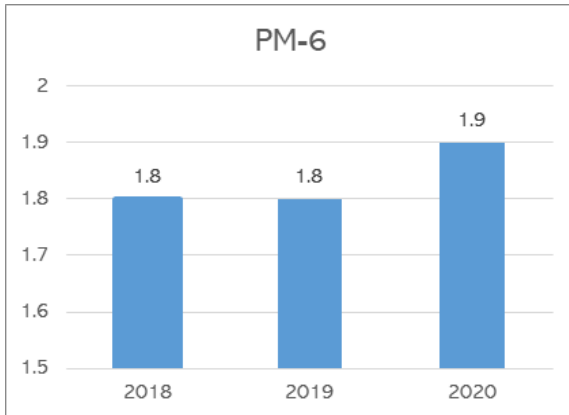


UTILITIES CONSUMPTION

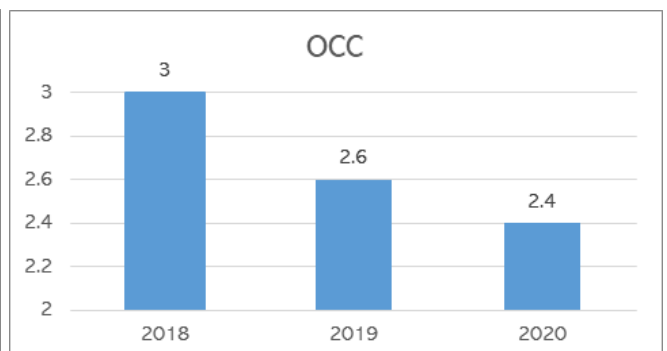
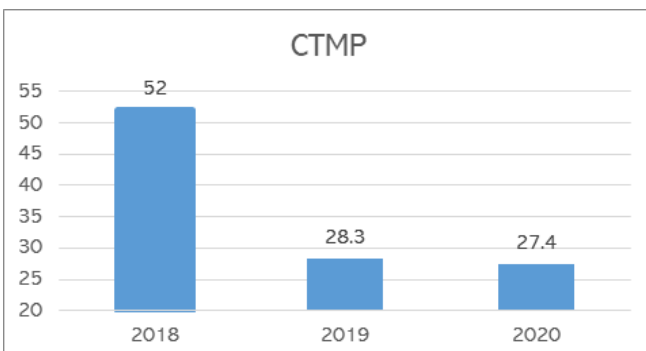
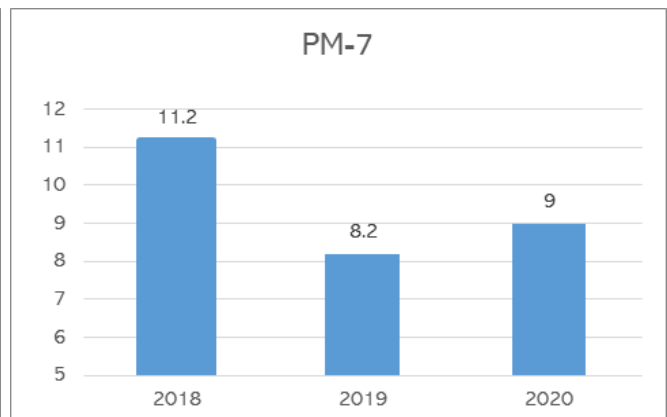
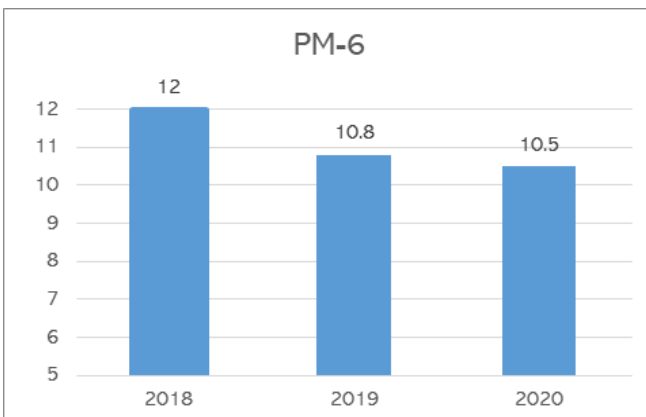
ELECTRICITY (KWH/TON)



STEAM (TON/TON)



WATER (M³/TON)

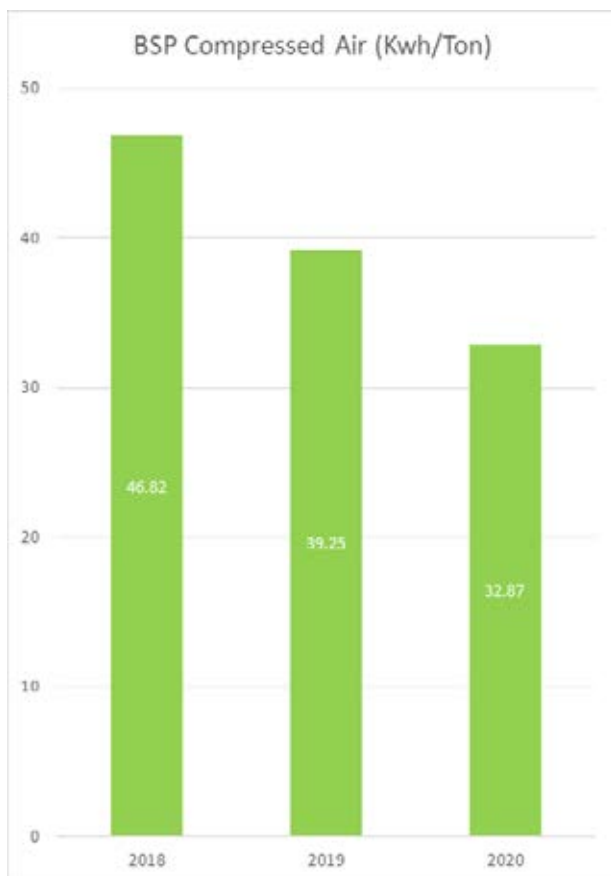




"We at BSP are proud to conduct our business in a manner that reflects the highest standards of environmental responsibility and energy efficiency. We recognize our obligation to protect and sustain the world's resources by promoting and implementing renewable energy sources and we conduct our business in a way that is consistent with that obligation."

-Syed Muhammad Taqi, Manager Environment and Resource Efficiency

BSP has reduced 30% of its compressed air consumption from 2018 to 2020 for reduction in ecological footprints



MAIN PROJECTS / INITIATIVES

Compressed air leakage audits are being conducted in all departments & removal of leakages is in progress

Minimize the number of cleaning points and development of alternate methods are implemented.

Flow meter has been installed for scientific measurement of compressors and compressed air leakage detector is being used for audits

Overall compressor regulation – installation of compressed air optimizer at main compressor room for optimum use of compressors all the time.



ENVIRONMENTAL CAMPAIGNS 2020

1

50TH ANNIVERSARY OF EARTH DAY

Every year, 22nd April is observed as the Earth Day around the globe. 2020 marked 50 years of Earth Day, which is a unified response to an environment in crisis — oil spills, smog, rivers so polluted they literally caught fire. The theme for Earth Day 2020 was climate action, which represents the biggest challenge to the future of humanity and the life-support systems that make our world habitable.

50th Anniversary of Earth Day was celebrated at BSP Kasur plant by a tree plantation activity endorsing the theme of this year and the SDG 13 - Climate Action. Top Management of BSP was present along with other employees from different departments for this activity and planted trees individually for a greener and cleaner future.



2

WORLD ENVIRONMENT DAY

The foods we eat, the air we breathe, the water we drink and the climate that makes our planet habitable all come from nature. The theme of 2020 was BIO-Diversity for encouraging awareness and action to protect our environment. Due to nationwide lockdown and schools closure, we organized an Online Art Competition for the children of our employees to celebrate World Environment Day 2020. We received many entries from children of our employees, and ten best were selected as the winners and featured on various media platforms of BSP.



3

TREE PLANTATION DRIVES

BSP conducts plantation drives throughout the year at various locations as a contribution to improving the atmosphere around our surrounding and the quality of air. We encourage plantation by donating thousands of plants every year to nearby communities and schools as well as spread awareness on climate changes and global warming as a stakeholder engagement initiative. Total 28,000 trees have been planted up till now:

PLANTATION DETAILS IN BSP



FOOD SAFETY

Packaging plays a vital role in protecting the food from contamination and as a Responsible Packaging company, we ensure that all our employees are mindful of the risks associated with food packaging. For this purpose, we have year-round trainings and awareness campaigns, conducted both internally and externally with the help of our service providers as well as Government Departments for Dengue Prevention.



#	Topic	Conducted By
1.	Awareness on FSSC 22000 v 5	SGS Pakistan
2.	IPM Trainings	Friends Environmental Solutions
3.	Dengue Awareness Campaign	Friends Environmental Solutions
4.	Dengue Awareness and Prevention	Government Health Department Kasur
5.	Quarterly Food Safety and IPM Trainings	Sustainability Department
6.	Integrated Pest Management	Friends Environmental Solutions

UNITED NATIONS GLOBAL COMPACT

As a signatory of the United Nations Global Compact, we participate in various events and programs throughout the year to endorse our commitment to the United Nations Sustainable Development Goals and to honour our CEO's commitment to the UNGC's ten principles. In 2020, BSP won a **Recognition Shield for SDG initiatives** at "Living the Global Compact Best Practices in Sustainability Award 2019" by Global Compact Network Pakistan, in the presence of Sustainability experts from various prestigious organizations across the country.

We also participated in the **2020 Sustainable Development/Global Goals Roadshow Pakistan** at the PTCL Zonal Office Lahore organized by the Global Compact Network Pakistan. The event was hosted by the SDG country expert Mr. Zubair Bawany. These events provide us with an excellent opportunity to find partners and like-minded organizations, and also to take inspiration from best practices in sustainability in the industry.



BSP has a robust stakeholder engagement program which resonates with the SDG's and our commitment to UNGC. Through various awareness campaigns, we keep our stakeholders and partners from different walks of life engaged in our activities and sustainability initiatives. These include government bodies, NGO's, private organizations, customers, suppliers and many others.



1

ZERO DISCRIMINATION DAY

March 1st is the Zero Discrimination Day, an annual worldwide event that promotes diversity and recognizes that everyone counts. This year we celebrated the achievements of our people in the workplace and beyond and encouraged them to challenge the social perception around self-promotion with a mill-wide campaign #iamremarkable promoting diversity and recognizing that everyone counts.



2

INTERNATIONAL LITERACY DAY – BOOK COLLECTION DRIVE

International Literacy Day was celebrated at BSP with a company-wide Book Collection Drive, and LSK schools through various art and learning activities to encourage the habit of reading amongst the students who went from trash pickers to literate citizens of Pakistan through this program.

BSP employees donated books and money generously for Kitaab Gaari, which is our small initiative in collaboration with Children's Literature Festival and Idara-e-Taaleem-o-Agahi. Books were handed over to the LSK Schools for Kitaab Gaari which will serve the children from underprivileged communities through this mobile library.



3

INTERNATIONAL DAY OF FOOD LOSS AND WASTE

An awareness campaign on the International Day for Food Loss and Waste was conducted throughout the mill on 29th September 2020. A brief talk on the importance of responsible consumption and mindful eating was given by CEO BSP during the lunch hour. Various sessions were conducted in all canteens of the mill by Sustainability Department, also taking the opportunity to remind our employees about the precautions for COVID-19.



4

AC KASUR VISIT FOR BSP SUSTAINABILITY AGENDA

AC Kasur Ms. Aimen along with her team from Planning & Development Department and EPA Kasur visited BSP Kasur mill for an update on our Sustainability Agenda along with Dengue and COVID-19 compliance. This visit also served as an opportunity for collaboration in the Sustainability and Community initiatives between BSP and the District Government.



5

GLOBAL HAND WASHING DAY

On 15th October 2020, Global Hand Washing Day was celebrated with the help of Lifebuoy at BSP Kasur mill, spreading awareness on the importance of good hand hygiene especially during the times of COVID-19. Hand washing with soap alone can prevent the spread of many diseases including COVID-19.



6

WORLD MENTAL HEALTH DAY

An informative and engaging awareness session on Mental Wellbeing was conducted on the 9th of October 2020 by Dr. Riffat Idrees, Consultant Psychiatrist from Rashid Latif Medical Center for the World Mental Health Day campaign at BSP Kasur for the young managers of Paper and Board division. The session was aimed at various mental health concerns and the importance of taking time out to relax.



7

BREAST CANCER AWARENESS

BSP has been collaborating with Cancer Care Hospital since 2017, and together we have organized many awareness sessions and mammography camps in Lahore, Kasur and Karachi, especially during the month of October which is observed as the Breast Cancer Awareness Month worldwide. An awareness session on Breast Cancer and Early Detection was conducted by Dr. Shehryar Khan Chairperson of Cancer Care Hospital for the employees of Bulleh Shah Packaging, Packages Convertors Limited and DIC in Irshad Hall.

A free mammography camp was also organized for the community of Kasur. At least 100 free mammograms have been arranged free of cost through this campaign for the employees and the community. Mr. Saad Bin Shabbir from Planning & Development Department and Dr. Samra Khurram District Health Coordinator Health IRMNCH also joined during the activity.



8

WORLD DIABETES DAY

Dr. Muhammad Taimoor from Arif Memorial Hospital conducted an awareness session for the employees of P&B on the prevention, symptoms, causes and management of Diabetes on 17th of November 2020. Free screening for blood sugar was conducted for 100 employees and those with higher levels were given a free consultancy by the doctor himself. This activity is a part of our annual campaign on World Diabetes Day and is carried out throughout the year for different departments to spread awareness on the silent killer disease.



RESPONSIBLE SUPPLY CHAIN

Supply Chain Sustainability is based on the principle that socially responsible practices are not only good for the planet and for the people who live there but also good for building a positive brand awareness, minimizing environmental and social impact and improving long-term profitability.

ILO-SE-BSP entered into a three-year partnership which concluded in 2018 to develop supply chains into ethical business streams free of child labour. Through this project, we reviewed our policies and procedures to strengthen our business practices. BSP along with ILO conducted various trainings to promote decent work and maintain highest ethical business standards. Our Responsible supply chain team regularly conducts audits and trainings of suppliers all over Pakistan which is then verified by an external auditing body on need basis. In order to achieve a more sustainable supply chain, critical issues and areas of improvement are identified with the help of our Responsible Supply Chain audits throughout the year. The scope of this program mainly covers the fiber supply chains including biomass and waste paper and are focused on decent work, child labour, social accountability and health and safety of labour engaged in our first-tier supply chain.

	31 Dec 2018	31 Dec 2019	31 DEC 2020
RSC Audits Conducted	45	16	12



SEHAT MOBILE – BIOMASS SUPPLY CHAIN SUSTAINABILITY

In line with BSP's commitment to community welfare, Sehat Mobile Project with the help of Arif Memorial Hospital and Packages Foundation was launched in 2018. This state-of-the-art vehicle was designed with the help of Asian Institute of Technology, Thailand and is anchored on the principles of universal health care for all. This mobile clinic helps provide uniform primary health care services, targeting people within and around the purchase centers of BSP with difficult or no access to static health care facilities, underprivileged children from the various waste yards around Lahore and local community around the BSP mill.

Project Duration	24 Months (June 2018 – May 2020)
No. of Camps	39
Distance travelled	7,600 km (195 km per camp)
Working hours excluding travelling	7,000 hours
Patients treated	12,125

LSK Schools	17 Visits	2,503 children (46% boys, 54% girls)
Purchase Centres	17 Visits	8,565 patients (54% male, 46% female)
Community Camps	5	1,057 patients (75% male, 25% female)
Average Number of Patients/Camp	500	

SEHAT MOBILE MEDICAL CAMPS IN 2020

5 Sehat Mobile Medical Camps were set up in the first quarter of the year, benefiting over 2000 people including the students of LSK Schools and the purchase centers community. Three camps were set up at Hujra Shah Muqem, Jaranwala and Tandlianwala purchase centers and in LSK Schools, medical camps were set up at DRC2 and Mehmood Booti campuses for the students. Medical camps had to be stopped March 2020 onwards due to the onset of COVID-19 and restrictions on public gatherings.



ANNUAL SEHAT MOBILE CONFERENCE

Annual Sehat Mobile Conference was held at Irshad Hall Packages to acknowledge the efforts of the team in making the project successful. Director External Affairs Syed Aslam Mehdi, Group Head Supply Chain Mr. Aftab Khan, CFO Mr. Khurram Bakhtari, Syeda Henna Babar Ali, Ms. Sabahat Khan Executive Director Arif Memorial Hospital, Dr. AJA Samdani MD Arif Memorial Hospital along with other senior officials of Packages Foundation, BSP and Arif Memorial Hospital congratulated the team for their efforts and dedication in serving the humanity through this project.



LSK SCHOOLS – WASTE PAPER SUPPLY CHAIN SUSTAINABILITY

With the help of a local NGO, Idara-e-Taaleem-o-Agahi (ITA), BSP is running six Life Skills for Kids (LSK) schools for the trash picking community of Lahore. Along with free education, students are equipped with life skills aimed at maximizing the options for safe and decent livelihood. More than 500 underprivileged children from various waste yards around Lahore are provided with books, bags, stationery, uniforms, food and health care through this initiative. The campuses are located at a walking distance from the community and in case the location is far from the community, free transport is provided to the students. These schools are structured to cater to the special needs of the community and are operating in two shifts to provide flexibility to the students. In addition to following the Punjab Text Book Board curriculum, interesting extracurricular and sports activities are also arranged frequently to encourage a safe environment to learn and play.

Year Closing: 2020	Iliaz Baig Campus (Sasti Iliaz Baig)	LDA Campus (Tallit Wali Khoo)	Defence Road Campus 1 (Chandraya Pind)	Defence Road Campus 2 (Engineers Town)	Colony Campus (Gujjar Colony Toba Pind)	Ring Road Campus (Mehmood Booti)	Total
Class Wise Enrolment							
Class 2			5			7	12
Class 3	44	57	9	23	30	16	179
Class 4	40	53	22	10	36	13	174
Class 5	25	23	15	10	29	9	111
Class 6	15	18	9	3	14	-	59

LSK SCHOOLS ACTIVITIES 2020

In addition to providing quality education to the students of LSK schools, we are also ensuring that they emerge as responsible and globally aware citizens of the world. For this purpose, lots of activities, external events, learning opportunities, engaging with other schools, international and national awareness campaigns and many others are organized throughout the year. This not only enhances their learning, but also provides them an opportunity to engage with the outside world. These students are as aware of global issues as anyone else. One of these annual events is the Children's Literature Festival. Our students have been regularly participating in the annual CLF since the last three years and it is one of the most eagerly awaited events every year. In 2020, the LSK students also participated in a radio show "Punjab Rung" by FM95 to talk about this festival.

LEARNING DURING LOCK DOWN

2020 was a difficult year for everyone, but it posed many challenges for the LSK schools and the people associated with them. Due to lockdown and government restrictions, the schools were closed and owing to the lack of facilities in these communities, it was very difficult to continue learning in these circumstances. Our dedicated staff ensure that learning never stops at LSK, and they started giving lessons inside the community.

KITAAB GAARI

As a BSP Cares initiative, a mobile library, Kitaab Gaari was donated to the children of the underprivileged communities in 2019. This was a Children's Literature Festival initiative, and BSP played its part in endorsing the SDG 4 by contributing to this cause. In 2020 as well, Kitaab Gaari continued to spread literacy and the love for reading around LSK schools and other underprivileged communities.

STORIES BY CHILDREN SERIES

Mobeen Abdul Sattar, a class 6th student of LSK school, once a child labor now an author and full-time student participated in the Stories by Children Series, showing a student's imagination and creativity.

NATIONAL CAMPAIGN TO END DOMESTIC CHILD LABOUR

LSK students fully participated as Child Champions in the National Campaign to End Child Domestic Labour in Pakistan. They are playing an active role in Posters, Social Media, Advocacy Letters and Legislation sub-groups of #EndCDL campaign.

#	Event
1.	Visit to the Army Museum
2.	Children's Literature Festival
3.	Fire Safety Training 1 by BSP
4.	Smog Warriors by Children's Library Complex
5.	Annual Prize Distribution
6.	International Women's Day
7.	Earth Day Plantation Activity at school
8.	Labour Day Art Competition
9.	Science Projects on photosynthesis
10.	Online session on Internet Safety
11.	Fire Safety Training 2 by BSP
12.	Iqbal Day
13.	Annual Teachers' Conference at Indigo Heights
14.	International Day of the Girl Child
15.	Visit of IT Manager BSP for Computer Education



HUNAR TARASH

In addition to LSK schools, two operational TVET Labs (Technical, Vocational and Educational Training) are being run for the girls above 14 years of age who are parents, siblings or relatives of the students. Aimed at providing non-formal education syllabus based on literacy, numeracy and functional English these centers are teaching pre-vocational skills e.g. stitching, block-printing, craft making etc. to the students in order to provide them with alternate economic solutions in future. Hunar Tarash is the brand name of products crafted at the TVET centers of LSK schools. Around 60 students are enrolled altogether in the two labs at one time. In future, these labs will be extended to other branches of LSK schools as well, with more skills being added to the program.

8 batches of students have graduated from this program and to empower these women, we have introduced in-house stitching of uniforms for the LSK schools. This not only gives them an opportunity to make a decent living but also provides a platform to use the skills learned at our centers to better use. We also ensure to give external exposure to these artisans so that they gain confidence in their skill and are up to date with market trends. For this purpose, we encourage them to participate in exhibitions throughout the year, which not only helps them to improve their skill but also gives them an opportunity to market their brand. Hunar Tarash has an online presence as well in the form of a Facebook page and an e-store at VCEELA platform.

During the COVID-19 lockdown, our artisans from Hunar Tarash kept themselves busy by not only preparing for schools re-opening by stitching uniforms for the students of LSK schools, but also started production of fabric masks, safety suits, cloth bags and other hand-made products at the centers.



P&G TEAM VISITS LSK SCHOOLS AND ARIF MEMORIAL HOSPITAL

P&G team from the USA and Middle East, accompanied by our Sustainability Team visited the LSK Schools Colony Campus and Arif Memorial Hospital/Sehat Mobile for an update on our Sustainability initiatives in February 2020. It was a very successful visit and they left on a positive note. Handwritten feedback was given to the schools by the guests.



FUTURE SUSTAINABILITY AMBASSADORS

Future Sustainability Ambassadors is a regular event at BSP, where children and siblings of our employees are invited to learn about Sustainability, who in turn act as our ambassadors in their homes and schools and spread our message beyond the organization. In 2020, BSP welcomed its fifth batch of Future Sustainability Ambassadors on Bring Your Child to Work Day at BSP Kasur for a fun filled day of learning about Sustainability and learning about their parents' workplace in January 2020.

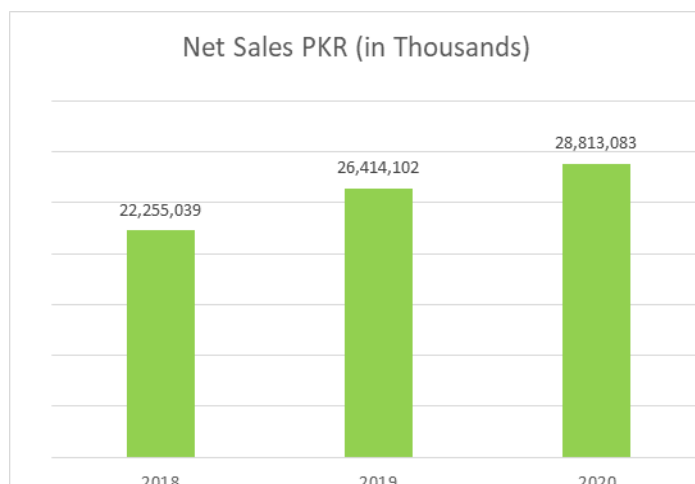


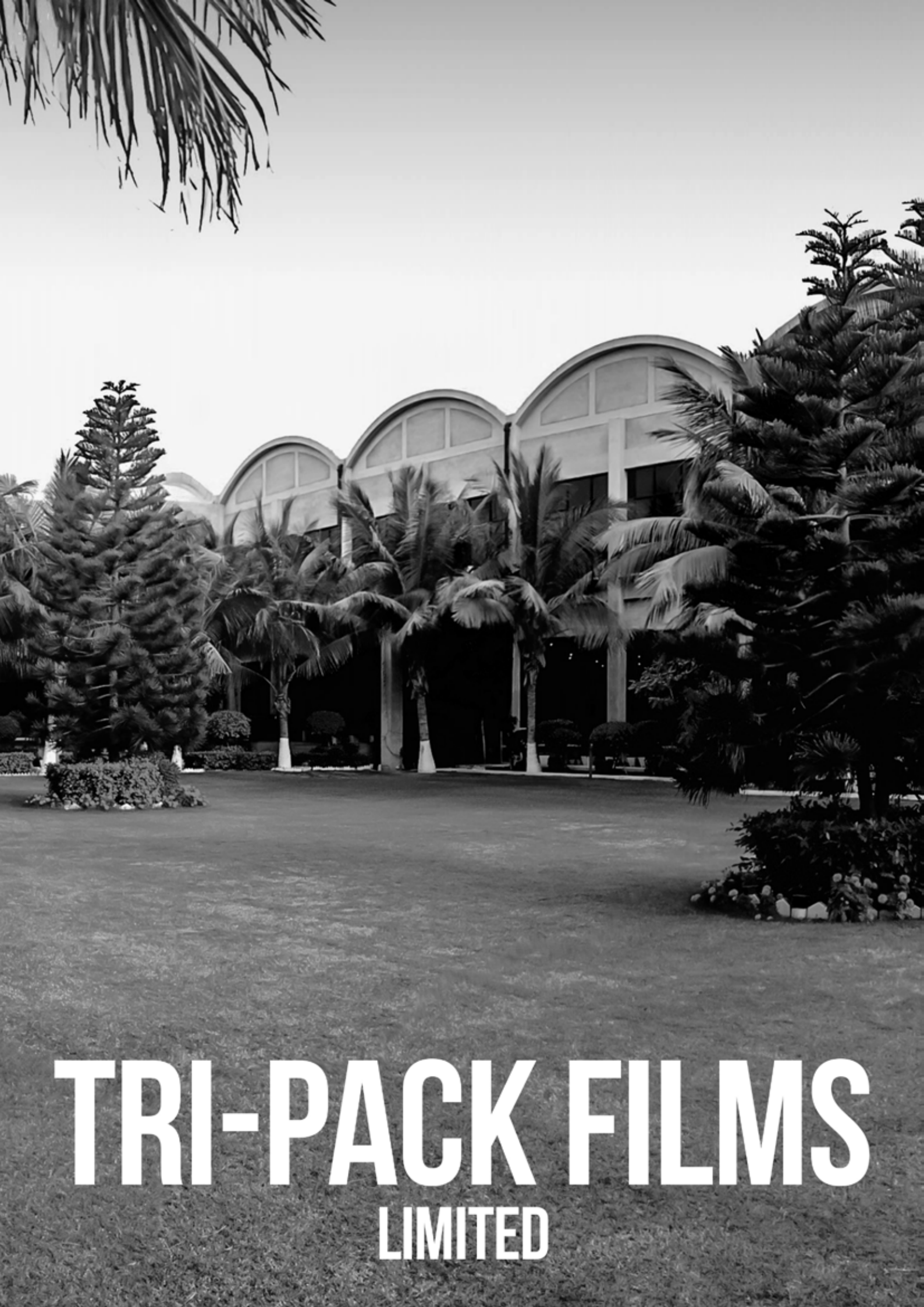
CONFLICT OF INTEREST TRAININGS

Identifying and managing the Conflict of Interest is an important element of ethical practices. For BSP a specialized training module was developed to re-enforce and readdress the issue of Conflict-of-Interest disclosure. A series of trainings for Kasur, Lahore and Karachi employees were conducted to enhance the understanding of the Conflict-of-Interest clause in the Code of Conduct. Potential and perceived conflicts identified through this exercise were then resolved with the help of HR.



NET SALES





TRI-PACK FILMS

LIMITED

TRI-PACK FILMS LIMITED

Tri-Pack Films Limited, a joint venture between Mitsubishi Corporation of Japan and Packages Limited of Pakistan formed on April 29, 1993 to produce Bi-axially Orientated Polypropylene (BOPP) Films in Pakistan. With the Head Office based in Karachi and regional offices in Lahore and Hattar our focus is to provide customers with dependable, economical and quality films backed by strong customer services.



MESSAGE FROM THE CEO



"Our pledge to support sustainability is deeply rooted in our culture. This work is guided by a clear mission to earn trust and create demand while in constant pursuit of improving life at home. It's a commitment that is brought to life through the choices and investments we make in the safety and well-being of our employees, in the environmental efficiency of our products and our operations, and in our support for the communities we call home."

– Nasir Jamal, Chief Executive Tri-Pack Films

GROWTH

Since its inception, Tri-Pack has been on a growth trajectory and has come a long way from one BOPP Line of 5,400 tons to four BOPP Lines of 66,800 tons and two CPP Lines of over 17,000 tons. Our continuous and sustainable growth has also engaged reputed and dependable suppliers as business partners from around the world to ensure consistent quality of our products. Therefore, the relationship with our suppliers is an increasingly important factor in allowing us both to maintain high standards of product supply and to respond to anticipated future customer needs.



OUR PRODUCTS

Keeping in view the needs of our customers, Transparent, Pearlized and Metallized films are produced in different varieties and thickness ranging from 12 to 60 micron. We also make specialized films having unique characteristics to suit specialized applications while creating a niche market. The most valuable property of our film is its versatility as a packaging material. We carefully craft our films to ensure good barrier properties against moisture, gas and odors.

Excellent optical properties distinguish our films from the rest. Trouble free printing and sealability makes our products, the first choice of converters. Our films are designed to capture, enhance and protect the products that they envelope, be it transparent, metallized or opalescent; simple wrapping or ultra-barrier; low sealing temperature films or specialized films. These films not only extend and enhance shelf life, but they also protect against the often-harsh supply chain conditions. We also specialize in developing the following high-grade films:

1. Low Sealing Temperature Films
2. Broad Seal High Barrier
3. Matt Film
4. Paper Bond Film
5. Anti-Fog Films
6. Tobacco Non-Coated Transparent Wrap
7. In Mould Labels
8. Labelite
9. High Gloss Label



MARKET LEADERSHIP AND CUSTOMER SUPPORT

Tri-Pack is currently considered as market leader, capturing almost 70 percent of the BOPP market in Pakistan. Tri-Pack besides producing high quality film also helps the customers in further processing and shares professional knowledge to achieve economic and sustainable solutions. We manufacture the products in accordance with the customer requirement whilst meeting the international quality standards. This is achieved with the help of a strong in-house R&D and top of the line fully automated machines procured from the world's best suppliers such as Mitsubishi Corporation – Japan, Windmüller & Hölscher – Germany, General Vacuum and Galileo Vacuum – England, Bruckner – Germany and Bonfanti – Italy.

VISION

To enhance stakeholders' value by being a supplier of first choice whilst maintaining leadership position in domestic market and profitably expanding footprint in the International market.

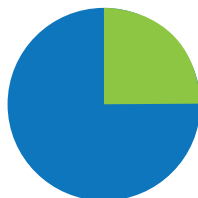
STRATEGY

- Satisfy our customers with timely supplies of products and services at economic prices, conforming to quality standards.
- Achieve sustained growth to meet the demands of our customers' and stakeholders' expectations.
- Continue developing new markets, products, applications and solutions in concert with our customers and suppliers.
- Employ cost-effective technology to retain our competitive edge.
- Nurture and inculcate a culture based on high ethical standards to meet our obligations towards the communities we operate in.
- Attract, develop and retain talent through motivation, training, performance reward and providing growth opportunities.
- Care for health and safety of our employees and stakeholders and play our due role towards the environmental requirements

EMPLOYEE PROFILE



302
FULL TIME
EMPLOYEES



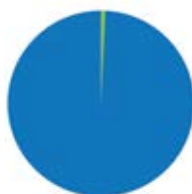
400
TOTAL EMPLOYEES



98
COMPANY CONTRACT
EMPLOYEES



31
NUMBER OF MALE
MANAGERS IN 2020



32
NUMBER OF
MANAGEMENT TEAM IN
2020



1
NUMBER OF FEMALE
MANAGERS IN 2020



373
TOTAL NUMBER OF
MALE EMPLOYEES IN
2020



400
TOTAL EMPLOYEES



27
TOTAL NUMBER OF
FEMALE EMPLOYEES IN
2020

HEALTH AND SAFETY



"Our pledge to support sustainability is deeply rooted in our culture. At TPFL, the commitment to sustainability is reflected at every stage of the manufacturing process and although we follow strict internal policies regarding environmental preservation, we also abide by internationally recognized, third-party regulatory guidelines such as ISO 14001".

– Ahmad Mansoor, Head of SHE Tri-Pack Films Limited

OHS PERFORMANCE

Parameters	2017	2018	2019	2020
Lost Time in Accidents Rate in Million Hrs.	0.25	0.48	0.13	0.12
Fatalities Reported	0	0	0	0
Lost Time Accidents in Number	2	4	1	1
Total Number of Accidents Including First Aid	23	23	13	13
Near Misses Reported and Percentage Closed	1076 (76%)	1040 (63%)	360 (81%)	78(89%)
Fire Incidents in Numbers	8	5	11	9
Transport Incidents Recorded	0	0	0	0
Fire Drills Recorded	3	4	4	6

EHS TRAININGS 2020

#	Internal Training Topics
1	Hazard Identification & Risk Assessment
2	Hot Work Management
3	CBTA (Key SHE Standards)
4	Emergency Response Plan
5	Safe Fork Lift Operations
6	Hygiene & Food Safety
7	COVID hazards, prevention and control measures, sanitation & crises management, PPE's
8	Manual Handling/Movement
9	Scaffolding & Work at height equipment's PPE
10	Hearing Conservation
11	Contractor Management (SHE)

#	External Training Topics
1	SHEQ Based PTW
2	SHEQ Based Incident Reporting
3	Lead Auditor FSCC 22000
4	Internal Auditors IMS
5	Energy Management Process
6	Standard First Aid Program

Target Training Participants 2020	581
Actual Participants Trained	684
% increase	118%

SAFETY HIGHLIGHTS 2020

1

BEHAVIOR BASED SAFETY & SAFE HAND CAMPAIGN 2020

A behavior-based safety campaign was launched from 07th – 09th December 2020 at the plant during which an introductory session was conducted by SHE department. In the second phase departmental heads and team leaders conducted the training of relevant shift in-charge through a BBS walk. Core elements were optimizing BBS participation, capability enhancement on BBS & BBS live audits, and above all “Safe Hand” working where demonstration on the usage of proper hand tools, safe working with blades by wearing cut resistant gloves and proper disposal of used blades was given to the operators.



2

DEPENDENT CONTRACTOR MANAGEMENT SYSTEM

To increase the competence level of all 8 dependent contractors, awareness sessions for their safety supervisors covering 32 topics from all 4 management systems were conducted, so that every dependent contractor follows TPF SHE protocols.



3

EMERGENCY RESPONSE PREPAREDNESS

Trainings were provided to enhance the capability and knowledge on TPFL firefighting system for effective response in case of emergency. An automated system has also been developed in which emails in each shift are circulated to all available ERP including first aiders and firefighters. This system is connected to attendance management system through the face recognition mechanism. To ensure 24x7 availability of trained staff in addition to Emergency Response Team (ERT), 29 security guards have also been trained in relevant ERP procedures with practical demonstration.



4

FIRE-FIGHTING & FIRST AID TRAINING

External trainings on fire fighting with real time scenarios and first aid to develop essential skills in dealing with medical and fire emergencies were conducted at TPFL PQ Plant. Providing first aid to the injured, arranging for external help, fighting fire while ensuring smooth pump operation and search & rescue in the affected area were some of the topics covered.



5

1ST PRIZE AT EFP'S OSH AWARDS

Tri-Pack Films Limited secured the first prize at the Employers Federation of Pakistan's 15th OSH Awards in the category of Processing and Allied Sector.



ENVIRONMENT AND ENERGY 2020

ENERGY & WATER

- Jacket water heat energy of Gen sets will be utilized to produce further chilling.
- High class IE3 motors are being used in new projects
- Work is in progress to evaluate solar panels installation on roof top
- Water flow meters' installation project is in progress. Evaluation of suppliers has been done. Selection of equipment has been done.

CHILLERS

At TFPL chillers are installed at the exhaust of Cat3520c Gas generators. This exhaust helps Lithium Bromide to melt inside the chiller. This melted Lithium Bromide in combination with gas generator exhaust is used as a fuel for the chiller. Due to direct fuel saving of chillers, this process is cost efficient, but more importantly this helps ensure less pollution by preventing generators emission directly into the atmosphere.

ADDITIONAL ENERGY SAVING INITIATIVES

Tri-Pack's power house has a capacity to produce 22.8 MW electricity, out of which 18 MW is based on self-generation with 7 Gas Engines and 2 HFO/Diesel Engines and we take 4.8 MW from Karachi Electric. Usage of K Electric helps TPFL in environmental sustainability as it prevents us from employing self-generation thereby reducing gaseous emissions.

To make our generation environment friendly and cost efficient we are using emissions of our generators as fuels for Chillers and Boilers.

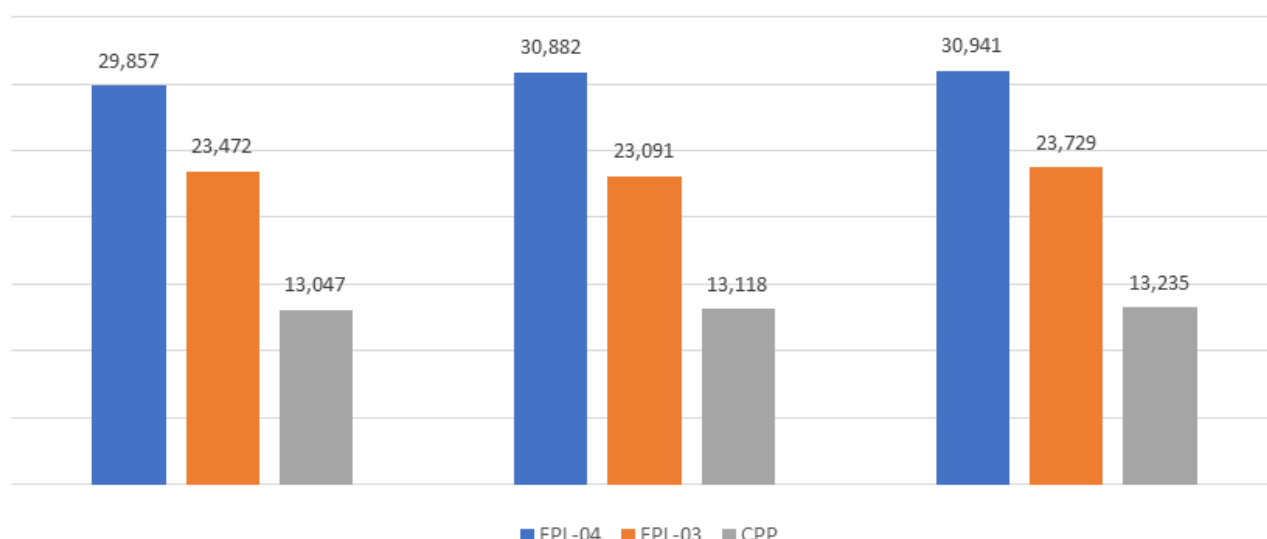
BOILERS

Boilers are installed at the exhaust of Niigata (HFO) Engines. The exhaust of the engine serves as the fuel for boiler which in turn produces steam which is used to give desired temperature to the fuel of Niigata engine. This process is also cost efficient as well as environment friendly as we are not emitting our HFO Engine exhaust directly in the environment.

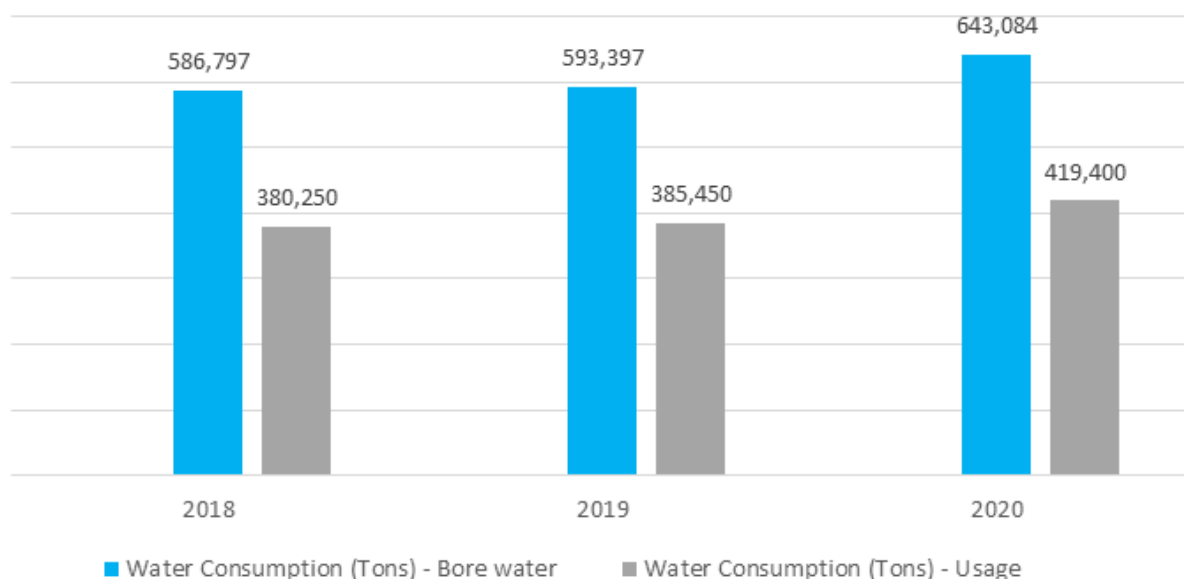
Fuel Consumption	2018	2019	2020
Natural Gas (MMBTU)	699,316.64	673,796.87	638,640.00
HFO (Ltrs)	418,624.00	425,827.80	562,683.00

Power Consumption Sources (MWhs)	Gas, HFO, HSD	Gas, HFO, HSD	Gas, HFO, HSD
Plant's Powerhouse	66,375,862.50	67,091,104.33	66,733,533.00
K Electric	-	-	1,171,224.00
Total	66,375,862.50	67,091,104.33	67,904,757.00

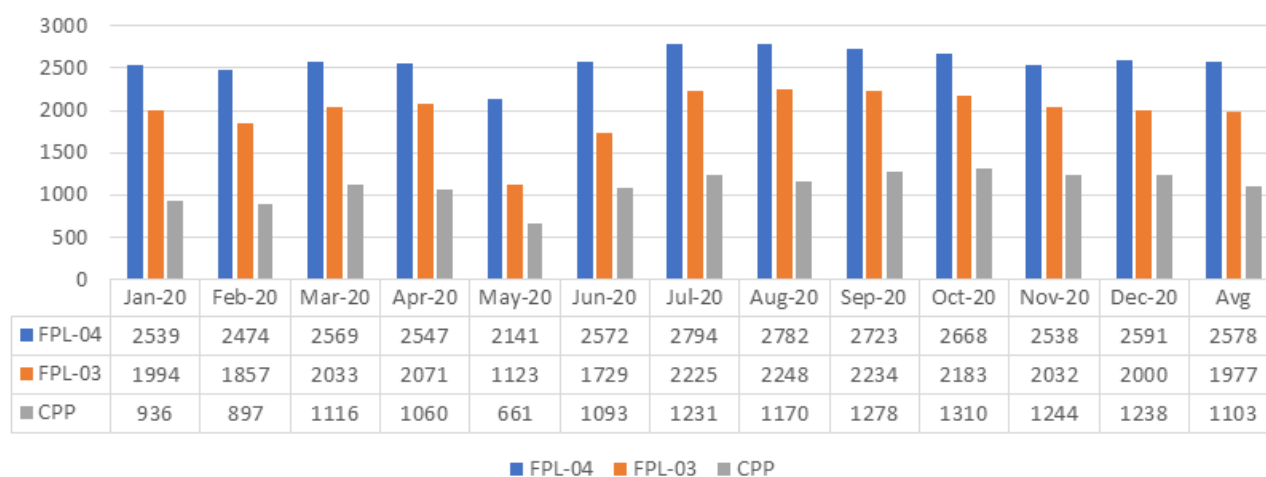
Major Departments Energy Consumption MWhs 2020



Water Consumption (Tons)



Major Departments Electricity Consumption MWhs 2020



"At TPFL, we are committed in providing a quality product to our customers, fulfilling all international standards as well as local statutory & legal requirements. This unwavering commitment is a proof of our great leadership, staunch principles of integrity and ability to find opportunities in smallest of things".

– Hunain Zafar – Team Lead, IMS

17TH ANNUAL ENVIRONMENT EXCELLENCE AWARD

Tri-Pack Films Limited received the 17th Annual Environmental Excellence Awards 2020 by the National Forum for Environment and Health on 18th September 2020 and it showcases our approach towards environmental sustainability.

COMMITMENT TO SUSTAINABILITY

Tri-Pack has long been involved in exercising their citizenship in society, including sustainability, corporate philanthropy, corporate governance and corporate social responsibility.

CORPORATE SOCIAL RESPONSIBILITY

Our strategy to be a socially responsible organization is linked with our Group Values giving back to our community, taking part in philanthropic causes and ultimately creating a positive social impact.

We have partnered with institutions including Indus Hospital, Akhuwat, NOWPDP and the academia in Pakistan that are working tirelessly to uplift the community, striving for the rights and welfare of people and making a significant difference to the quality of life of our communities.

We also launched a 'tree plantation' activity to improve the air quality in our surroundings and to endorse our commitment to the restoration of the Planet.

EMISSIONS, EFFLUENTS, AND WASTE

Monitoring of effluents and waste is being done and reported to SEPA as per EMP smart tools. NoC's for Existing Operations and Hazardous substances have been attained from SEPA. All hazardous waste is disposed via SEPA approved vendors. TPFL is compliant in all parameters of emission, effluents and waste.

SUSTAINABLE MANUFACTURING

PLUG PLATE

Introduced Ply sheet and plug as a single unit in Plastic material to avoid the usage of wooden ply sheet of the 260X260 size. This sheet is reusable and at the end of life it is recyclable. This initiative will result in a saving of more than Rs. **2 million** per year along with conservation of natural resources.



PLASTIC H-CHANNEL

Introduction of Plastic H-Channel in place of Aluminum H-Channel while ensuring sustainability also gave a monetary benefit of Rs. **2.3 million** per year.

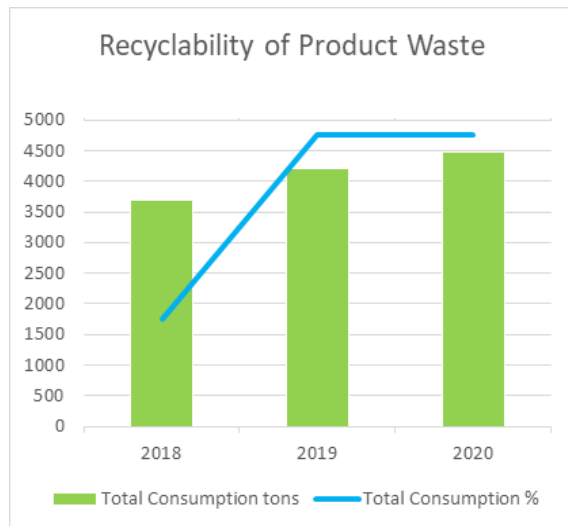


BUY BACK USED/OLD PLY SHEETS

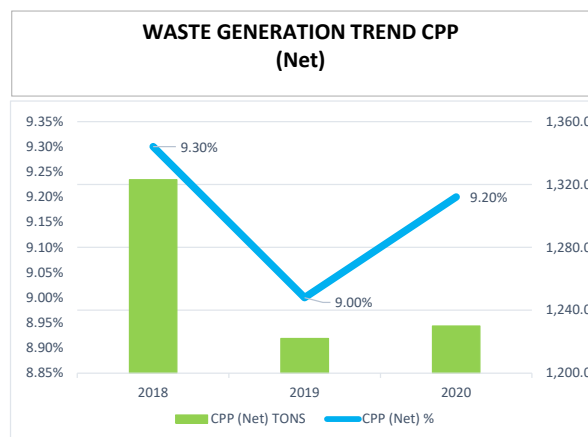
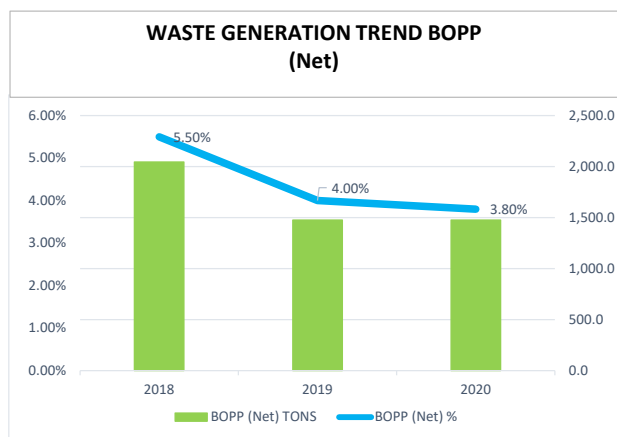
Buying of used packing material has a direct impact on natural resources and their sustainability and also associated with huge savings for the company.

MATERIAL DESCRIPTION	CONSUMPTION IN 2019 (PIECES)	CONSUMPTION IN 2020 (PIECES)	% AGE INCREASE
PLY SHEET 810 X 810 X 25 MM	13,293	31,283	135%
PLY SHEET 565 X 550 X 18 MM	29,294	82,710	182%
PLY SHEET 610 X 610 X 18 MM	8,194	24,844	203%
PLY SHEET 725 X 725 X 25 MM	14,740	22,415	52%
MODIFIED PALLETS LOCAL	683,665	733,253	7%

WASTE MANAGEMENT



WASTE GENERATION TRENDS (2020 – 2018)



INITIATIVES IN 2020

- Visit of OEM on Bruckner line to identify the gaps and suggest solutions
- Dedicated grades on specific lines
- Left over and trim reduction at Metallizer using steel cores
- Efficient operation through layout improvement at Secondary Slitting
- Down gauging of broadseal/high barrier from 18 microns to 15 microns successfully

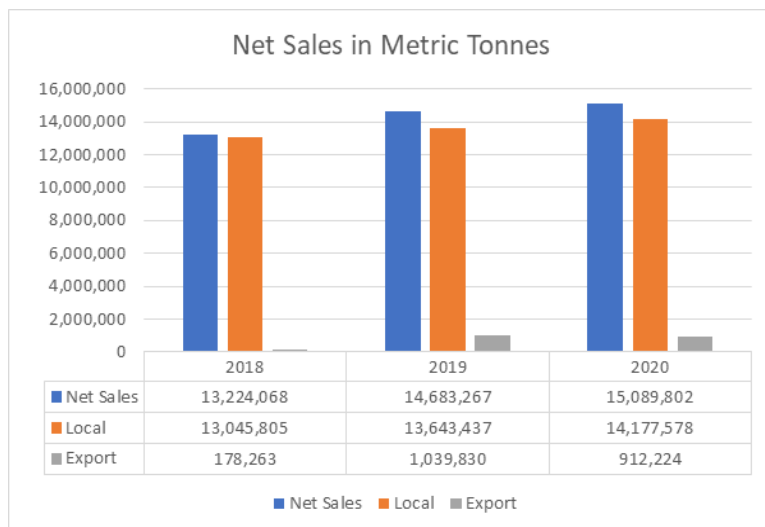
ANNUAL INTERNATIONAL DAYS CAMPAIGNS 2020

Annual International Days were celebrated with full enthusiasm in 2020 which fulfilled the prime purpose of education, awareness and stakeholder engagement for the development and capacity building of our employees.

- 1 Earth Day 22nd April 2020
- 2 International Literacy Day 08th Sep 2020
- 3 International Day of Awareness of Food Loss and Waste 29th Sep 2020
- 4 Global Handwashing Day 15th Oct 2020
- 5 World Diabetes Day 14th Nov 2020



NET SALES



Calendar of Major Events

2020 FEBRUARY

- 13th 74th Meeting of the Audit Committee
- 14th 133rd Meeting of the Board of Directors

2020 MARCH

- 2nd Tri-pack Cricket Championship 2020
- 20th Implementation of COVID-19 Precautionary measures

2020 APRIL

- 1st Career Fairs
- 8th Successful IGI Insurance Audit
- 20th 75th Meeting of the Audit Committee
- 21st 134th Meeting of the Board of Directors
- 22nd Earth Day Celebration/ Tree Plantation Activity

2020 JUNE

- 16th Summer Internship Program
- 22nd Successful IMS 1st Surveillance Audit

2020 AUGUST

- 14th Independence Day Celebrations
- 17th 76th Meeting of the Audit Committee
- 18th 135th Meeting of the Board of directors

2020 SEPTEMBER

- 19th 1st Prize on 17th Annual Environmental Excellence Awards
- 22nd International Literacy Day
- 22nd Successful recertification and migration to FSSC 22000 v5.0 from v4.1
- 29th International Day of Awareness of Food Loss and Waste

2020 OCTOBER

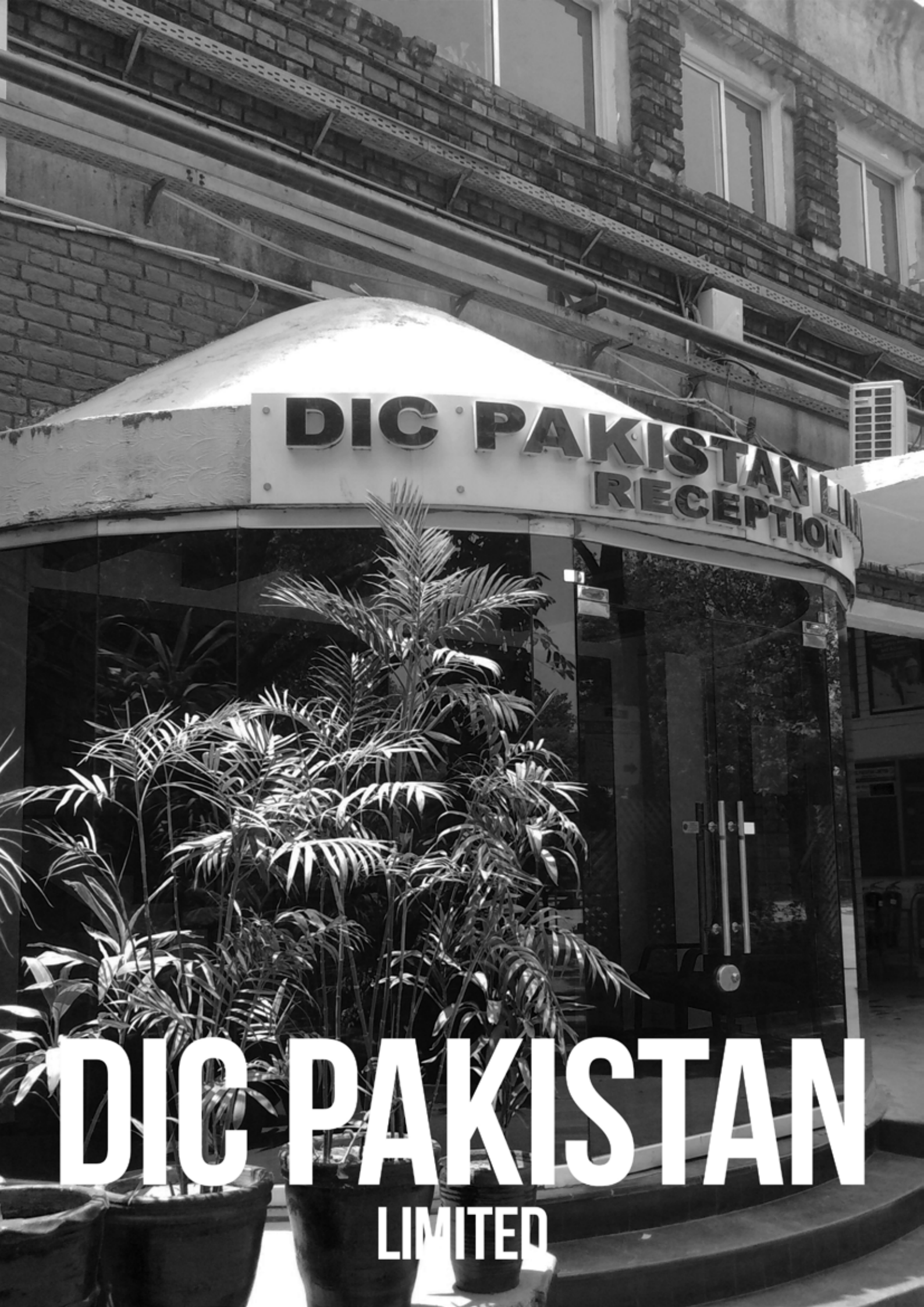
- 15th Global Handwashing Day
- 15th 77th Meeting of the Audit Committee
- 16th 136th Meeting of the Board of Directors
- 28th 1st PRIZE IN PROCESSING & ALLIED SECTOR

2020 NOVEMBER

- 5th Best Corporate Reporting Award by ICAP & ICMA
- 14th World Diabetic Day

2020 DECEMBER

- 2nd 137th Meeting of the Board of Directors
- 7th Behavioral Based Safety & Safe Hand Campaign
- 15th Engagement Activity: 'Terrific Tuesday'



DIC PAKISTAN
LIMITED

DIC PAKISTAN LIMITED

DIC Pakistan Limited is the leading manufacturer of quality printing inks in Pakistan located in Lahore and Karachi. A joint venture company between Packages Limited and DIC Asia Pacific (Formerly Dainippon Ink & Chemicals) of Japan started its operations in July 1994.

Today DIC Pakistan Limited is not only the largest ink manufacturer of Pakistan but also the first printing ink manufacturing company of Pakistan to attain the ISO 9001, ISO 14001, OHSAS 18001 certification. The company focuses on performance-based printing inks for the Sheet fed Offset, Flexographic and Gravure printing industries located all over Pakistan.



We also supply inks for food packaging that have been carefully formulated to exclude materials known to be toxic. It excludes all materials on BCF (formally SBPIM) and CEPE exclusion lists. In addition, the selected pigments have high bleed resistance and materials with low migratory potential.

DIC supplies inks on the understanding that they will not be printed in such a way as to come into direct contact with food and that the printer or convertor will use suitable packaging design. The substrate should form an effective functional barrier between print and food stuff, printing should not occur in areas which by folding come into contact with food and the inks

MESSAGE FROM THE CEO



"DIC Pakistan Limited aims to pursue excellence, improving the quality of life and driving Sustainability by embracing the United Nations' Sustainable Development Goals. At DIC we believe that companies which fail to help bring SDGs in realization cannot survive. We hope to become essential to each and every stakeholder, from employees and customers to business partners and investors, by contributing to better tomorrows in the communities around the globe that we are privileged to serve."

– Ismail Naqvi, CEO and MD

EMPLOYEE PROFILE



14
NUMBER OF
MALE MANAGERS
IN 2020



18
NUMBER OF
MANAGEMENT
TEAM IN 2020



4
NUMBER
OF FEMALE
MANAGERS IN
2020



190
TOTAL NUMBER OF
MALE EMPLOYEES
IN 2020



198
TOTAL
EMPLOYEES

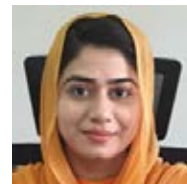


8
TOTAL NUMBER
OF FEMALE
EMPLOYEES IN
2020

HEALTH AND SAFETY

"Safety is at the center of everything we do here at DIC Pakistan Limited. The organization talks about a set of dynamic and energetic safety culture which has made it a safer place to work in every possible way."

–Ayesha Naveed, Deputy Manager EHS DIC Pakistan



OHS PERFORMANCE

LTIR	0
TRIR	0
Training Man-hours	1600
Toolbox Talks	226
Weekly Safety Meetings with Management	48
LTI free days	885
Number of Near-miss Reported	132
Number of EHS risks identified in 2020	130
Closure Rate of Weekly Safety Meeting Decisions	>90%



EHS TRAININGS 2020

Various trainings on EHS topics were conducted throughout the year as per the internal training plans for EHS, Production, Technical Laboratory, Supply Chain, Administration and HR departments, with a total of 145 sessions in 2020. The topics covered were:

#	Topics of Training Sessions
1	EHS Risk assessment and Risk Mitigation using Hierarchy of Controls
2	MSDS, TDS, GHS and Hazardous Chemicals Handling
3	Fire Fighting, First Aid and CPR
4	Safety Techniques, Take-5, 5S
5	Equipment, Transportation and Machine Safety, Hierarchy of Controls and use of essential PPEs
6	IMS Awareness, Emergency Preparedness and Response, Fire Drills
7	Identification and Reporting of EHS related Incidents
8	Corporate Social Responsibility (CSR), Environmental and Social Protection
9	Static charge, Earthing practices, operational controls and recommended safe practices
10	Ergonomics, Personal Hygiene & care
11	Electrical and static charge safety
12	Contractor safety and PTW System

SAFETY HIGHLIGHTS 2020

1

ISO 45001:2018 TRANSITION AND TRAINING OF IMS TEAM

DIC Pakistan Limited successfully transitioned from OHSAS 18001 to ISO 45001:2018, with zero non-conformances. A comprehensive training on Transition from OHSAS 18001 to ISO 45001 was conducted by SGS in the IRSHAD HALL for 26 members to build the capacity of all IMS coordinators and teams dealing with management systems at DIC.



2

ELECTRICAL SAFETY MANAGEMENT

As safety is the most important deliverable at DIC, we ensure to proactively identify, assess and mitigate risks associated with and to our operations. In the context of proactively mitigating risks, an electrical safety drive was initiated. Our teams ensured safe electrical management by:

- Removal of all extra switches and distribution boxes
- Control of unauthorized use
- Verification of electrical loading on wires
- Tagging of all circuit breakers
- Implemented COM while giving new electrical connection
- Thermography of electrical panels



3

BACK TO BASICS PROGRAM BY EHS DIC AP

A "Back to Basics" program for conducting site inspections and emphasizing on specific safety themes has been initiated by DIC AP in August 2020. This program covers all AP entities including DIC Pakistan Limited with a theme for each month. Trainings and inspections are conducted for the particular theme and the summary of these inspections and trainings is then shared with the top management of DIC. Following modules of trainings and site inspections were arranged under the BACK-TO-BASICS program:

August 2020	Personal Protective Equipment
September 2020	Static Charge Safety
October 2020	Electrical Safety
November 2020	Machine Guards
December 2020	Chemical Safety



4

MANAGEMENT EHS MEETINGS

48 weekly Management EHS meetings were conducted in 2020, despite the busy schedules, which is a true depiction of DIC's motto of SAFETY FIRST! These meetings were aimed at sharp monitoring of environment, health and safety issues and timely controls implementation on the reported risks.



5

CUSTOMER SAFETY AUDITS

We have always established a strong bond with our customers which goes beyond the requirements of business transactions. There is an open offer to all our customers that they can engage our EHS team in order to conduct safety audits to help equip them with up-to-date safety practices. The offer was well received and widely appreciated by our customers on different forums. In 2020, safety audits were conducted by our EHS team for PRINTECH Packages, POLYPACK Pvt. Limited and BSP.



6

14% RISE IN RISK ASSESSMENT AND RISK CONTROLS

Pursuing a proactive approach to identify the risks and implement controls in order to prevent accidents at workplace, a 14% increase in EHS risks assessment and controls implementation was observed in 2020 as compared to 2019. This indicates vigilance in identifying workplace hazards and process risks, and is a contributor to an injury free workplace.



7

885 LTA FREE DAYS

A milestone of **885 LTA free days** (as on 31st December 2020), was achieved by DIC Pakistan Limited, which is a result of intense interdepartmental collaboration and support. We believe in striving for an injury free workplace with zero fire and lost time incidents.



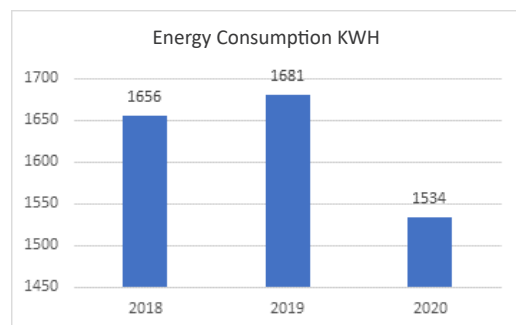
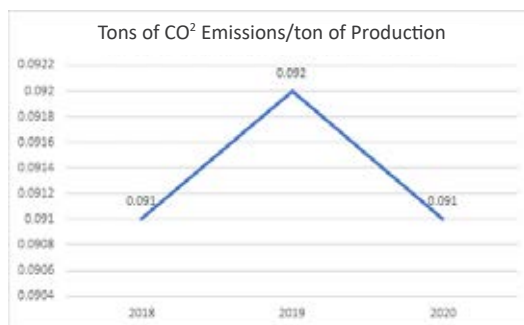
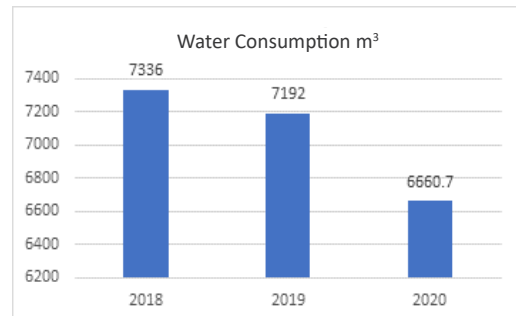
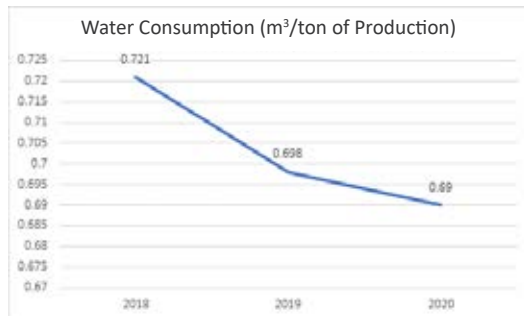
ENVIRONMENT AND ENERGY

"It is extremely important, now more than ever to evaluate our practices and ensure a better and safer tomorrow for the generations to come."

—Muhammad Farooq, EHS Engineer



RESOURCE EFFICIENCY 2020



1

INTERNATIONAL ENVIRONMENTAL CAMPAIGNS IN 2020

- World Environment Day, 5th June 2020
- World Nature Conservation Day, 28th July 2020

2

GREEN OFFICE CERTIFICATION BY WWF

DIC Pakistan Limited was recommended for Green Office Certification by WWF Pakistan in August 2020. We are committed to the optimization of resource consumption, and to bring a change in behavior and embed environmental consciousness in our employees' thinking. To re-enforce, notes were put up in the office block on all accessible points to remind everyone to minimize use and avoid wasting of water, energy, electricity and paper.



3

INSTALLATION OF NEW WATER FLOW METERS

Conservation of natural resources has always been of utmost importance for us and we have been striving to reduce our environmental footprints by incorporating it in our organizational targets over the years. Water conservation is also integral to the natural resource conservation efforts of DIC and we have added 3 more flow meters to enhance our monitoring capacity and ensure no water consumption remains out of sight.



4

TREE PLANTATION DRIVE- URBAN FORESTATION

More than 1000 plants were planted in a project of Urban Flower Forestation in Lahore City at Gulshan Iqbal Park on 13th of August 2020. This activity is conducted every year and helps to raise awareness within employees and reinforce the message that we are serious and committed to protect our environment.



5

SUSTAINABLE GROWTH- SOLVENT RECYCLING VENDOR VISIT

In line with the Responsible Consumption agenda of Sustainable Development Goals, it is necessary to evaluate all Reduce, Reuse and Recycling possibilities. For this purpose, DIC Pakistan Limited has acquired services of a vendor for the recycling of our waste solvents. 85% of all the waste solvents are recovered and reused in the DIC facility. Stepping ahead, to analyze the current practices of our vendor and to educate our vendor regarding EHS practices to help them sustain their business, visit to the vendor facility was conducted by EHS and Supply Chain representatives.

6

RESPONSIBLE SUPPLY CHAIN- TOLL MANUFACTURERS EHS AUDIT

DIC Pakistan Limited believes in maintaining a Responsible Supply Chain to fulfill its sustainability ambitions. It is therefore necessary to educate our stake holders and build our partners for the needs and expectations of this era. EHS & quality audits were conducted on a regular basis in 2020 for the capacity building of our toll manufacturers. These weekly scheduled visits helped keep them updated on the best practices, installation of upgraded equipment and enhanced efficiency and capability.

7

ENVIRONMENTALLY FRIENDLY WASTE VENDORS

To achieve the ambition of environmental protection throughout our chain of operations, a team from EHS and Supply Chain conducted visits to our waste vendors. The purpose of the visits was to ensure responsible handling, recycling and disposal of waste in an environmentally friendly manner, so that waste generated at DIC Pakistan Limited does not contribute to any form of pollution. The activities have also educated the vendors regarding safer handling, recycling and disposal practices.



UN DAYS 2020

1

WORLD HEPATITIS DAY CELEBRATION ON 28TH JULY

DIC Pakistan Limited is always engaged in monitoring and ensuring health and safety of our employees. In this regard, we celebrated the World Hepatitis Day on 28th July 2020, to raise awareness in all employees about the severity of Hepatitis and the precautions that can be helpful in mitigating and eradication of this disease. For this:

- 25 - 30 employees are being tested for Hepatitis B & C every year
- This year 25 employees were screened on 28th of July against this deadly disease
- All were found Negative for Hepatitis B & C



2

GLOBAL HAND-WASHING DAY: 15TH OCTOBER 2020

15th October is celebrated as the Global Hand Washing Day every year and it serves as a platform to raise global awareness on the importance of hand-washing with soap. The COVID-19 pandemic provides a stark reminder that hand-washing is one of the simplest ways to prevent the spread of any virus and ensure better health outcomes overall. At DIC we celebrated by spreading awareness in all levels of employees to equally contribute in the implementation of hand hygiene.



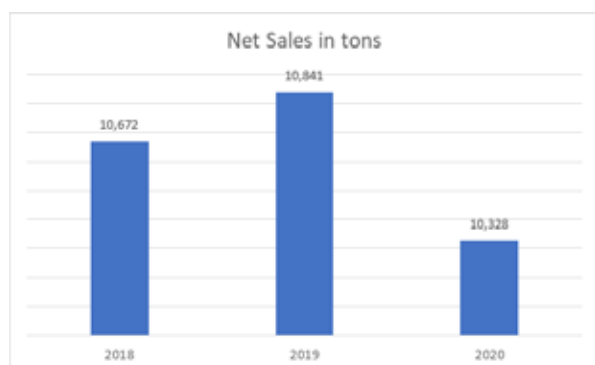
ANNUAL PRODUCTIVITY CONFERENCE

DIC Pakistan Limited conducted its first Annual Productivity Conference on 22nd August 2020. The main theme of the productivity conference was to present all the Kaizen projects, waste efficiency techniques, safety initiatives and performances, new product development and efficient use of resources.

HALAAL CERTIFICATION BY SANHA

DIC acquired Halaal certification from SANHA which is South African Halaal Certification Body, as per the requirement of our key customers including Tetra Pak, Cherat Packaging, Packages Ltd, Zahid Packages, Roshan Packages etc. DIC Pakistan Limited is the ONLY company which provides HALAAL Printing Inks for packaging. This certification was very challenging as around 500 local and imported raw materials were evaluated and verified for this purpose.

NET SALES



A black and white photograph of an industrial facility. The central feature is a tall, cylindrical silo or storage tank with horizontal bands, supported by a metal frame. To its left is a long, inclined conveyor belt system. The background shows a large industrial building with a dark roof. The sky is overcast.

OMYAPACK

(PVT.) LIMITED

OMYAPACK (PVT.) LIMITED

Omya Pack is a joint venture between Packages Limited and Omya International. It was established in 2017 and started operation in April 2018. Omya Pack has two types of production facilities with an integrated crushing line:



1

WET PLANT

Wet plant produces ultrafine slurry products which are mainly used by Bulleh Shah Packaging as filler in paper and as coating pigment for carton board grades.

2

DRY PLANT

Dry plant produces two types of products and cater to a different market:

- Untreated Products – used in paints and coatings, foam board, inks etc.
- Treated Products – used in PVC cables, PVC pipes and fittings, Polyolefin Master batches etc.

In addition to this, we also provide distribution services to some of the world's famous specialty chemical producers.

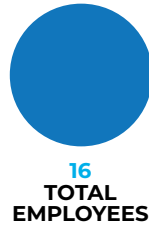
MESSAGE FROM THE CEO



"At OmyaPack we believe that operating sustainably is an inescapable imperative for businesses that aspire to prosper. As a recent start-up, we are in the process of identifying key improvement areas with an aim to implement sustainable processes and procedures because we believe that these actions will be "investments in the future opportunities". Our core business is manufacturing Calcium Carbonate products and we are pleased to deliver these natural, renewable, and recyclable products to our valued customers subsequently helping them improve their own sustainability agenda."

–Fazeel-ur-Rahman CEO Omya Pack (Pvt.) Limited

EMPLOYEE PROFILE



HEALTH AND SAFETY



"Safety is our first intention to perform a job. A job is never so urgent that we cannot take the time to do it safely! At Omya Pack we believe that every injury can be avoided and anybody working for our company shall return home safely as they entered the company."

–Rashid Javed, Omya Pack

OHS PERFORMANCE 2020

Parameters	Target 2020	Actual
Lost Time Injuries	0	0
Total Number of Accidents	3	2
Zero Harm	0	0
Fire Incidents	0	0
Injury rates		
Lost time injury rate (LTIR)	<1.5 or 25% less than 2019	0.0
Total recordable injury rate (TRIR)	<20.4	16.2



EHS TRAININGS 2020

Sr. No.	Training Topics	No. of Trainings	No. of Participants
1	Behaviour Based Safety	1	8
2	Root Cause Analysis	2	4
3	Mandatory PPEs	2	14
	Plant Manager Training	1	1

SAFETY HIGHLIGHTS 2020

1

BEHAVIOR BASED SAFETY

In Feb 2020, Mr. Richard Lowe Head of Sustainability, Omya Region Asia Pacific visited the plant and provided training on BBS tool. A person is observed during a task performance and a safety conversation is performed for both positive and negative observation. For a negative observation, the task is stopped and corrected immediately after conversation with the concerned person. Practical demonstration was also given after the training session.



2

ROOT CAUSE ANALYSIS

An online training session was arranged for root-cause analysis. In this training Swiss cheese method was explained and practiced, which is based on three basic factors that is Plant, Process and People. In this model each factor is shown as a Swiss cheese slice and holes are weaknesses. Failure happens when a hole in each slice aligns.



3

"MIND YOUR HANDS" CAMPAIGN

Hand injuries are the biggest concern for any industry since these make up the most work-related incidents. To create awareness among employees 'Mind your Hands' campaign was initiated across the plant.

4

GOOD SAFETY PRACTICE AWARD

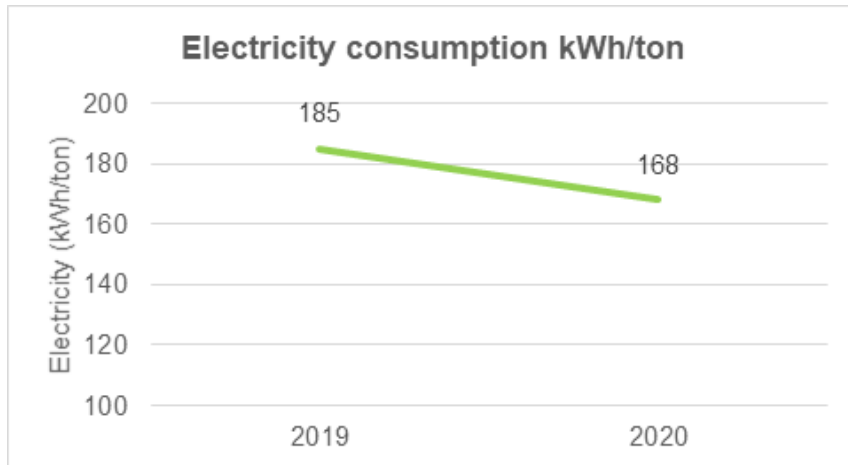
Omya Pack was selected by the RAP Management Good Safety Practice Award from the 45 plants in the Region Asia Pacific, because of initiatives like early adoption of bottom loading of Slurry products and implementation of Level-1 control i.e. elimination of fall from height risk.

An award handing over ceremony was held at Omya Pack Site on Feb 18th 2020 in which Mr. Richard Lowe Head of Sustainability presented the shield to Omya Pack Team on behalf of RAP Management team.

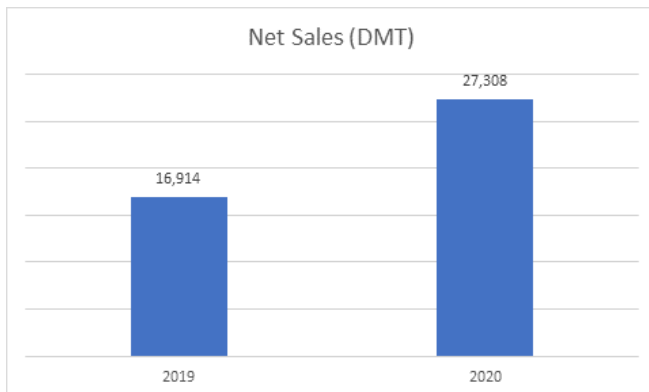


ELECTRICITY CONSUMPTION 2020

Omya Pack improved its planning and reduced change-overs which enabled the company to reduce electricity consumption as compared to 2019. Approximately 9% reduction in electricity consumption was observed in 2020.



NET SALES



ANNUAL SUSTAINABILITY REPORT 2020



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