

Corporate Social Responsibility & Sustainability

Packages Limited recognizes the importance of being a good corporate citizen in the conduct of its business as well as fulfilling its corporate and social obligations. We have always acknowledged our social responsibility to the health and well-being of the communities in which we operate. We are committed to the principle of 'giving back to the society'.

Our commitment to our stakeholders and the community is exemplified through our Corporate Social Responsibility (CSR) activities result of which is a recognition in the form of CSR Award 2018 by NFEH (National Forum for Environment & Health).

We endorse the spirit of definitions of sustainable development: "development that meets the needs of the present without compromising the ability of future generations to meet their own needs" and "improving the quality of life while living within the earth's carrying capacities". Our aim is to play a proactive role in contributing to achieve sustainability where we have influenced. We are committed to accountability and transparency in our sustainability performance.

Responsible Sourcing Audit

Packages Limited, as one of the leading Packaging Company in Pakistan, is fully aware of the impact of its operations upon forests as well as the environment. Therefore, it has acquired FSC CoC Certification which ensures buying of pulp and paper board from responsible sources and thus playing its role in forest conservation.

Considering the Customer satisfaction, we have acquired Halal Certification which ensures that all our products are being manufactured from 100% Halal raw materials.

Furthermore, we are Responsible Sourcing compliant for our key customer Unilever. Its audit was conducted on 5th January 2018 and we are a URSA Compliant site till July 2019.

Customer Satisfaction

Business success rests upon Customer Satisfaction. Packages Limited therefore ensures to provide Quality Products to its customers fulfilling all the requirements through the following Audits:

Quality Management System - ISO 9001: 2015

As per PDCA, our Quality Management system has been upgraded to the latest 2015 version successfully.

Supplier Member Ethical Trade Audits

We are also a SEDEX member. We complied SMETA 4 pillars audit requirements, it is globally recognized by many customers like PepsiCo, Nestle etc.

Workplace Condition Assessment Audit (WCA)

We are WCA compliant for British American Tobacco (PTC)

Supplier Workplace Accountability Audit (SWA)

SWA audit was successfully conducted on 3rd August 2018 by Arche Advisors on behalf of McDonald's.

Energy & Environment

We are a member of the global network of green offices project of the World Wide Fund (WWF) for Nature, and the first Company in Pakistan to be awarded Green Office diploma in the manufacturing sector. Green Office is an environmental service for / by offices. With its help, work places are able to reduce their burden on the environment, achieve savings and slow down environmental changes. We obtained the certificate for all our major offices.

WWF has acknowledged us with Certificate of appreciation on reducing approx. 3,327 metric tons of CO₂ emissions from all offices after reducing the energy and paper consumption.

We have phased out Chloro Fluoro Carbons (CFCs) according to Montreal Protocol with environmentally friendly refrigerants and have been consistently reducing the consumption of Hydro Chloro Fluoro Carbons (HCFCs) by replacing them with approved gases to curtail our contribution to the greenhouse effect.

We routinely conduct energy audits to identify projects that can efficiently use, reduce or recycle energy. Replacement of factory's conventional lights with energy efficient LED's / LVD's (environment friendly lights) have been completed along with usage of renewable solar energy of approximately 500 kW. Additionally, we have installed VFDs on our machines, saving up to 220,241 Kwh of energy.

Reduced paper and water consumption measures were being strongly focused upon for the entire year.

Through these activities, we demonstrate our commitment to the community to protect the environment. We have also calculated our Organizational Carbon footprint and are in process of reducing it drastically by efficient utilization and optimization of resources.

Product Life cycle assessment (LCA) is another initiative we are aggressively working upon to exactly gauge our impacts and reduce them. Product Carbon Foot printing has been initiated for major product categories of Unilever as per PAS 2050.

We have successfully gone through the transition on Environmental standard ISO 14001: 2015 version and got Annual Environment Excellence Award AEEA 2018 from NFEH.

Also, have bagged BEST ENERGY EFFICIENCY AWARD in Climate Change Summit 2018 arranged by Future Forum.

INSTALLATION OF ENERGY MONITORING SYSTEM - has also led us to have a real time value of our Energy Consumption and utilizing it at optimized level.

Button Operated / Sensor Based Taps - were installed factory wide as per need which will help save water usage.

Energy Incident Reporting has been initiated factory wide to focus on all energy leaks and minimize them.

Health and Safety

Ensuring the protection of the health and well-being of our employees, customers and the communities in which we operate is an ongoing process and has always been one of our chief concerns.

Our main procedures in safety include comprehensive risk assessment and controls, permit to work, near miss reporting, incident reporting, emergency response and compliance evaluation procedures. All newly hired employees go through safety orientation programs and sign an affidavit of their awareness. We routinely conduct trainings, both internal and external, regarding occupational health and safety, dengue prevention, road safety, safe removal of waste, first aid and fire safety. Fully equipped ambulance facility at site, well maintained dedicated smoking areas, robust fire hydrant system as per NFPA Guidelines etc. are few of major initiatives that have contributed in improving our safety infrastructure through deming cycle.

We are certified for Food Safety System Certification (FSSC) which is a part of the world's fastest growing Global Food Safety Initiative (GFSI) certification program accredited by The Consumer Goods Forum. Through this system, we ensure that the packaging material and tissue we manufacture is procured, processed, stored and transported by adopting and implementing the hygiene standards and controls. We also have 'Halal Certification' from South African National Halal Authority (S.A.N.H.A).

We are also making progress in our focus areas of behavior based safety and controlling risks with engineering as well as administrative controls and thus minimizing the risk of injuries and accidents.

Packages Limited is BRC (the British Retail Consortium (BRC) - Food Safety Certification) certified. The Company complied all 230 requirements of BRC and was awarded BRC certificate with grade 'A' in High Hygiene Category.

Stakeholder Engagement, Development & Capacity Building

Following measures were taken to engage our external and internal stakeholders as a part of our Sustainability Agenda:

- Training on fire safety for Civil Defence Islamabad visit;
- Free diabetes check-up of employees was conducted as a part of well being agenda on World Diabetes Day;
- World hepatitis day awareness session was arranged for all the employees and workers on 28th July 2018; and
- 'Well being' Workshop for workers health and well being is being conducted on regular intervals.



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Society

We firmly believe that for an organization to be successful and for it to create value for its shareholders, it must also create value for its society. We consider it our responsibility to make sustainable positive impact on the communities in which we operate. Whether it's through the grants we provide to various organizations that share our mission or through the inspiring volunteer efforts, we are passionate about helping people live better.

We strive to contribute to societal welfare through providing educational opportunities, employment, sponsoring various events, promoting culture, arts and awareness campaigns.



Community Welfare Schemes

As a corporate citizen, we have consistently and consciously tried to make a difference in the society by our corporate giving, assistance in community development and supporting groups; aiming for a progressive social change and the up-lift of the community at large. We provide contributions and assistance to a number of hospitals, trusts and other various non-profit organizations through 'Packages Foundation'.

Rose Festival

Every spring more than three hundred types of roses welcome our esteemed guests to 'The Packages Limited Rose Festival'. The vividly decorated gardens are graced by the presence of our customers, vendors, employees and guests from the local community. Another essential attraction in this famous event is the spectacular display of different types of peacocks.

Promoting Traditional 'Mela' Culture

We always look forward to arranging different events to promote traditional activities within the society. 'Mela' is one of such activities which we have been organizing for the last many years. The objective of this event is to provide traditional entertainment to the family members of our employees and the residents of our vicinity. More than 1,000 families participate in the event every year.





Trainings

Employee training needs are periodically reviewed, and various in-house and customized training programs are arranged as needed for production, marketing, human resource, supply management and finance personnel.

During the year, the Company conducted a number of soft skills and technical trainings both in-house and externally.

In order to develop the top talent of the organization for taking on broader leadership roles in the future, the organization shortlists its high potential employees for a year-long certificate program in business management (CPBM) which is conducted at Rausing Executive Development Center (REDC), LUMS. The program is conducted from time to time and is aimed to ensure that executives develop a business-wide perspective beyond their specific area of expertise, learn to appreciate and leverage the interlinkages among individual organizational functions; and develop broader perspectives as well as understanding growth and sustainability challenges at a more strategic level.

The Company also holds a recreational training at the end of each year primarily for sales team and allied personnel from various departments as a team building exercise and to freshen up the employees after the whole year's hard work. The training involves various activities which ensures effective team building among cross functional employees in a highly interactive setting.

The objective of these programs is to develop human resource and provide personnel with the necessary technical and soft skills to enhance performance and prepare individuals for higher roles and responsibilities.

Human Capital

Our people are our greatest asset. We are committed to attracting, retaining and developing the highest quality and most dedicated work force. We strive to hire and promote people on the basis of their qualifications, performance and abilities, and are determined to provide equal opportunities to our employees and a work environment free of any form of discrimination.

Fair Price Shop

We have established a fair price shop for our employees to facilitate them in the purchase of their grocery items. We provide subsidy on purchase of pulses for the workers. Fair Price shop is also offering other general stores and clothing items on no profit no loss basis to employees.

Scholarships

We offer merit scholarships to the children of our employees to appreciate their talent and promote healthy competition in the form of reimbursements that vary with the level of education.

Long Service Awards

Every year, as a token of appreciation for the continued association with us, we give awards to our employees who achieve a significant milestone of service years.

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Sports Activities

"Health is the thing that makes you feel that now is the best time of the year" – we at Packages Limited believe that mental exertion must be balanced by physical activity; resultantly promotion of sports has always played a vital role in our CSR initiatives. To carry out all these sports activities, we have an in house sports complex. Some of these activities aim to promote sports at grass root level within the country are:

- Jaffar Memorial Inter School Hockey Tournament;
- Babar Ali Foundation Inter School Football Tournament;
- Babar Ali Foundation Inter School Hockey Tournament for Girls

In addition to above, we offer sports facilities for our employees as well. Every year, inter-departmental tournament starts the sports year of Packages Limited and ends with the annual sports day celebrations. These sports activities also provide a platform to the employees to become part of the Packages Limited Sports Teams which represents the Company in different sports competition

Hajj Facility

Every year, Packages Limited has the privilege to send 10 of its employees for Hajj through ballot. This includes 7 employees from non-executive staff and 3 from executive and management staff. We bear all expenses of these employees pertaining to this religious offering.

