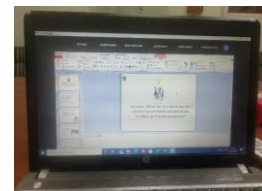
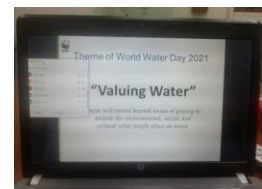
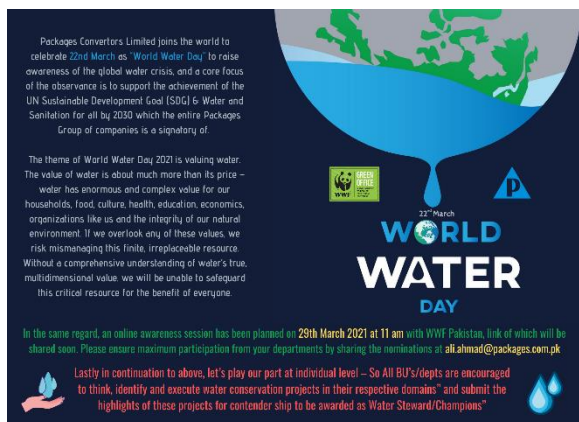


## Environment and Energy:

### **World Water Day – Awareness Session by WWF**

World Water Day is celebrated on 22<sup>nd</sup> March worldwide. Packages Convertors Limited also joined the celebration by having an awareness session from WWF for its employees. The session emphasized on the importance of water conservation and had a brainstorming activity for identifying water conservation projects to be implemented at home, offices/workplace, and industrial processes.



### **World Earth Day Celebration**

Packages Convertors Limited endorses and take steps to support environmental movement to drive transformative change for people and the planet and on the same notion, World Earth Day was celebrated by Packages Convertors Limited on 22<sup>nd</sup> April 2021. On-floor awareness sessions were carried out in connection with this year's global theme of "Restore our Earth". Key topics discussed during the sessions included Food Waste, Plastics Waste, Water & Energy Conservation.



### **Plastics Alliance - CoRe and Waste Bin Project**

Packages Convertors Limited participated in 1<sup>st</sup> National Stakeholder convention on Collective action to deal with Plastic Packaging Waste organized by CoRe Alliance and Ministry of Climate Change in Islamabad. Core is the first ever alliance of leading consumer goods and packaging companies, recyclers and non-governmental organizations in Pakistan formed with the mission to eliminate packaging waste by enabling formal collection & recycling and envisions to create a circular economy by reducing packaging footprint through sustainable and innovative practices.

The main agenda points of the session were deliberating on the challenge of packaging waste collection and sorting mechanism, working on innovative solutions to ensure sustainable packaging & setting up recycling infrastructure and hence moving towards circular economy.

Not only this, Packages, being a member of CoRe (Collect and recycle), also participated in its initiative to install 250 waste-bins in Islamabad in partnership with Capital Development Authority. As part of this joint initiative, Fatima Jinnah Park and Lake View Park will each see installation of 125 waste bins, that will encourage citizens to dispose waste more responsibly and improve circular economy. Contributors for the waste-bin project include CoRe members Coca-Cola, Ecolan, FrieslandCampina, METRO, Nestlé, Novatex, Packages Ltd, PepsiCo, SPEL and Unilever.



### **Smog Awareness and Prevention – Session with WWF**

Air Pollution remained a challenge for Pakistan in the last quarter of 2021, in particular Lahore where Smog had been prevalent towards the year end. This required immediate action at both individual and collective level. It was important to raise awareness among employees on what smog is, what are its causes and what can be done to reduce it. Therefore, keeping all these questions in kind, an awareness session was planned with WWF Pakistan in which employees from not only Packages Convertors Limited but from other Group companies also participated.



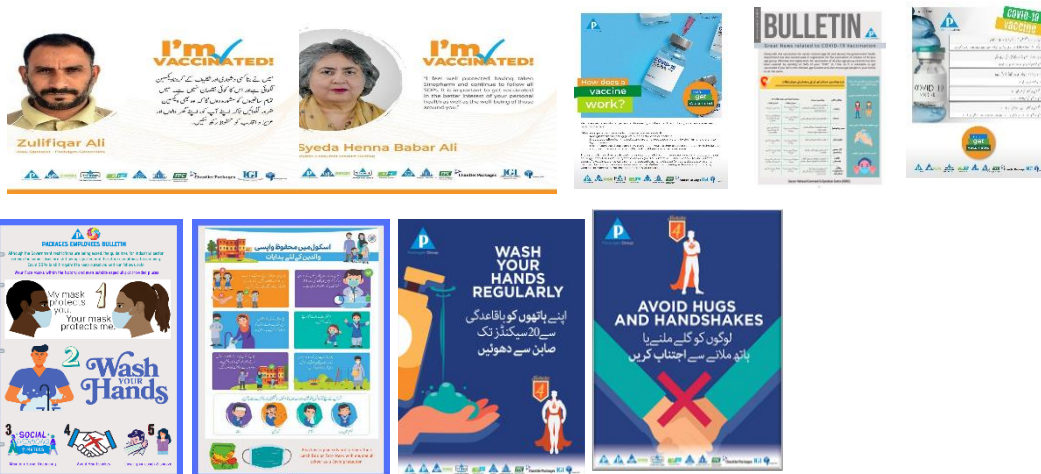
## Health:

### Covid Vaccination Campaign and Continued Covid Protocols

Realizing the importance of Covid Vaccination, a campaign “I’m Vaccinated” has been launched to motivate the groupwide employees to get them vaccinated. Testimonials from the top management and floor staff who got vaccinated were circulated, “I’m vaccinated” badges were given to the staff who got their vaccination done, and FAQs about vaccine were also circulated as a part of this program.

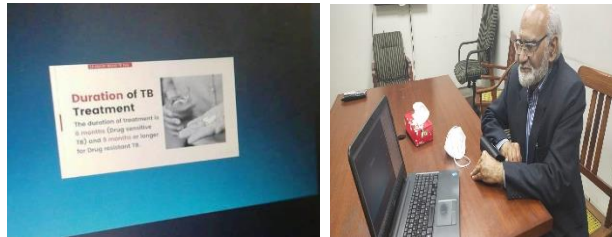
Not only this, a special vaccination camp has also been set up at Packages Mall with the support of Government Health Department. The campaign has been an immense success with number of vaccinated employees increasing everyday throughout the group. PCL aim is to target 100% vaccination of its workforce in order to make sure that its people are healthy and protected amid the pandemic situation.

Furthermore, compliance of all Covid protocols was continued to be reinforced and was strictly adhered by all employees and continuous awareness on Covid is being regularly done along with Covid Bulletins emphasizing on following the SOPs to ensure safety of lives and livelihoods of all.



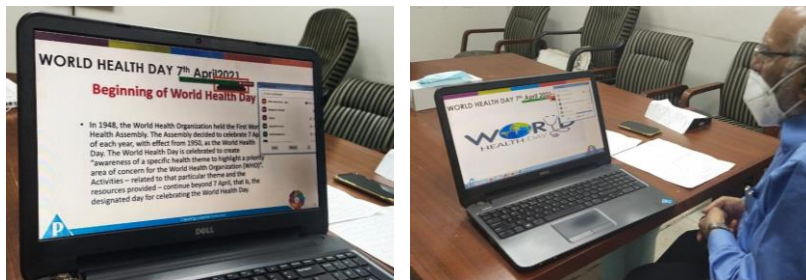
## Awareness Session on World Tuberculosis Day

World Tuberculosis Day is observed on 24<sup>th</sup> March every year. This year packages Convertors Limited organized an online awareness session through company doctor, Dr. Ali Muqaddas which covered topics like understanding Tuberculosis (TB), symptoms of TB and its prevention.



## World Health Day Celebration

Continuing our agenda for wellbeing of our people - World Health Day was celebrated on 7<sup>th</sup> April 2021 at Packages Convertors Limited with a virtual awareness session held by company doctor, Dr. Ali Muqaddas. Major discussion points were precautions against Covid Pandemic, its prevention and control alongside the role of vaccine in ending this pandemic soon.



## World No Tobacco Day

An online awareness session on World No Tobacco Day (31<sup>st</sup> May) was conducted on 8<sup>th</sup> June 2021 by Dr. Ali Muqaddas which covered topics like Theme of the day “Commit to Quit”, Smoking health risks, Nicotine Withdrawal Symptoms, Passive Smoking and how to have a smoking free life style.





## Keys to a Psychologically Safer Workplace - Awareness Session

A Virtual awareness session on “Keys to a Psychologically Safer Workplace” was conducted by Dr. Aale and Dr. Ali Muqqadas emphasizing the importance of mental health at workplace especially during the testing time of COVID-19. Overcoming the fears developed from pandemic, signs of depression and addressing the concerns of employees on/off work during Covid were the main highlights of the session.



## Collaboration with Regulators for Dengue Control & Prevention

PCL in collaboration with DDHO Cantt has organized an awareness session for effective dengue control at site. Colleagues from Mall, BSP and DIC on site were part of this session where learnings imparted to primary and secondary team members of Dengue control will be transferred ahead to teams on ground.

The session focused on awareness about dengue mosquito, identification of dengue larvae, dengue hazards and dengue preventive controls. DDHO Government Health Department graced the session as a special guest and was also presented with 3 Dengue Spray Pumps as a goodwill gesture from Packages Convertors Limited.

PCL team have shown commitment to control the dengue at individual as well as societal level in areas of influence and has shown commitment to concerned regulatory body for extended possible support.



## Effective Dengue Prevention & Control Framework

During the prevalent dengue breeding season, robust action was required to take all necessary preventive measures to control its spread. For that purpose, primary and secondary dengue control teams have been revamped which are responsible for continuous surveillance in their respective department boundaries, area wise responsibilities have been assigned and a central SOP has been put in place to tackle this challenge.

Continuous awareness sessions & internal audits were done by the teams along with regular spray and fumigation being carried out to keep all our employees safe from dengue.



## Occupational Safety:

### **Celebrating Safety & Striving to Achieve the Goal of ‘No workplace Incidents’**

BUCP Conversion celebrated 227 LTA-free days. Celebrations were done in presence of concerned Leadership team to motivate floor staff in continuing in year 2021 and onwards with the same spirit. This achievement was only possible through Worker’s engagement & Management commitment, Focus on Incident Specific Controls & Trainings and Enforcement of EHS Compliance & SOPs via local safety team.



## World Day for Safety & Health at Work

World Day for Safety & Health at Work was celebrated at Packages Convertors Limited on 28<sup>th</sup> April 2021, by having awareness sessions at different departments discussing safety related topics like Electrical Safety, Chemical Safety, Road Safety, Plant Safety, Behaviour Based Safety and particularly Covid 19.



## Defensive Driving Training by National Highways and Motorway Police

A very informative collaboration was done with National Highways and Motorway Police by organizing an awareness session on defensive driving for Forklift/stacker operators, tractor trolley drivers, company pool car drivers and sales team. Key points discussed included Distracted Driving, Aggressive driving, use of lights, Bad weather conditions, Tyre Conditions, heavy vehicles etc.



## Safety Precautions During Monsoon – Awareness Sessions

During the monsoon season in which frequent rainfalls occur, many people can get effected and injured due to the hazards that prevail in the surroundings. Therefore, it is important to make our people aware on how they can keep themselves safe during such days. Serving this purpose, we organized several training sessions on floor highlighting the hazards and risks during rainy days and safety measures that



need to be taken against them. Besides awareness through TBTs on floor, awareness through virtual awareness connects was also done.



### **Awareness Session with National Highways and Motorway Police on safe driving during Fog:**

Driving during fog is a challenging task in winters and poses a serious safety hazard on roads. Therefore an awareness session was organized for the employees with the help of National Highways and Motorway Police. Focused Driving and Safety Measures to be taken during Fog followed by a QnA session with NH&MP Team were the key highlights of the session.





### Hand Safety Campaign:

A hand safety campaign has been launched to raise safety awareness in employees for activities where hand safety is critical while performing a specific task. Regular on-floor sessions are being done as a part of this campaign, focusing on safe work SOPs and their implementation.



### Earthquake Drill

An emergency mock drill on Earthquake was conducted in Business Unit Flexible Packaging (BUFP), focusing on Drop, Cover & Roll method, necessary energy isolations, post-earthquake checks and do's and don'ts during after-shocks. The drill proved to be very useful for the participants for whom the key learnings were relatable and practical in their work life and normal routine as well.



### Improved Fire Safety Measures

Packages Convertors Limited has worked on Improved fire safety measures by installation of high-pressure Fire water monitors at fire critical areas along with training of concerned ERP Teams on its operation. This will help in Quick Fire Fighting Operation as well as Long range & distant Fire Fighting.



### Stakeholder Engagement – Site Visit of Rescue 1122

Rescue 1122 was engaged by Packages Convertors Limited to have a detailed walkaround of the best practices on account of Fire safety Infrastructure installed. Another objective of the session was to have a thorough review of existing Fire Safety arrangements at PCL site and identifying improvement areas in order to continually improve and upgrade our Emergency response system – as safety of people and assets is one of the prime key objective in EHS Management System.

The visit included inspection and review of PCL Fire Tender and Fire Hydrant system followed by survey of other areas.



### Emergency Response Preparedness – Mock Drill with rescue 1122

To enhance the PCL Emergency team capabilities, knowledge, and readiness to ensure site safety by timely and properly tackling an emergency, a Mock Drill on Emergency Response Preparedness was done in collaboration with **Rescue 1122**. It was a joint Mock Drill of Packages Convertors Limited and Packages Mall where we have a scenario-based drill at Wastepaper plant, Tissue manufacturing.

Main aspect of drill covers practical demonstration of:

1. Firefighting with fire extinguisher and fire hydrant.
2. Rescue of Injured or trapped persons during emergency.

3. Inspection & Monitoring of firefighting truck of Packages Convertors was also a part of the Drill.
4. Gauging sync b/w PCL and Rescue 1122 for effective emergency control.



### Basic Life Support & Fire Safety - Awareness Session by Rescue 1122

Taking another step towards improved fire safety and emergency response, an awareness session on “Basic Life Support & Fire Safety” was conducted through Rescue 1122. Audience from Packages Convertors Limited along with other group companies like Packages Mall, IGI and DIC were engaged. Practical demonstration on basic life support skills like CPR, bleeding control techniques, safe mobility of patients and operation of fire extinguishers were the key highlights of this extensive awareness session.





### **Fire Safety Capacity Enhancement – Rapid Intervention Vehicle**

Following the principle of Continual Improvement, a rapid intervention vehicle (RIV) for firefighting has been added in the fire safety infrastructure enhancing the fire fighting capacity of our Fire Team. RIV is a fast-moving fire fighting vehicle which will increase the Fire Fighting efficiency, thus enabling a better emergency response.



### **Safe Installation of Solar Project**

A 3.12 MW customized solar installation by Zero Carbon at Packages Convertors Limited has been completed. The project was done with particular focus on safety for the workers involved in its installation. Total 26,055 Safe Man Hours were clocked making it 120 Safe Working Days with zero Safety or Environmental Incident Reported. This was made possible with joint efforts from Zero Carbon and Packages Group through regular inspection and auditing along with frequent safety briefings.

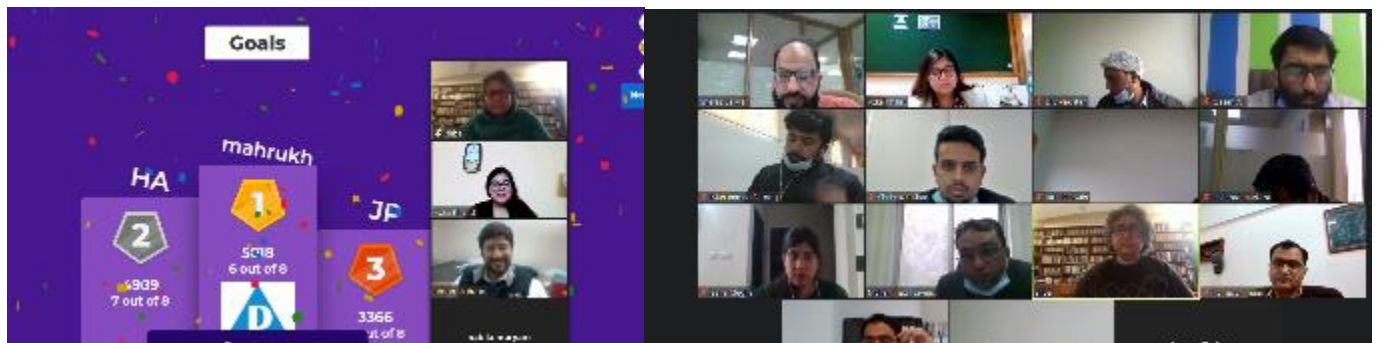




## **People Excellence:**

### **Strength-to-Strength Program**

2021 also saw the launch of the Strength-to-Strength Program which was led Syeda Henna Babar Ali. It helped promote employee development through short virtual sessions during the pandemic's first wave, when remote working was the new norm. The program saw employees from the various geographic locations and companies come together under one platform and developed their capability to work effectively while supporting the human needs of their team. Programs on Goal Orientation, Leadership & Excellence, Lead to Change Yourself were attended by over 160 employees across the Group.



### **Launch of the Group Management Trainee Program**

A group-wide Management Trainee program was launched for the first time with the young talent deputed across the group companies in various locations. With over 5,000 applicants from across Pakistan, a stringent recruitment process saw the top 13 candidates join the group. A diverse pool of business and engineering professionals, from universities such as LUMS, IBA, LSE, GIKI, NUST and UET were onboarded through an intensive week-long orientation at the packages head office. The program will see the participants rotate across different functions or companies to develop their understanding of the value chain and equip them with a varied skillset.



### **Launch of a Group-Wide Summer Internship Program**

This year Packages Group successfully executed a Group-Wide Summer Internship Program, across 10 business units. The program was launched on Rozee.PK via our respective LinkedIn Pages. This proved to be a great success where we reached more than 40,000 impressions resulting in a total footfall of 3,116 applicants of which 40% were females. Packages Convertors and Limited, followed by Tri-Pack Films limited remained to be a popular choice amongst candidates accounting for 61% of the footfall. The applicants were put through a thorough screening and selection process and upon conclusion, we were able to onboard 68 interns across the Group who were welcomed with a grand orientation and lunch on Day 01. The Summer Internship program lasted for 06- 08 weeks and during which our Interns were given multiple opportunities to rub shoulders with the senior management itself. This included a connection with our Chairman, Syed Babar Ali, and the Group Head Human Resources. The interns too were taken on a field trip to Syeda Wala Farm of the Ali family and Bulle Shah Packaging's, Kasur Plant. After the internship, the interns presented their projects to their managers for evaluation and were thanked profusely for their time and efforts. Each intern was awarded a certificate from respective Business units in which they had been placed for the internship. The program not only helped strengthen our employer brand but also helped us build a robust talent pipeline for the Group Management Trainee Program.



## **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.

## **Ladies & Children Area:**

To provide a liberating environment to our female employees and to improve the gender ratio, Packages Convertors Limited has established a state of the art "Ladies & Children Area" which includes Daycare, Ladies gym, Ladies common room, children playing area, ladies praying area & a self-service kitchen. This is the first of its kind facility in Pakistan Corporate sector and we hope that our female employees will benefit from it.

### **Gender Diversity and Equal Opportunities for Women**

Packages Limited has a firm conviction that gender diversity is vital for any organization to grow. Our Company has always been inclined towards creating a conducive and friendly work environment for both women and men which allows them to have equal opportunities to grow and enables them to participate in decision making at all levels, thus transcending all gender barriers and discrimination. May it be Production, Marketing, HR, Sales, Supply Chain, EHS or any other field, women in Packages have always proved themselves to be capable and beneficial for the organization and their number are increasing significantly every year.

### **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 monetary re-imbursements that vary with the level of education.

### **Hajj Facility**

Every year, Packages 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.

### **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.