

Sustainability Report



Packages Group

2021

People. Planet. Prosperity





**Save today
use tomorrow,
the generations to
come will depend on it**

Contents

Our Group

Our Group	1
We are responsible because	2
Message from CEO	3
Message from Group Head Sustainability	4

Scope

Scope	5
-------	---

Packages Convertors Limited

Packages Convertors Limited	6
Packaging Division	7
Consumer Products Division	8
Export Market Served	9
Local Market Served	9

Bulleh Shah Packaging (Pvt.) Limited

Bulleh Shah Packaging (Pvt.) Limited	10
Consumer Board	11
Container Board	11
Paper	11
Corrugated Division	12

Tri-Pack Films Limited

Tri-Pack Films Limited	13
Products	14

DIC Pakistan Limited

DIC Pakistan Limited	15
----------------------	----

Omya Pack

Omya Pack	16
-----------	----

Our Core Values

Our Core Values	17
-----------------	----

Our Approach to Sustainability

Our Approach to Sustainability	19
Contributing to the SDG's	20
Structured Sustainability Processes	20
Packages Group Sustainability Policy	21
Reviewing The Sustainability Strategy	22
Our Stakeholders	22

Ethics & Compliance

Ethics & Compliance	23
Comprehensive Approach To Ethics & Compliance	23
A Value Driven Organization	24
Whistleblowing	24
System Certifications and Compliance	25
Integrated Management Systems Policy	25

Corporate Social Responsibility Assessments

Corporate Social Responsibility Assessments	26
---	----

People

People	28
A Management Framework for Labor Conditions	28
Zero Tolerance for Child and Forced Labor	29
Freedom of Association and Collective Bargaining	29
Non-discrimination	29
Working Time	29
Compensation	29
Annual Development Review and Performance Feedback Culture	29
Gender Diversity and Women Empowerment	30
The ACTS Platform	30
Employee Engagement and Satisfaction	31
Training and Development	31

Safety of our People

Safety of our People	36
----------------------	----

Health & Safety Highlights Across the Group

Health & Safety Highlights Across the Group	37
World Day for Safety & Health at Work	37
Hand Safety Campaign at Packages Convertors Limited	37
Electrical Safety Framework & Assessment at Packages Convertors Limited	38
Collaboration with Rescue 1122 at Packages Convertors Limited	38
Zero LTA BSP Karachi for 4 Consecutive Years!	39
Hazard and Operability Analysis at BSP Kasur Plant	39

Emergency Response Management at BSP	39
Back to Basics, Safety Hub Trainings at DIC	40
Safety Week Celebration at Tri-Pack Films Limited	40
Process Safety Approach at Tri-Pack Films Limited	40
Integrity Testing of Storage Racks at DIC Karachi Plant	41
Training on "Omya Life Saving Rules"	41
Training by Employers' Federation of Pakistan	41

Wellbeing Campaigns

Wellbeing Campaigns	43
Breast Cancer Awareness Campaign	43
STOP Dengue Campaign	44
Covid Vaccination Campaign & Continued Covid Protocols	44
World Diabetes Day 2021	45
Global Hand Washing Day 2021	45
Smog Awareness & Prevention Session with WWF at Packages Convertors Limited	46
Collaboration with National Highways and Motorway Police	46

Planet

Planet	48
--------	----

SDG 13 Climate Action

SDG 13 Climate Action - Leadership Commitment	50
Combatting Climate Change	50
Quantification and Reporting of Green House Gases	50
Green Energy and the Biomass Plant	51
Solar Energy	53
WWF Green Office Program	55
Sustainable Energy Initiative BSP and UNIDO	55
Electricity Consumption	56
Tree Plantation	56
Water	57
Effluent Treatment Plant	57
World Water Day	57

Responsible Sourcing FSC™-CoC

Forest Stewardship Council Certification	60
--	----

The CoRe Alliance

The CoRe Alliance	62
-------------------	----

SDG 12 Responsible Consumption and Production

Sustainable Consumption and Recycling	66
Paver Making Plant at Bulleh Shah Packaging (Pvt.) Limited	66

Prosperity

Prosperity	70
------------	----

Product Quality & Safety

Product Quality & Safety	71
Quality Culture	72
Highlights	72
Leveraging Team Collaboration for Continual Improvement	72
Group Wide EHS, Quality and Sustainability Dashboards	72
Our Customers	73
Customer-Inspired Innovation	73
Research & Development	73
Our Suppliers	74
Responsible Supply Chain	74

Corporate Social Responsibility

Corporate Social Responsibility	75
---------------------------------	----

Packages Foundation

Packages Foundation	75
Objectives	76

SDG 3 Good Health and Well-Being

Good Health and Wellbeing for All	78
Medical Health Center - Kasur	78
Sehat Mobile Van	78

SDG 4 Quality Education

A Commitment to Quality Education	80
Syedawala Higher Secondary School	80
Board Results For The Year 2021	82
What are our F.Sc Graduates Doing	82
Waste Paper Supply Chain Sustainability Initiative - LSK Schools	83
LSK Score Card	83
Disengagement Status Till Date	83

SDG 5 Gender Equality & SDG 8 Decent Work and Economic Growth

Decent Work & Economic Growth	86
Hunar Tarash	86
Women Empowerment - Developing Female Vendors for Uniforms	86

SDG 17 Partnership for The Goals

SDG 17 Partnership for The Goals	92
----------------------------------	----

Our Group

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 since 1956. Over the years, it has continued to enhance its capacities and capabilities to meet the growing demand of packaging products in Pakistan.



We are amongst Pakistan's top packaging solution providers with a priority to deliver high quality products 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 many other versatile products catering to the needs of multiple industries including Construction, Writing and Printing, Packaging, Food, Personal & Home Care, Pharmaceuticals, Agriculture and Forestry, Water and Energy and many others.

We are Responsible Because

We ensure ethical business practices at all stages of our operations

We comply with the requirements of applicable standards and certifications

We strive for governance and transparency by communicating our Sustainability Performance to our stakeholders

Sustainable production is integral to our long-term strategy and ambition to grow as a responsible business.

We provide a safe and respectful workplace for all employees, while giving them opportunities to grow professionally

Our employees' health, safety and wellbeing is our top priority

We believe in diversity and inclusion and demonstrate that by being an equal opportunity employer, with zero tolerance for discrimination and harassment

We encourage a responsible behavior and a caring culture in the organization by capacity building of our people

We encourage innovation and communication

We invest in our employees through training and education, enabling improved levels of quality and production

Our operations are in line with the reduce, reuse, recycle and recover philosophy

We reduce our impact on the environment by ensuring sustainable practices in all our operations

We aspire to offer fully recyclable or reusable materials for each product from our packaging and Consumer business segment by 2025

We plan our future investments on sustainable operations with reduced carbon footprint and renewable energy base

We are committed to considerably increase the recycled component in our packaging and products

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

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.

We buy from responsible sources

We believe in creating shared value for our stakeholders by giving back to the communities we operate in

We aim to create real business value for our customers and stakeholders by adhering to the principles of Sustainable Prosperity



**Syed
Hyder
Ali**

CEO & MD Packages Limited

Dear Stakeholders,

As we enter the third year of the global coronavirus pandemic, we cannot help but recognize the changing world of work and the impact this has had not only on businesses, but also on society as a whole.

Yet we face these challenges and take stock of the current global realities and begin to implement the changes we must make to steer ourselves, our organization and our planet on a more sustainable course.

Looking ahead, I am encouraged that our growing list of initiatives and our commitment to sustainability remains stronger than ever. Packages Group aims to engage responsibly and advance the Sustainable Development Goals (SDGs).

In an effort to add value and streamline sustainability reporting for all participating companies, I am delighted to share the 4th Annual Sustainability Report for Packages Group showcasing the progress towards Sustainable Development in the year 2021.

There are enormous opportunities for us to play a critical role in the transition to a sustainable, climate-safe future by acting as a catalyst to help achieve the SDGs by 2030 and tackle the climate crisis. I am confident that, working together, we will not only be able to “future proof the planet”, but strengthen business resilience for decades to come.

Thank you for your continued and strong support. Let's keep moving forward, working together for a better world.



Our Company's purpose has shown us the way forward and made difficult decisions clear. As we look ahead, our purpose has also defined our goal-setting process for sustainability.

We are beyond just a packaging company and we don't exist to simply make packaging. We exist to make products that make the lives of people better in a meaningful, responsible way.

As we aggressively address generational challenges through new sustainability commitments and continual improvement, our company operates from a position of strength! Building on our successes, we turn to a future where the need for sustainability is greater than ever.

Packages Group, as a Responsible Organization is well suited to address these challenges and to contribute to an economy that serves everyone. With products that address the needs and expectations of our stakeholders, we continue to contribute to the formation of a more sustainable world.

We look forward to facilitating positive change, together.

Numan Noor

A handwritten signature in black ink, appearing to read 'Numan Noor', with a stylized flourish at the end.

**Group Head Sustainability
Packages Group**

Scope

We are proud to present our fourth Sustainability Report demonstrating the sustainability performance of five of our Group companies including Packages Convertors Limited, Bulleh Shah Packaging (Pvt.) Limited, Tri-Pack Films, DIC Pakistan Limited and Omya Pack. The data is contributed by the Sustainability Action team representing each of our sites across the Packages Group.

Reporting Period	Fiscal Year 2021 (1st January 2021 – 31st December 2021)
Reporting Cycle	Annually since 2018
Date of Previous Report	1st June 2021
Available Online	Report is available online at www.packages.com.pk www.packagesconvertors.com.pk www.bullehshah.com.pk/sustainability www.tripack.com.pk www.dic.com.pk
Organizations	Packages Convertors Limited, Bulleh Shah Packaging (Pvt.) Limited, Tri-Pack Films, DIC Pakistan, Omya Pack
Point of Contact & Feedback	For queries and feedback please contact us at aysha.aziz@packages.com.pk



Our Businesses



Packages Convertors Limited

Packages Convertors Limited is amongst Pakistan's top packaging solution providers, delivering 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

Our Packaging Division provides multi-dimensional and multi-product packaging solutions to a wide range of customer base manufacturing consumer products across industries. In line with the 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. We not only provide cost effective and perfect packaging solutions to our valuable customers but also offer 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.

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

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.



Flexible Packaging

To accommodate the increasing demand for sophisticated packaging, the Flexible Packaging business unit was established in 1986 at the 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.





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.

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:

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.



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.

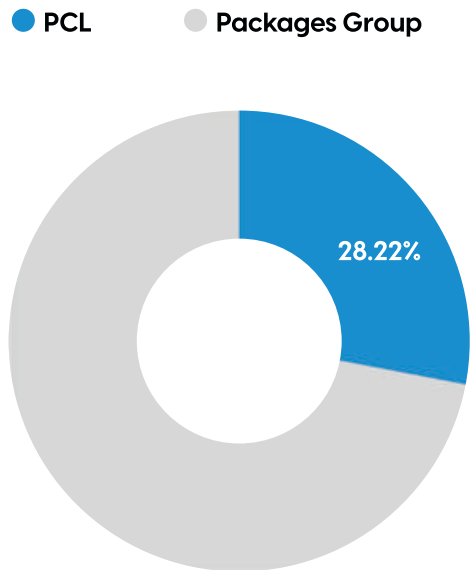
Export Market Served

Afghanistan	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	Tissue Related Products
Myanmar	Tissue Related Products
Qatar	Tissue Related Products

Local Market Served

All over Pakistan

Share of Group Sales 2021



Key Brands



Our Businesses



Bulleh Shah Packaging (Pvt.) Limited

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. 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.



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.





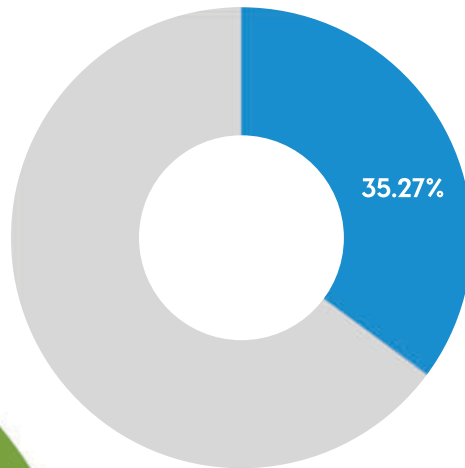
Corrugated Division

BSP provides flexibility in choosing from Corrugated material, which is made up of three layers of paper – inside liner, outside liner and fluting which runs in between. Extensive investment in R&D 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

Share of Group Sales 2021

● BSP ● Packages Group



Our Businessess



Tri-Pack Films Limited

Tri-Pack Films Limited, a joint venture between Mitsubishi Corporation of Japan and Packages Limited of Pakistan was 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.



Products

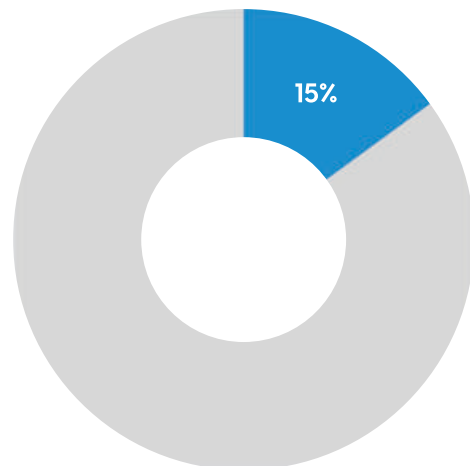
Keeping in view the needs of our customers, Transparent, Pearalized and Metallized films are produced in different varieties and thickness ranging from 12 to 60 micron. We also make specialized films having unique characteristics to suit specialized applications while creating a niche market.

We carefully craft our films to ensure good barrier properties against moisture, gas and odors. Excellent optical properties distinguish our films from the rest. Our films are designed to capture, enhance and protect the products that they envelope. These films not only extend and enhance shelf life, but they also protect against the often harsh supply chain conditions. We 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

Share of Group Sales 2021

● TPFL ● Packages Group



Our Business



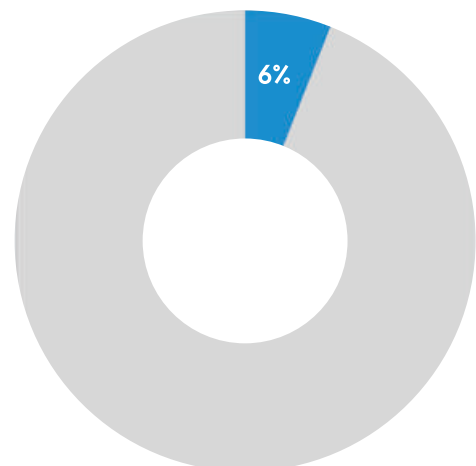
DIC Pakistan Limited

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 the largest ink manufacturer of Pakistan and 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 toxic materials. Our products are free from 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.

Share of Group Sales 2021

- DIC
- Packages Group



Our Business



Omya Pack

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:

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.

Dry Plant

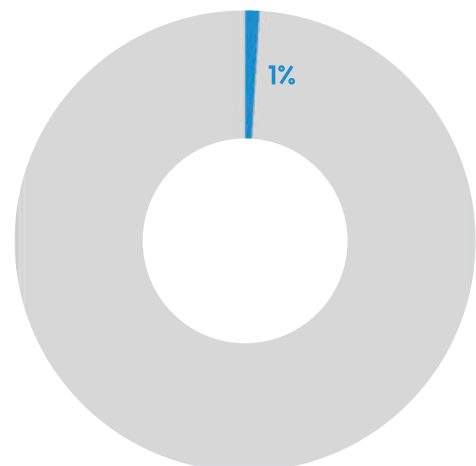
Dry plant produces two types of products and cater to a different market:

1. Untreated Products – used in paints and coatings, foam board, inks etc.
2. 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.

Share of Group Sales 2021

- Omya Pack
- Packages Group



Our Core Values

Underlying everything we do and everything we believe in is a set of Core Values, which we regard higher than our self-interest.

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.

Lead

We aspire to lead in everything that we do.





Our Approach to Sustainability

The approach to Sustainability at Packages Group is an over-arching set of values that drive all our actions and long-term decisions. 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.

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. 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, staff and supply chain partners to integrate responsible behaviour and a caring culture into every business function across the Group. We strive for governance and transparency by monitoring and sharing our corporate responsibility performance with our stakeholders.



Packages Group

firmly believes that for an organization to be successful and for it to create value for its shareholders, it must also create value for its society. 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 are gradually working to integrate sustainability into all of our operations, and beyond the boundaries of the company. Sustainability along the value chain is becoming increasingly significant and is a starting point for more sustainable business. We are working hard to implement the highest possible degree of sustainability at all levels.



Contributing to the SDG's

Packages Group supports the UN's Sustainable Development Goals and we view the SDG's as guiding principles on our path to contributing to a better tomorrow. Our sustainability agenda is well aligned with a number of the SDG's and we are deeply committed to identifying technologies, products and processes that ensure that as a society, we do not exceed environmental boundaries, while recognizing that this is a very formidable challenge in the Packaging industry.

In our past reports, we have highlighted programs and activities that were launched to address the SDG's, and we have expanded internal discussion surrounding the SDG's to include initiatives well beyond those dealing with sustainability on a regular basis and explored how SDG's can influence Packages Group's strategic perspective. Our sales and marketing team, which is in direct contact with customers strives to learn their perspectives on sustainability and their feedback is included in our sustainability strategy.

The SDG's that emerged as the most significant are directly connected to Packages Group's core business – Responsible Consumption and Production and Climate Action. Other SDG's with a strong connection to our activities are Clean Water and Sanitation, Affordable and Clean Energy, Decent Work, Good Health and Gender Equality. Environmental matters received more attention over the past year and we will continue strengthening our alignment with the SDG's.

Structured Sustainability Processes

Our Sustainability Policy describes our overall approach to sustainability. At the same time, our code of conduct and other policies and guidelines on specific sustainability topics further elaborate our approach, while also guiding our employees in their everyday work.

Packages Group Sustainability Policy



1.0 Scope and Philosophy

This Policy applies to all employees and third parties who undertake activity for and on behalf of Packages Limited. It applies to all goods and services we procure, our direct operations and services we provide to our customers. At Packages Group we are committed to creating a sustainable society, managing our operations in a way that covers the social, environmental, and economic objectives throughout the value chain, with human rights integrated into all that we do. We are guided by our Core Values – Lead, Care, Respect, Honesty and Courage.

Our Sustainability Agenda is based on the Triple Bottom Line approach of People, Planet and Prosperity, supporting the UN Global Compact on human rights, labor, environment and anti-corruption aiming to follow and promote good sustainability practices where we have influence.

All business activities are carried out under this philosophy and aspire for sustainable results for stakeholders' benefits and acceptance. To do this, sustainability considerations are woven throughout a suite of interdependent policies and procedures, which are implemented collectively to deliver the objectives of our Sustainability Policy.

We are committed to accountability and transparency in our sustainability performance.

2.0 Objectives

- To promote an ethical company culture that goes beyond complying with regulations
- To integrate sustainability into all our business models and decisions
- To ensure employees are fully aware of our Sustainability Policy and are committed and empowered to implementing and improving it.
- To minimize the impact of our activities and products on the environment
- To ensure our products and services respond to a growing awareness of sustainability
- To make partners aware of our Sustainability Policy and encourage them to adopt sound sustainable management practices.
- To review, annually report, and to continually strive to improve our sustainability performance.

3.0 Policy

Packages Group is committed to contributing to a more sustainable society and to continually improve the positive impacts by:

- Complying with and exceeding where practicable, applicable legislations, regulations, codes of practices and ethical standards
- Ensuring the human rights of everyone under the influence of the organization are provided as per the United Nations Guiding Principles.
- Ensuring a safe and rewarding workplace for all employees, free of discrimination and harassment while aiming to contribute to the vitality of the communities around our operations.
- Utilizing natural resources with care by creating and seeking approaches and methods of optimized consumption, waste reduction and resource efficiency measures. Ensuring our systems and procedures prevent pollution, and resource consumption.
- We ensure responsible sourcing of goods and services.
- We articulate our shared values, and wherever possible, establish clear metrics and use them to track our sustainability performance.

4.0 Compliance

Packages Group as part of its sustainability objectives is committed to communicating these objectives to its employees and other stakeholders and to support, promote and conform with this Policy.

This Policy and the actions arising from it will be annually reviewed as part of the business strategy.

Syed Hyder Ali
Chief Executive & Managing Director



Reviewing The Sustainability Strategy

During 2021 we continued to evaluate our current sustainability strategy, and we plan to further develop our sustainability agenda during 2022. The goal is to make our short-term and long-term ambitions clearer in our sustainability work and communications, emphasizing the economic, social, and environmental impacts of our operations throughout the value chain.

Our Stakeholders

We consider anyone interested in our work as a stakeholder. Significant stakeholder groups for Packages include

- Consumers
- Customers
- Employees
- Governments
- Partners
- Investors
- Local Communities
- Media
- NGOs
- Suppliers



Ethics & 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 built a reputation for conducting its business with integrity, in accordance with highest standards of ethical behavior and in compliance with the laws and regulations that govern our business. This reputation is among our most valuable assets and ultimately depends upon the individual actions of each of our employees. We have a strong Code of Conduct based on our core values which has been prepared to assist each of our employees in our efforts to not only maintain but enhance this reputation. It provides guidance for business conduct in a number of areas and refers to more detailed corporate policies for further direction.

The adherence of all employees to highest standards of integrity and ethical behavior is mandatory and benefits all stakeholders which includes customers, communities, shareholders and ourselves.

We carefully check for compliance with the Code of Conduct by providing suitable information, prevention and control tools and ensuring transparency in all transactions and behaviors by taking corrective measures, if and as required.



Comprehensive Approach To Ethics and Compliance

The Packages Group Code of Conduct, is a single set of values for all our employees that explains our approach to ethical business practices, human and labour rights, as well as environmental values. These values are applied wherever we operate. Other policies relevant to ethics and compliance include our:

- Anti-Fraud Policy
- Risk Management Policy
- Supplier Code of Conduct
- Anti-Harassment Policy
- Social Media Policy

Training Our Employees

As a responsible organization, we strive to ensure that our employees and business partners all understand what ethical behavior is, and how they should respond to any ethical dilemmas that may arise. We believe in ethical practices at all stages of the business which is being ensured by frequent communication and trainings throughout the year for all employees.

Our employees receive the Code of Conduct training, either through an e-learning tool developed internally or through face-to-face training for those who do not have direct computer access. We aim to ensure that our new employees receive such training within their first month of employment. In addition, in-depth training on conflict of interest, anti-corruption, and other compliance-related topics is mandatory for all employees.

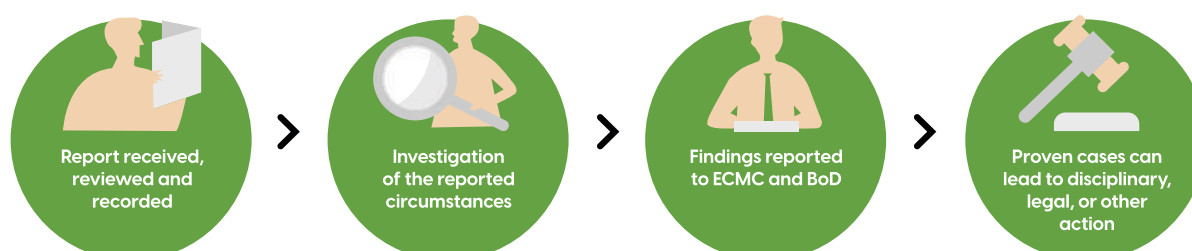
Status of complaints received on whistleblowing platform 2021

	Reported	Resolved
Conflict of interest	4	4
Corruption / Fraud	15	13
Discrimination, harassment and/or bullying	5	5
Health and safety	0	0
Other	5	4
Total	29	26

A Value Driven Organization

In our efforts to make Packages Group a more value driven organization, we encourage discussing ethics topics. In 2021, our Sustainability team, continued their work to support our Ethics and Compliance function by running training sessions, focused on workplace harassment, clarifying our rules, and answering questions. Extensive trainings for a Group wide campaign addressing harassment and discrimination were conducted in 2021. The campaign will continue in 2022, supporting the SDG's and the Group's Diversity Agenda.

How we investigate suspected non-compliance cases



Whistleblowing

Packages Group is committed to highest standards of ethical, moral and legal business conduct. In line with this commitment and the company's commitment to open communication, our whistleblowing policy and grievance mechanisms aim to provide an avenue for employees to raise concerns with reassurance that they will be protected from reprisals or victimization for reporting.

The types of issues which can be reported under this policy include but are not limited to:

- Breach of the Code of Conduct;
- Corruption and bribery;
- Harassment;
- Misappropriation of financial data/reports;
- Misuse of company's assets;
- Violation of applicable laws and regulations;
- Actions raising safety, security, and environmental concerns;
- Damage to company's reputation or business; and
- Disrespect and/or discrimination of employees on the basis of race, color, gender, ethnicity, age, nationality, ancestry, religion, physical/ mental disability or marital status.


Our employees are encouraged to report suspected cases of misconduct or unethical behavior. Other stakeholders may also want to seek ways to raise concerns over our activities. To ensure that rights to privacy and effective remedy are respected, we must ensure that our grievance channels operate effectively and are accessible to all relevant stakeholders. All potential non-compliance cases involving a Packages Group employee or a third party working for the company are duly investigated and reported accordingly. Proven cases of non-compliance can lead to disciplinary or legal action.

System Certifications and Compliance

Packages Group believes in continuously improving its systems and values. From quality of products to operations and business ethics, our commitment to being responsible has only strengthened with time. We are therefore, ensuring a more sustainable world through various system certifications and compliances for our customers.

INTEGRATED MANAGEMENT SYSTEMS POLICY

December 2021


 Packages Limited


Packages Limited is committed to producing quality products through responsible sourcing conforming to customers' requirements by creating value for the customers through our products and services.

The Organization is committed to achieving these goals by proactively:

- Exhibiting leadership and commitment towards implementing this policy across all our operations.
- Allocating appropriate sustainable resources for compliance with applicable management standards and establishing individual accountability to comply with these requirements.
- Developing an effective Management System to prevent customer complaints, incidents/accidents, ill-health and pollution, while reducing waste, eliminating hazards and mitigating environmental and social impacts.
- Creating a safe and work-friendly environment for all stakeholders with due participation and commitment from everyone. Safety shall always take the highest priority in all situations.
- Improving our Product Quality continually through innovations, process optimizations, and risk identification.
- Ensuring that all food-related packaging material is produced, stored, and delivered in safe and hygienic conditions as per relevant requirements. Where applicable, we will ensure supply of Halal Packaging material and consumer products with effective communication on Halal/food issues with suppliers, customers, and relevant interested parties in the food chain.
- Improving our energy performance by avoiding energy and utilities' wastage, optimum consumption, supporting the purchase of energy-efficient products, services, and designing for improvement in energy performance where applicable.
- Leading by example and committing to reducing our carbon and water footprint to an optimum level where possible.
- Setting objectives and targets that are monitored regularly to review our Management Systems and ensure that these objectives are aligned with organizational context.
- Ensuring the needs and expectations of our customers and other interested parties are met.
- Ensuring compliance with all applicable legal, statutory and regulatory requirements.
- Ensuring continual improvement as a result of formal internal/external audits and management reviews, which are conducted at least once a year for applicable standards.
- Improving the competency and skills of our people at all levels through adequate information sharing, training and supervision provided to ensure that all organizational needs are met.
- Ensuring all stakeholders have access and understanding of the IMS policy (made publicly available), relevant procedures and supporting documentation, through training and provision of information.

This is our long-term commitment and we shall continually strive to improve our policies, procedures, programs, systems and standards.


Syed Hyder Ali
Chief Executive & Managing Director



Certification

Quality Management System ISO 9001:2015	   
Environment Management System ISO 14001:2015	   
Occupational Health and Safety ISO 45001:2018	   
Food Safety System Certification FSSC 22000	  
British Retail Consortium BRC	
Forest Stewardship Council Chain of Custody (FSC™ CoC)	 
HALAAL Packaging Management System	 

What does being certified mean?

- Enhanced product and service quality and reliability at a reasonable price
- Greater compatibility and interoperability of goods and services
- Simplification for improved usability
- Improved health, safety and environment protection

Corporate Social Responsibility Assessments

Sedex



Sedex is a membership organisation that provides one of the world's leading online platforms for companies to manage and improve working conditions in global supply chains. More than 60,000 businesses in over 150 countries use Sedex to improve business practices and the working conditions in global supply chains. Packages Group companies on the Sedex Platform are:

- Packages Convertors Limited
- Bulleh Shah Packaging (Pvt.) Limited
- DIC Pakistan Limited
- Tri-Pack Films Limited

Eco Vadis

ecovadis

EcoVadis is the world's largest and most trusted provider of business sustainability ratings, creating a global network of more than 75,000 rated companies. The EcoVadis sustainability assessment methodology is an evaluation of how well a company has integrated the principles of Sustainability/CSR into their business and management system. Packages Group companies on Eco Vadis are:

- Packages Convertors Limited
- Bulleh Shah Packaging (Pvt.) Limited



People

Our people are our greatest asset and we aim to build a culture of trust, respect, diversity and opportunity for all. We believe it is essential that we continuously work on creating a company culture that is inclusive and makes use of all the talent to respond to our company business priorities. We foster a culture that supports productivity, growth, high performance and wellbeing of the organization and individual employees. It is a culture that is guided by our vision and values, and it is through our people and culture that we serve our customers.

	PCL	BSP	TPFL	DIC	Omya
Employee Distribution by Age					
Up to 30	12.74%	20%	33%	21.89%	41.2%
31-50	71.42%	71%	61%	73.63%	58.8%
Above 50	15.82%	9%	6%	4.48%	0.0%
Employee Distribution by Turnover					
Turnover Male	7.40%	2.26%	6.14%	2.98%	5.9%
Turnover Female	0.73%	0.47%	0.34%	0.49%	0.0%
New Hires Female	1.60%	15%	11%	0.99%	5.9%
Employee Distribution by Gender					
Male Employees	1312	1042	371	194	16
Female Employees	53 (3.88%)	19 (1.79%)	26 (6.5%)	7 (3.48%)	1 (5.9%)
Male Managers	117	74	26	28	5
Female Managers	11 (8.6%)	1 (1.33%)	2 (7%)	1 (3.44%)	1 (16.67%)

A Management Framework for Labor Conditions

We adhere to the United Nations Universal Declaration of Human Rights and the United Nations Global Compact. Wherever we operate we meet and often strive to exceed the requirements of labor laws and regulations. We publish information related to policies and guidelines on our intranet. Our policies, Standard Operating Procedures (SOPs),

and Code of Conduct are implemented to cover our employees and are also applied to our suppliers. The policies cover child labor avoidance, forced labor avoidance, freedom of association and collective bargaining, non-discrimination, working time, disciplinary practices, compensation and occupational health and safety.

Zero Tolerance for Child and Forced Labor

We have a strict policy against using child labor and zero tolerance to all forms of forced and bonded labor in our own operations and our supply chain. The identity and age of candidates are checked at hiring to ensure that the terms and conditions of employment are in accordance with local legislation as well as with the internationally accepted labor standards. Proof of identity and age are part of minimal vetting standards.

Freedom of Association and Collective Bargaining

We respect the right to collective bargaining and freedom of association. Employees can choose freely to join unions and associations and select their representatives based on local labour practices. We encourage active, open communication and dialogue with employees and/or their representatives.

Non-discrimination

We do not tolerate discrimination. We prohibit discrimination based on any personal attribute.

Working Time

We do not permit our people to work more than legally allowed. We define regular working hours in accordance with local laws and guarantee the minimum one day off in every seven days in our production operations.

Compensation

We pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any legally or contractually required benefits. Pay practices are regularly reviewed to align pay with performance, experience, and skills required for every position. Our reward programs contribute to our business success by balancing market competitiveness and affordability based on a total reward approach. These are performance driven , flexible, and fair.

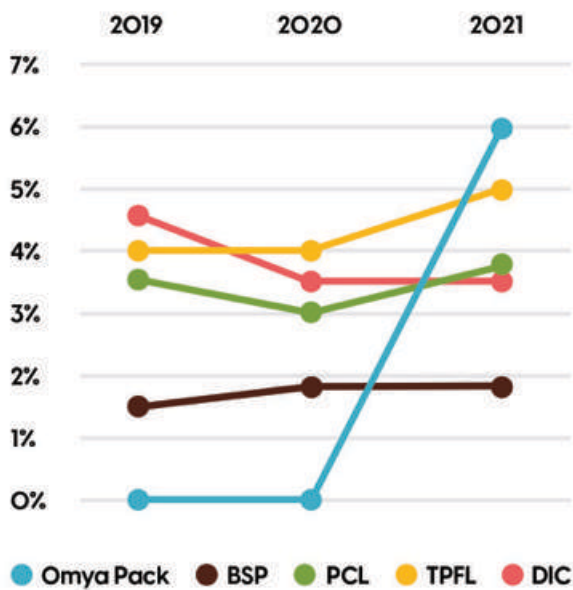
Annual Development Review and Performance Feedback Culture

We encourage managers to recognize performance, celebrate achievement and talk about an employee's potential and career aspirations as well as plan for their development in the coming year. The Annual Development Review process is well understood and positively perceived. Through communication and training we have started to draw line managers' attention to the importance of regular, ongoing and transparent performance feedback.

As part of our drive to improve performance management across Packages, a training was conducted for line managers on SMART Goal Setting and effective performance discussions in 2021. The program provided guidelines on our process, outlined the benefits of an objective performance process and provided practical tips on writing SMART goals. Key principles for managing performance were also shared with the participants along with guidance for the dialogue with employees. Inclusive, developmental and multidimensional feedback will continue to be one of our key focus areas in 2022.



Gender Diversity Trend



Gender Diversity 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 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, and 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:

- 14 Panel Discussions and Talks
- 100 + free mammograms
- 10 external trainings
- 20 internal trainings
- 37 #HeforShe trainings
- 4 Young Women of Substance events

56 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, celebrities, social activists, politicians, government officials, members of UN bodies, foreign dignitaries, medical professionals, law makers, customers and former employees.



Employee Engagement and Satisfaction

Taking employee opinion and ensuring their satisfaction with the work environment and culture is an important part of our philosophy. We conduct Employee Engagement Surveys (EES) at regular intervals, which include not only the management staff but also the technical staff.

We have seen significant progress in EES score since the previous survey with more than 20% improvement since 2017. We continue to implement actions against the findings of this survey through careful planning and execution at each level throughout the organization.

Internal Job Opportunities

We believe in providing career growth and exposure opportunities to our employees, therefore all vacancies are internally advertised and suitable internal candidates are given preference over external applicants.

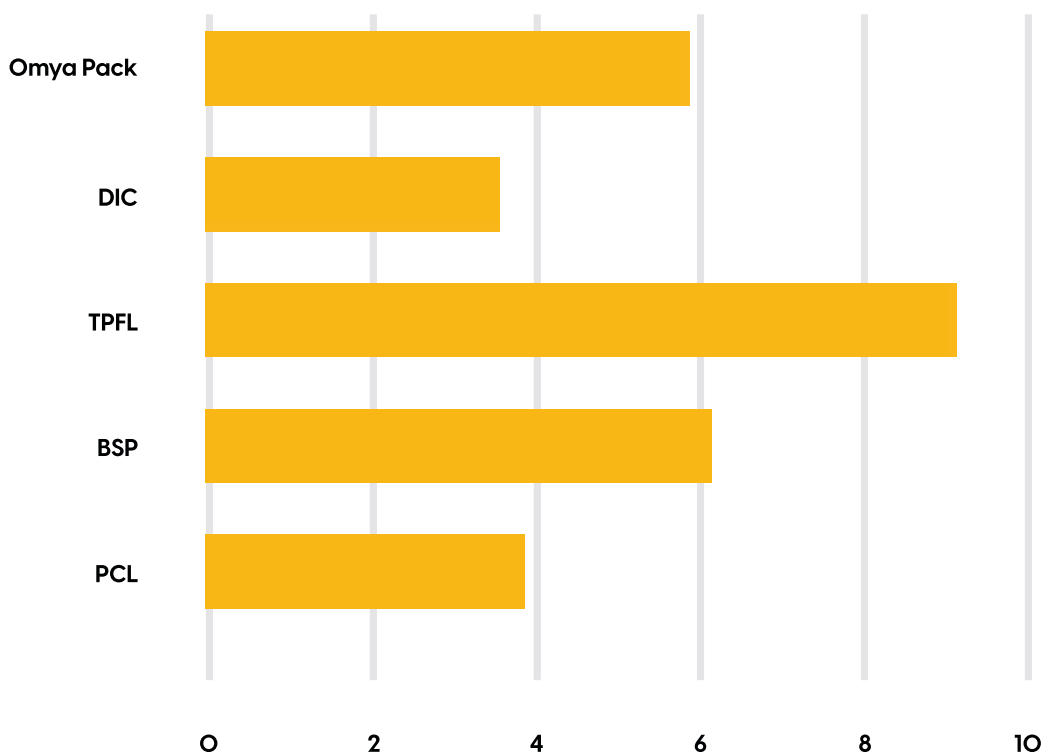


Training and Development

Continuous development of our employees is at the forefront of our agenda. We recognize that in a rapidly changing market, we can only be ahead if we constantly invest in updating the skills of our people. Consequently, our people are exposed to a range of development opportunities; which range from in-house initiatives to exposure at prestigious institutions such as Harvard University.

Our flagship learning programme is the "Certificate Programme in Business Management" – a LUMS Packages partnership programme which is the first of its kind in Pakistan.

Training Man-Hours Per Employee



Highlights of 2021

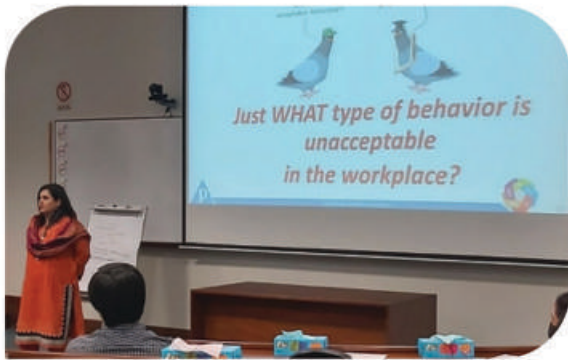
Round Table with the Group CEO

Packages Group kicked off the first quarter with interactive connects which saw CEO-O2 employees from all the Group companies share their ideas directly with the Group CEO, Syed Hyder Ali. The purpose of the **'Round Table Series'** was to share the Group leadership vision, obtain insights and build ownership through open dialogue. These sessions provided an opportunity to learn about the Packages Group business portfolio, our Financial Health, where we want to be as a Group and how we will get there directly from him. With 18 sessions across the Group, employees were able to share their thoughts and Insights with the executive leadership as well.



The Convention was adopted in June 2019, by the International Labour Conference of the International Labour Organization (ILO), and came into force on 25 June 2021.

Governments that ratify C190 will be required to put in place the necessary laws and policy measures to prevent and address violence and harassment in the world of work. The Convention represents a historic opportunity to shape a future of work based on dignity and respect for all. An awareness session was conducted in collaboration with ILO Pakistan on National and International commitments for Gender Equality focusing on the new C-190 Convention which addresses sexual harassment in the World of Work.

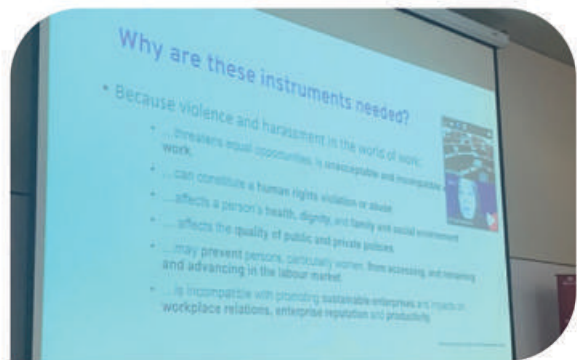


International Day for the Elimination of Violence Against Women – 16 Days of Activism

16 Days of Activism was steered at the Packages Group for raising awareness on Gender Based Violence. A customized module focusing on the Core Values and the Sustainable Development Goals 5 and 8 was initiated on 25th November 2021 with 5 sessions conducted so far covering over a 100 executives and managers of various departments.

ILO Training on C-190

C190 is the first international treaty to recognize the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment.



The two-day program was conducted by Syed Saghir Bukhari, Senior Program Officer ILO Pakistan and Ms. Aya Matsuura, Gender Specialist, ILO Decent Work Team for South Asia. Participants representing the Packages Group companies including Packages Convertors Limited, Bulleh Shah Packaging (Pvt.) Limited, Tri-Pack Films, DIC, IGI, Packages Mall and Omya benefited from the program. Country Head ILO, Ms. Ingrid Christensen also joined virtually and explained the impact of violence and harassment on the organization as well as its linkage to Occupational Safety and Health.



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.



International Women's Day 2021

International Women's Day was celebrated for the fourth consecutive year on the ACTS platform for the men and women of the Packages Group. This year's celebrations were focused on the International theme #IChooseToChallenge. Achievements of our women were celebrated through a group wide social media campaign. A panel discussion on how to overcome the barriers to Women's Career Progression was conducted



with Ms. Humaira Shazia (Former CEO and MD DIC Pakistan), Ms. Mehreen Bilal (Head of AFH Business), Ms. Mehreen Zafar (CFO DIC Pakistan), Mr. Waqas Munir (Head of HR Packages Convertors Limited), Syed Aslam Mehdi (Director External Affairs Packages Limited) and Ms. Asma Javed (Former Head of HR Bulleh Shah Packaging (Pvt.) Limited) as panelists. Former Head of Supply Chain, Packages Limited Ms. Seema Riaz and Former Director Global Responsibility for Bulleh Shah Packaging (Pvt.) Limited Ms. Ambreen Waheed were also present at the event organized for the female employees of the Packages Group.

To honor the International Women's Day 2021, an online session on Barriers to Women's Career Progression was also conducted by international trainer Ms. Frankie Maguire for men and women of Packages Group. More than 30 participants from various companies across the group attended the informative and engaging session virtually.

Packages Group Mentorship program

The first batch of the Packages Group Mentorship program saw 16 mentees from across the Group paired with 5 mentors from the senior leadership and Board of Directors. The feedback of the first program was excellent, with mentees sharing that the program added great value and provided a rich experience. Similar functional backgrounds or similar industry experiences allowed connections to flourish and small assignments set by mentors allowed for greater learning. The mentors also helped the mentees put day to day challenges into perspective and acted as a sounding board for their mentees when it came to significant decision-making.

Strength-to-Strength Program

2021 also saw the launch of the Strength-to-Strength Program which was led by 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.



Respectful Workplaces – Training for Prevention of Sexual Harassment in the Workplace

To spread awareness on the Government of Pakistan Protection Against the Harassment of Women at Workplace Act 2010, a comprehensive training program on Prevention of Sexual Harassment in the workplace for Executive and Management staff was launched in June 2021. In addition to this, all female staff including interns and third-party workers were also added to the

scope of this program. These trainings are aimed at further strengthening the element of respectful workplaces for all and the Packages Group Diversity agenda. 26 training sessions were conducted in 2021 and will continue in the next year to cover all employees of the Packages Group, aiming to educate the employees on various forms of sexual harassment, the legal definition of sexual harassment, and also on the existing framework of policies and procedures within the organization for prevention of sexual harassment in the workplace.



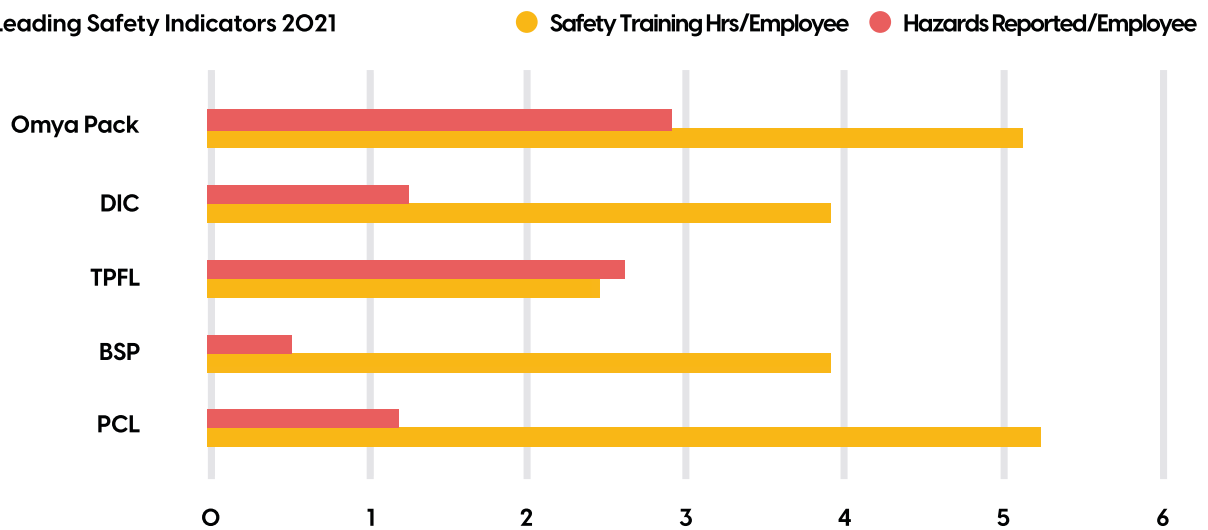
Launch of a Group-Wide Summer Internship Program

In 2021, 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. The Summer Internship program lasted for 6-8 weeks, during which they were given multiple opportunities to rub shoulders with the senior management of the organization. The program not only helped strengthen our employer brand but also helped us build a robust talent pipeline for the Group Management Trainee Program.

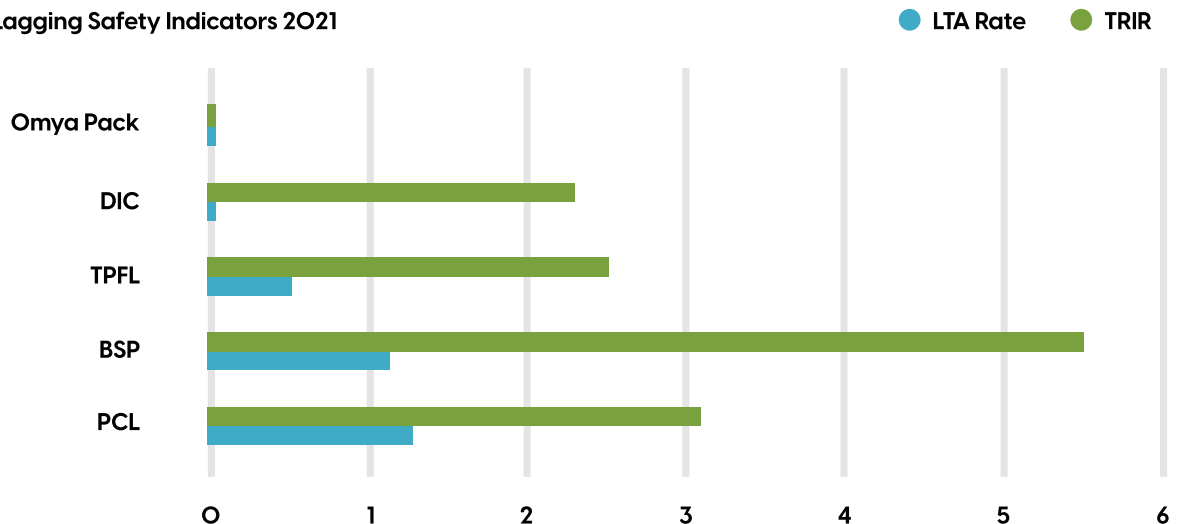
Safety of our People

Our long-term goal is to become an accident free workplace. While this work begins with our leaders, building up a company-wide safety culture means that everyone is responsible for making every workday accident-free. Safety management at Packages Group is based on international standards like ISO 45001, but our processes go beyond those requirements. Our Safety Toolbox includes, for example, practical support on safety observations, a daily practice of giving and receiving feedback on safety behaviour, and monthly management safety rounds that involve managers discussing the reasons behind unsafe behaviour with their employees, and giving positive feedback on safe behaviour and safety initiatives. Responsibility for implementing safety practices in our units lies with line management, supported by the OHS function.

Leading Safety Indicators 2021



Lagging Safety Indicators 2021



Health & Safety Highlights Across the Group

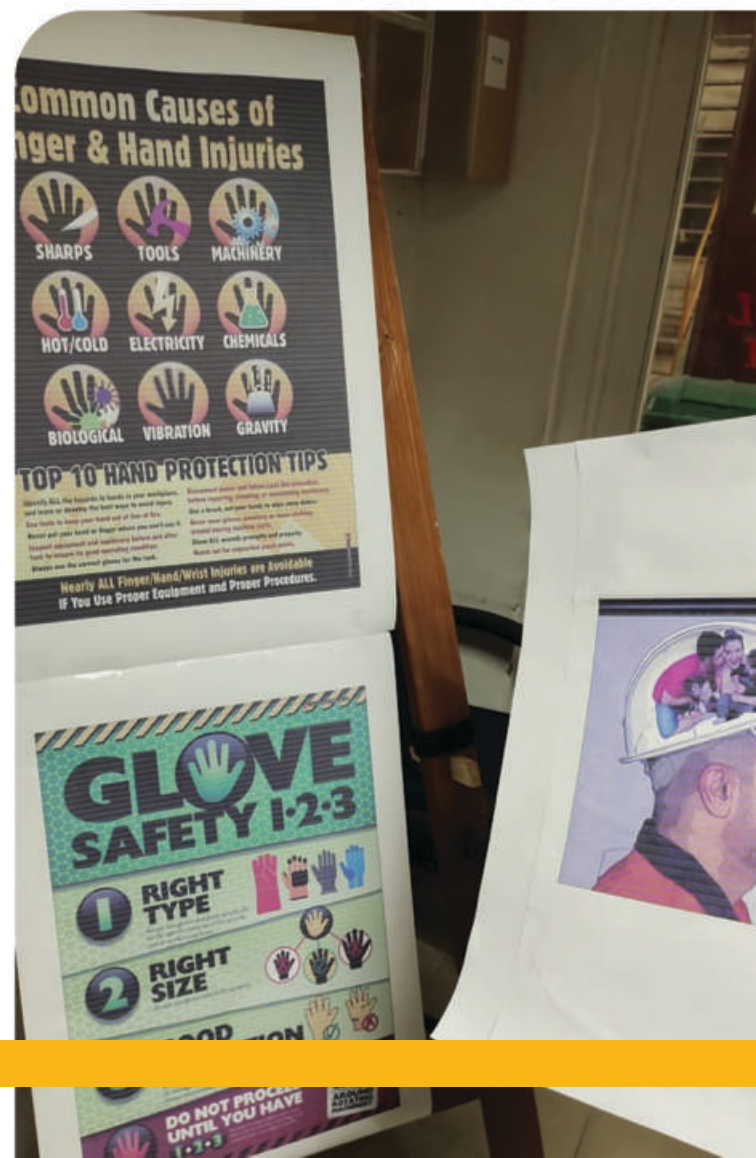
A safety culture affects the whole organization. Studies suggest that companies with a solid safety culture keep employees engaged and emotionally devoted to the company and its goals. The good thing about implementing a strong safety culture is that it sustains itself. Employees who have a clear understanding of the organization's safety objectives are personally invested in achieving those outcomes. A powerful safety culture does not only lower injury rates, but it also improves productivity and employee wellbeing. Occupational health and safety is a practical matter, and in order to promote a safety culture at the Packages Group, a number of awareness campaigns, collaborative efforts with our partners and robust inspection and auditing mechanism is in place.

World Day for Safety & Health at Work

World Day for Safety & Health at Work was celebrated on 28th April 2021, with awareness sessions at different departments on topics including Electrical Safety, Chemical Safety, Road Safety, Plant Safety, Behavior Based Safety and COVID-19.

Hand Safety Campaign at Packages Convertors Limited

A hand safety campaign was launched to raise safety awareness in employees for activities where hand safety is critical while performing a specific task. Regular on-floor sessions were conducted as a part of this campaign, focusing on safe work SOPs and their implementation and will continue in 2022 as well.





Electrical Safety Framework & Assessment at Packages Convertors Limited

Electrical safety Framework at Packages Convertors Limited has been revamped and reinforced by formulating a standard manual with proper inspection and maintenance regimes set for all critical electrical infrastructure. Standardization of SOP's and check lists incorporating the best practices from all Group companies was also a part of this framework development.

An external electrical infrastructure audit by an independent third party was conducted as a preventive approach against electrical hazards posing fire safety risk. The scope of this assessment included thermography audit of panels, visual Inspection of electrical infrastructure, power and distribution Transformers Testing, IR testing of Power Sockets and Earth Integrity Tests. Issues identified as a result have been addressed through concerned area owners.

Collaboration with Rescue 1122 at Packages Convertors Limited

It is critical for the Occupational Health and Safety community to collaborate and share knowledge so that people can work safely. For this purpose, we regularly engage Rescue 1122 to review the existing fire safety arrangements and identify improvement areas in order to continually improve and upgrade our Emergency response system.

An awareness session on "Basic Life Support and Fire Safety" was conducted with the help of Rescue 1122 for employees of PCL, Packages Mall, DIC and IGI. Practical demonstration on basic life support skills like CPR, bleeding control techniques, safe mobility of patients and operation of fire extinguishers were the highlights of this session.

Moreover, a joint Mock Drill for Packages Convertors Limited and Packages Mall, on Emergency Response Preparedness to enhance the emergency team capabilities, knowledge, and readiness in ensuring site safety by timely and properly tackling an emergency, was also conducted with the help of Rescue 1122. The drill covered practical demonstration of:

- Firefighting with fire extinguisher and fire hydrant.
- Rescue of Injured or trapped persons during emergency.
- Gauging sync between PCL and Rescue 1122 for effective emergency control.

Zero LTA BSP Karachi for 4 Consecutive Years!

BUCP Karachi plant of Bulleh Shah Packaging (Pvt.) Limited has had Zero LTA since the last 4 years. This is a result of collective effort from the production and EHS staff and an excellent example of best safety practices across the Group.

Hazard and Operability Analysis at BSP Kasur Plant

We always believe in introduction of new and advanced risk-based methodologies to assess our operations-based risks in an efficient manner. In lieu of this, HAZOP kick off sessions were conducted at BSP in OCC, Finishing House and Corrugated area. Hazard and Operability Analysis (HAZOP) is a structured and systematic technique for system examination and risk management. In particular, HAZOP is often used as a technique for identifying potential hazards in a system and identifying operability problems likely to lead to nonconforming products. Initially three areas including OCC, Finishing House and Corrugated Plant were selected as a pilot and the same activity will be replicated in other areas in 2022.

Emergency Response Management at BSP

Preparation plays a significant part in order to achieve effective response to workplace emergencies. Emergency preparedness program can ensure employees' and visitors' safety and furthermore, it can help avoid costly damages to machinery as well as potential fines to business.

BSP Kasur site has a wide-ranging fire-fighting system which mainly comprises of hydrant system in all areas and automatic sprinkler system on Paper machines and biomass plant. BSP Fire Safety team is responsible for spreading awareness among employees concerning fire hazards and how to deal with such risks rapidly and effectively. An in-depth emergency response program is in place which covers comprehensive trainings and mock drills on regular frequencies concerning Fire, Earthquake, Gas leakage and Chemical spill threats. These trainings and drills are not limited to factory staff only; the nearby community schools in Kasur and LSK (Life Skills for Kids) schools in Lahore also benefit from this program to educate children about importance of Fire Safety at a basic level. In addition, these trainings are conducted at all purchase centres (located in interior Punjab) as well where biofuel is being stored in bulk quantity posing severe fire hazards. Overall more than 4,000 training man-hours have been covered by Fire Safety team in 2021.



Back to Basics, Safety Hub Trainings at DIC

DIC Asia Pacific launched a year-round e-trainings module named as "SAFETY HUB" to provide all employees of DIC with safety trainings. Employees including higher management of DIC Asia Pacific entities are included in the program with the report of the training being shared with the top management.

In 2021, the following modules of trainings were arranged on the platform, respectively:

February 2021	Behavioral Safety
March 2021	Risk Assessment Fundamentals
April 2021	Understanding Hazards and Risks
May 2021	Solvents
June 2021	Human Factor
July 2021	Unsafe Acts
August 2021	Spill Prevention and Management
September 2021	Safe Manual Handling
October 2021	Principles of safe lifting and carrying
November 2021	Ergonomics
December 2021	Preventing slips, trips and falls

Safety Week Celebration at Tri-Pack Films Limited

Tri-Pack Films Limited celebrated 'Safety Week' from 18th to 22nd October 2021, to raise awareness on health and safety issues, demonstration of management commitment towards implementation of safety systems and accidents prevention. This campaign will help in improving safety culture at TPF by emphasizing on responsibility of every individual towards safety and motivation to work safely by rewarding best practices and safety consciousness.



Process Safety Approach at Tri-Pack Films Limited

Accidental energization and restart of equipment under maintenance is a leading cause of major incidents all over the world due to release of hazardous energy sources, which are used in industry for different applications.

As a part of standardization of safety systems objective, TPFL has taken an initiative to align Lock-out and Tag-out system with OSHA guideline "Control of Hazardous Energy" 29CFR 1910.147 in 2021. The following factors were addressed to ensure compliance at TPFL Port Qasim Site:

- Development of written procedures for Control of Hazardous Energy, covering Electrical, Mechanical, Thermal, Hydraulic, Pneumatic and Steam isolations.
- Assigning roles and responsibilities for effective implementation and roll out of LOTO procedure.
- Training of the relevant employees including PTW Issuers and Acceptors for understanding of Technical aspects and extent of isolations as required after Risk Assessment and its implementation in servicing, maintenance, installation, commissioning and troubleshooting to prevent potential incidents.
- Plant survey to identify the types of isolators and respective isolating devices.
- Procurement of LOTO gadgets according to the Site LOTO survey.
- Development of dedicated LOTO station.
- Printing of isolation tags as per requirement

This program will help prevent the unintended release of hazardous energy and exposure of staff, thus mitigating workplace hazards and perform work as per ALARP.

Integrity Testing of Storage Racks at DIC Karachi Plant

To ensure the operations and warehouse works like a well-oiled machine, operating safely without any accidents, proper inspection and maintenance is fundamental for compliance with safety regulations. In this regard, a 3rd Party Rack Inspection was carried out at DIC Karachi factory. Load testing at all storage locations and reporting of findings with installation of new racks where required were the highlights of this assessment to ensure safe storage and avoid mishaps.

Training on “Omya Life Saving Rules”

To create awareness on the “Omya Life Saving Rules” a training was conducted for the employees at the Kasur plant. These Life-Saving Rules include:

- Work at height
- Machine Guarding
- Energy Isolation
- Mobile Equipment
- Lifting
- Confined Spaces
- Electrical Work

Training by Employers’ Federation of Pakistan

A team from Packages Group companies including Packages Convertors Limited, Bulleh Shah Packaging (Pvt.) Limited, DIC Pakistan Limited and Omya Pack attended the training organized by Employers Federation of Pakistan and ILO Pakistan on 30th September 2021. This training was focused on Occupational Health, Safety, Quality and Productivity, and participants from various industries were present for this engaging full day session.





Wellbeing Campaigns

Global health and wellbeing days provide a great opportunity to raise awareness and understanding about various health issues and mobilize resources for action. Campaigns are conducted across the Group throughout the year to show solidarity, raise awareness and act on global issues that need attention. Packages Group works with esteemed partners who are specialists in their fields to help us with this agenda.



Breast Cancer Awareness Campaign

October is observed as the Breast Cancer Awareness Month across the globe and just like every year, we at Packages Group, conducted an extensive awareness campaign for our employees. Our SDG partners Cancer Care Hospital and Research Center conducted an awareness session on early detection and healthy lifestyle for our employees. The very informative and interactive session was conducted by Professor Dr. Shehryar Khan, who is a well-known figure in the oncology community of Pakistan. He is the most sought-after speaker on the subject and is a popular teacher of Physiology, Oncology and Radiobiology with a teaching experience of over 25 years. As a physician, he has treated more than 100,000 cancer patients. His scientific work has been presented in both national and international forums and he has also developed new treatment options for breast cancer patients. More than 60 participants from across the Group, attended the session in Irshad Hall Packages Lahore, while many joined virtually from Karachi.

In addition to this, we also connected our employees and their families to the free Mammography options available in Lahore with the help of our SDG partners Cancer Care Hospital and Research Center.





STOP Dengue Campaign

Dengue prevention framework was readdressed and revamped owing to the spread of Dengue. The updated framework for Dengue Management included Primary and Secondary Dengue Control teams for continuous surveillance with area wise responsibilities and a central SOP. Continuous internal and external awareness sessions were conducted to raise awareness amongst employees on the control and preventive measures for Dengue. Along with this, regular fumigation and sprays were done throughout the factory premises and routine inspections and audits were conducted to identify and eliminate potential Dengue risks.

For this purpose, an awareness session for effective Dengue control at site was also conducted in collaboration with DDHO Cantt. Employees from Packages Convertors Limited, Packages Mall, BSP and DIC on site were part of this session, which focused on awareness about Dengue mosquito, identification of Dengue larvae, hazards and preventive controls.



Covid Vaccination Campaign & Continued Covid Protocols

Compliance of all COVID protocols continued to be reinforced through continuous awareness with the help of toolbox talks, training sessions, audits and inspections, and distribution of reading material.

Realizing the importance of Covid Vaccination, a campaign "I'm Vaccinated" was launched to motivate employees to get vaccinated. In addition a special vaccination camp was set up with the support of Government Health Department to facilitate employees and their families.





World Diabetes Day 2021

World Diabetes Day was observed across the Packages Group companies by spreading awareness on the deadly disease. Posters and standees were put up at various locations along with email and online awareness campaigns. Free blood screening of more than 200 employees was conducted with the help of Phoenix Foundation for Research and Development along with an engaging awareness session by Dr. Noor-ul-Zaman Rafiq and Dr. Aqeela on Diabetes and healthy dietary habits in prevention of Diabetes.



Global Hand Washing Day 2021

The annual campaign for Global Hand Washing Day was conducted across the Packages Group companies from 15th – 31st October 2021. Various training sessions and tool box talks were organized in addition to display of posters, standees and other communication materials on the importance of handwashing with soap especially for Food Safety and prevention of infectious diseases including COVID-19. An online and email campaign was also conducted to spread awareness amongst our employees. This is an important annual event in our calendars to remind us that Future is at Hand!





Smog Awareness & Prevention Session with WWF at Packages Convertors Limited

Air Pollution remained a challenge for Pakistan, particularly Lahore during the last quarter of 2021. Immediate action at both individual and collective level was required, as it was important to raise awareness on smog, its causes and what can be done to reduce it. Therefore, in collaboration with WWF Pakistan, an awareness campaign was conducted for employees from Packages Convertors Limited with participation from other Group companies as well.



Collaboration with National Highways and Motorway Police

In collaboration with National Highways and Motorway Police, various sessions on safe driving were conducted in 2021 including Defensive Driving and Driving during fog.

A very informative session on defensive driving for Forklift/stacker operators, tractor trolley drivers, company pool car drivers and sales team was also part of this collaboration.





Mehr Fatima



Fatima Jamil



Qurat ul Ain Fatima



Sibgha Arshad



Myda Majeed



Wajeaha Amin



Abdullah Jabran



Savez Zeeshan



Bareera Ayesha



Ahmed Jabran Pasha



Planet



To deliver for current and future generations, we need to be resilient to social and environmental change. Our community is diverse and growing with constantly evolving customer and community expectations. Planning for future infrastructure needs to consider our changing environment. As an organization, we try to reduce our ecological footprint as much as possible. These efforts include reducing waste, investing in renewable energy and managing natural resources more efficiently. 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.

We have a central Environmental Management System (EMS) through which we analyze our most significant environmental aspects annually. We consider current and potential future regulatory and other related requirements, stakeholder interest, the size of the environmental impact, related risks and opportunities, and current and potential changes in our business. Our own operations are certified under the ISO 14001:2015 EMS standard.

13 CLIMATE ACTION



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. As our commitment to the environment, we are championing Climate Action, 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 webinars, workshops and awareness events on this platform we help enable companies to share best practices and train them on how to contribute and report on SDG 13.

Combatting Climate Change

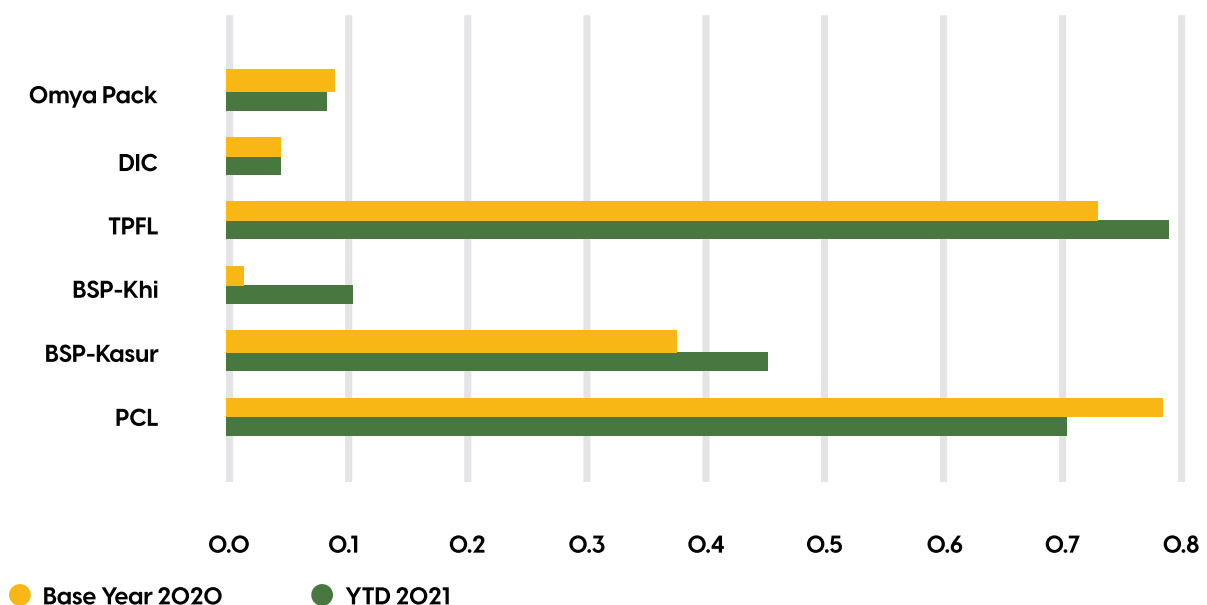
One of the key challenges of our time is the need to work together globally to avoid the worst-case scenarios of climate change. Urgent action on climate change, particularly over the next decade, is required for assessing the science related to climate change. The biggest uncertainty in the severity of these impacts is what actions society will take to reduce greenhouse gas emissions that contribute to climate change.

Quantification and Reporting of Green House Gases

We recognize our role in mitigating climate change by reducing our greenhouse gas emissions and as a first step started quantifying our carbon emissions. A two-day hybrid training on ISO14064:2019, Quantification and Reporting of GHG Emissions and Removals on the SDG Leadership program of CERB was conducted by SGS Pakistan on 25th and 26th January 2021. Participants from various organizations including Packages Convertors, BSP, Tri-Pack Films, DIC Pakistan, Engro Corporation, Engro Polymers and Chemicals, Sapphire Finishing Mills, Dawlance Limited, Interloop Limited and Century Paper and Board Mills joined live and in person for this informative training by Mr. Furqan Hameed from SGS Pakistan.

Based on this training, we started calculating our carbon footprint and subsequently work on an action plan to reduce the impact of our operations on the environment. These numbers, however are not yet verified by a third party, but give us an indication of where we stand. We plan to get this data verified by an external body starting from 2022.

Tonnes CO²/ Tonnes Production





Green Energy and the Biomass Plant

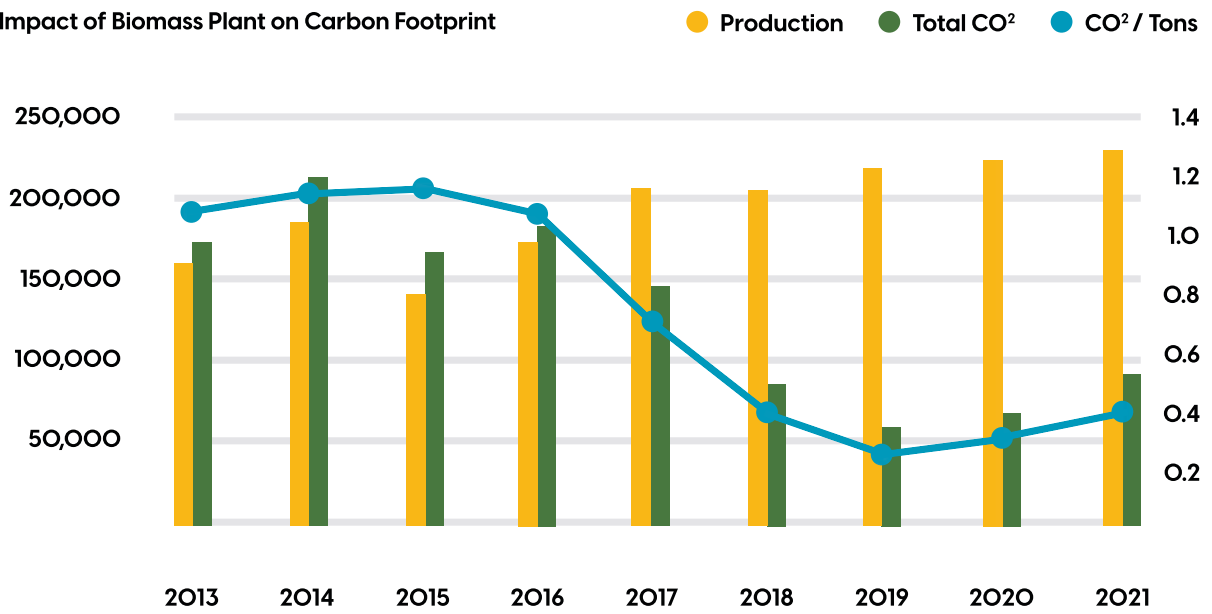
Sustainable production is integral to our long-term strategy and ambition to grow as a responsible business. We have installed a state-of-the-art biomass boiler of 150 tons per hour catering to our operations in Kasur. This investment of approximately 65 million US Dollars - one of the largest biomass 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.

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 our CO₂ emissions but also creates shared value for farmers in terms of additional income and jobs in collection and transportation.

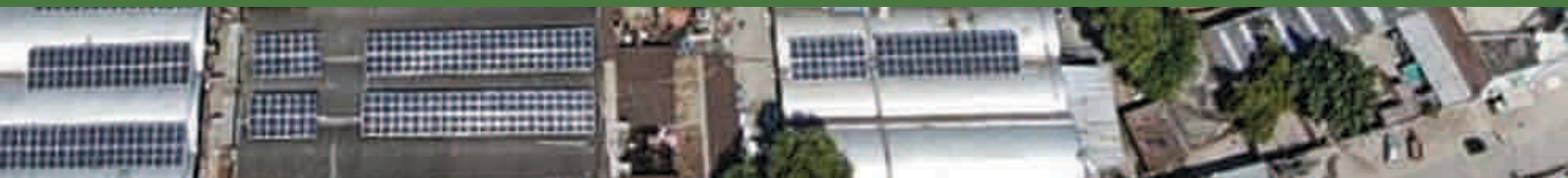
Impact of Biomass Plant on Carbon Footprint





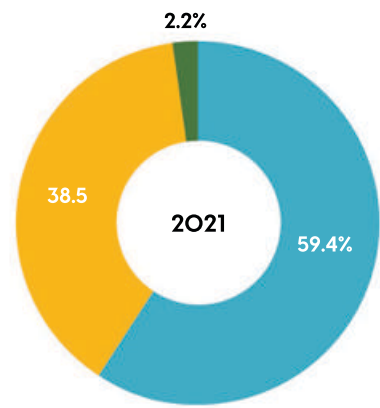
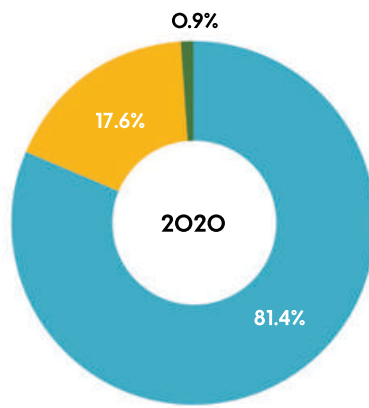
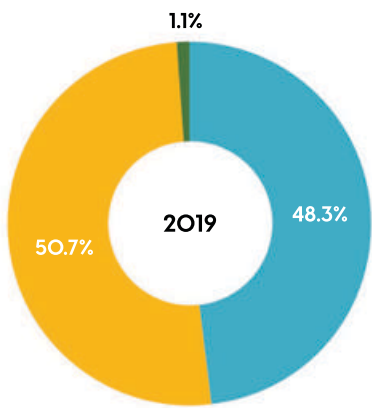
Solar Energy

Our solar energy initiatives reflect our efforts to seize optimum renewable energy sources opportunities. In 2021, we completed a 3.12 MW solar installation project with the help of Zero Carbon at Packages Convertors Limited, which will yield 4.2 million units of electricity annually (reducing close to 2600 tonnes of carbon emissions). This is the largest solar power plant installation in Lahore. Another MOU signing ceremony for a 1.8 MW Solar Project for Bulleh Shah Packaging (Pvt.) Limited has been signed with Zero Carbon. This is a huge step endorsing our commitment of moving towards renewable energy sources.



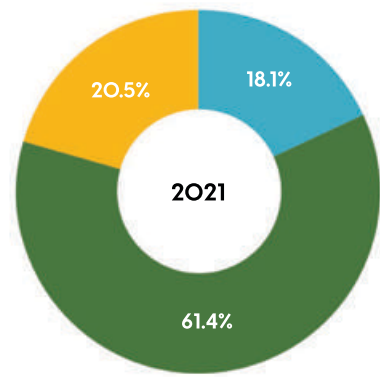
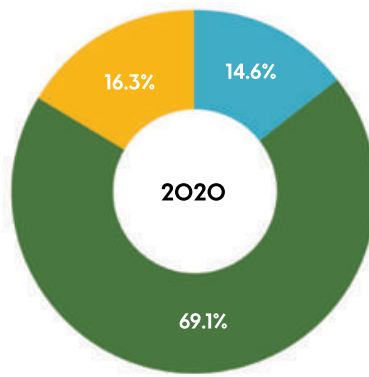
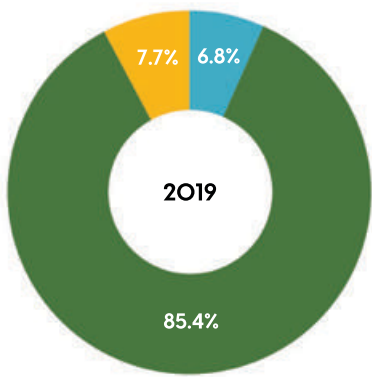
PCL Power Generation Sources %

● Factory Power House ● Wapda ● Solar System



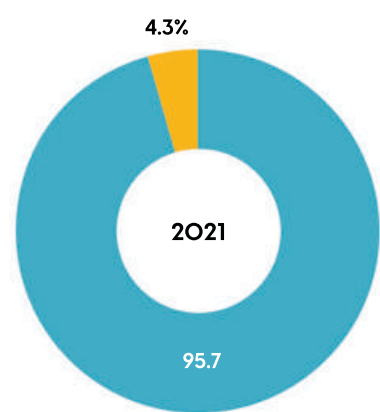
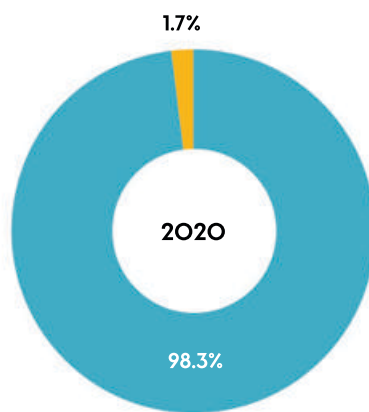
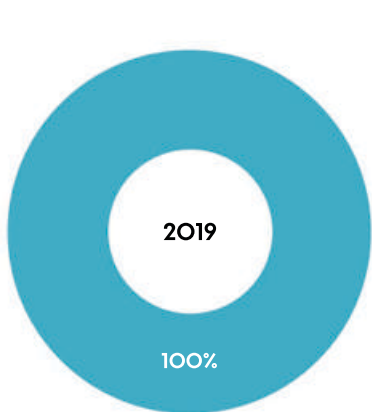
BSP Power Generation Sources %

● Factory Power House ● Wapda ● Biomass



TPFL Power Generation Sources %

● Factory Power House ● K.E



WWF Green Office Program

The efforts of businesses and organizations play a key role so that we can limit global warming and secure biodiversity. As a member of the Green Office network, we are involved in contributing to these objectives for over 10 years.

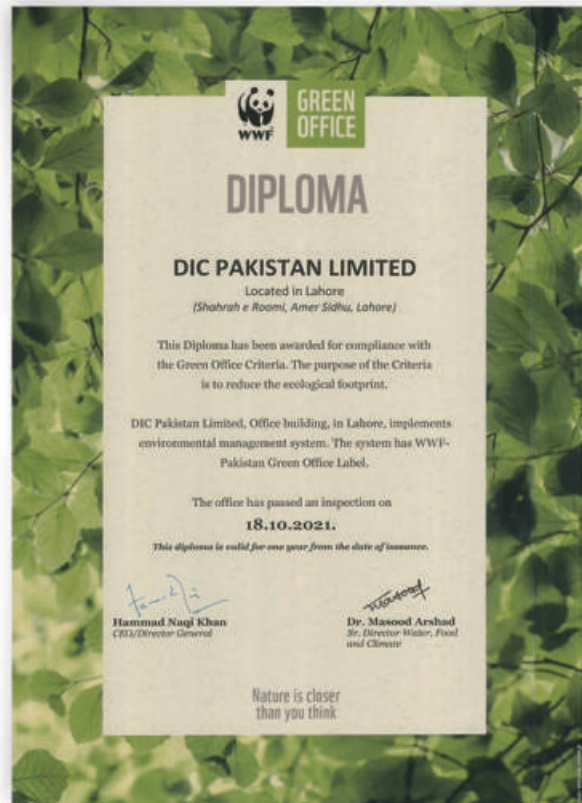
The Green Office certificate, proves that our organization takes environmental matters into account in its premises, decisions and operations. Audits and annual Green Office reporting encourage setting objectives, measuring results and achieving improvements.

It helps us reduce our carbon footprint by saving energy and improving energy efficiency, making sustainable purchases, paying attention to travel and printing, sorting and recycling.

Currently Packages Convertors Limited, Tri-Pack Films Limited and DIC are on this program with Bulleh Shah Packaging (Pvt.) Limited to follow in 2022.

Sustainable Energy Initiative BSP and UNIDO

Energy efficiency in many developing countries is still widely viewed as a luxury rather than a strategic investment in future profitability. To promote energy efficiency concept, UNIDO initiated a collaboration named **Sustainable Energy Initiative for Industries in Pakistan** in 2020 and successfully launched the **Energy Management System Program** in 50 energy intensive industries across Pakistan. 10 consortia comprising of energy management consultants, academia, and energy auditors were engaged in this program, which aims at developing a culture of Energy Management System (EnMS) and investments in Energy Efficiency through piloting EnMS and Energy System Optimization in around 50 Organizations in Pakistan. Our Group company, Bulleh Shah Packaging is Pakistan's first Paper and Packaging industry that achieved EnMS certification in 2021 under this program with the help of UET Lahore team.

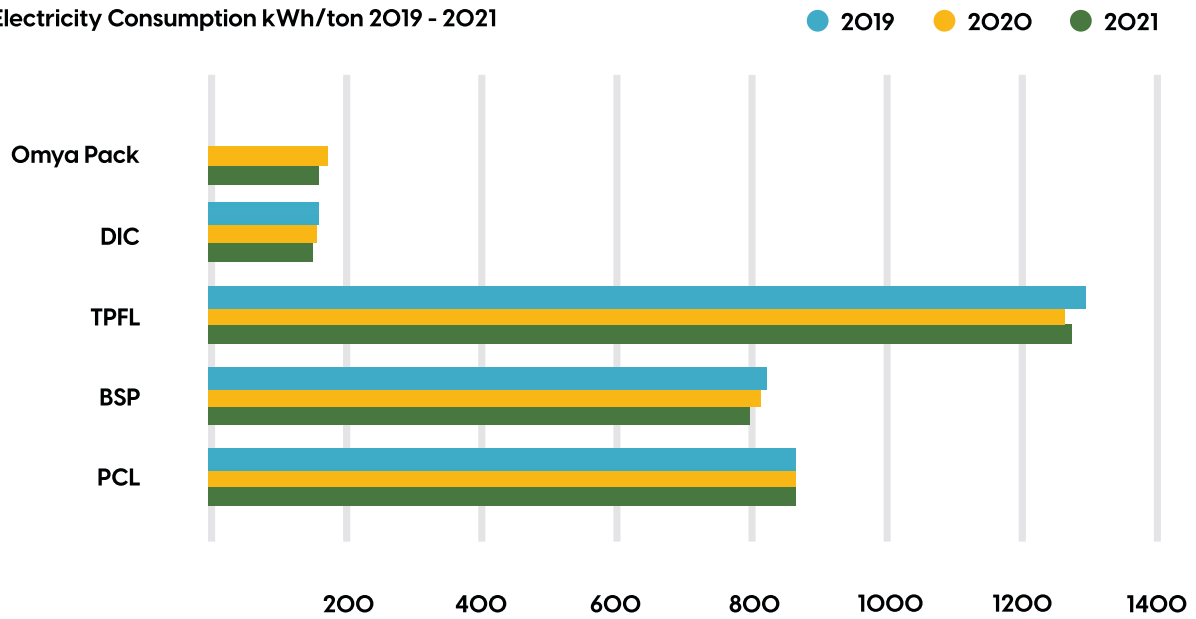


100%

of the total energy consumption at Packages Convertors Limited is certified to ISO50001 Energy Management System and successfully qualified for the Recertification audit conducted in 2021.

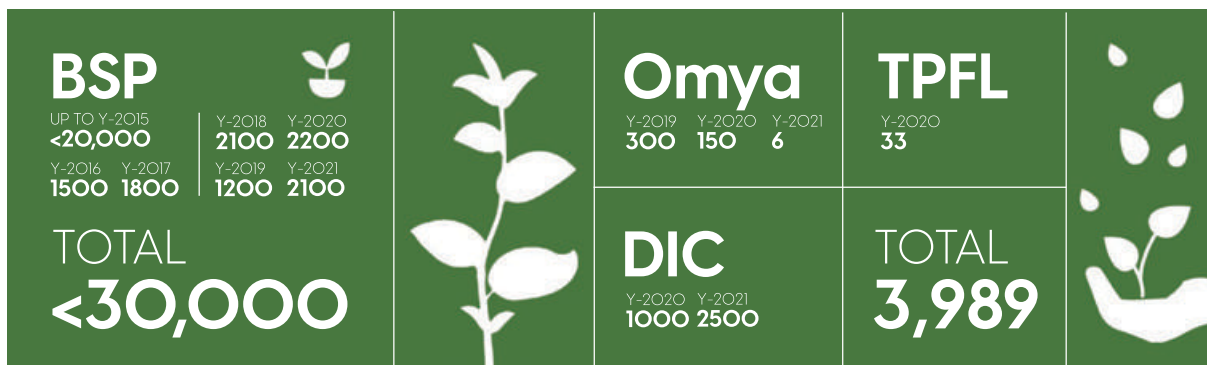
Electricity Consumption

Electricity Consumption kWh/ton 2019 - 2021



Tree Plantation

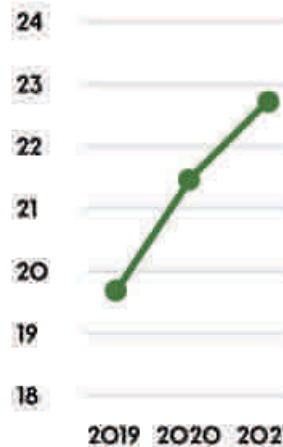
We recognize that in order to tackle the climate change crisis, more and more trees need to be planted. As a Responsible Organization committed to SDG 13, we play our role by planting trees as a regular part of our Sustainability Agenda throughout the year. Bulleh Shah Packaging (Pvt.) Limited alone, leading this campaign for the Packages Group has planted more than 30,000 trees inside the mill and in the community and we plan to continue our efforts towards a sustainable greener earth. We encourage plantation by donating thousands of plants every year to nearby communities and schools as well and spread awareness on climate changes and global warming as a stakeholder engagement initiative.



Water

Water is an important raw material supporting our manufacturing processes. We respect our ecological and ethical responsibilities and have a vested interest in preserving and improving the quality and availability of water in the communities we serve and beyond. In our paper making and tissue manufacturing, water plays a central role in the production, heating, cooling, and cleaning processes. We therefore consider water stewardship to be an area of increasing importance. At the same time, such challenges give us opportunities to reduce costs by using water and energy more efficiently.

**Paper Manufacturing
Water Consumption
2019 - 2021 (m3/ton)**



**Tissue Manufacturing
Water Consumption
2019 - 2021 (m3/ton)**



Effluent Treatment Plant

Our environment management system boasts of one of the largest secondary stage effluent treatment plants in the country that can treat up to 19000 m3 of waste water every day. This ETP spread on 18 acres with 1 MW electricity consumption, is installed at Bulleh Shah Packaging (Pvt.) Limited Kasur, from which 60% recycled, discharged water is used by farmers in the nearby villages.



World Water Day

World Water Day was celebrated on 22nd March across the Packages Group emphasizing on the importance of water conservation and identifying water conservation projects. Various awareness sessions at PCL, BSP and DIC were conducted for employees, along with online campaign and posters serving as reminders to be mindful. An awareness session was conducted in collaboration with WWF at Packages Convertors Limited on this occasion as well.





Responsible Sourcing FSC™_CoC



The mark of
responsible forestry



The mark of
responsible forestry

Forest Stewardship Council Certification

FSC™ (C126151) chain of custody certification allows companies to use the FSC label, giving consumers assurance about the origin of the products they buy. FSC Chain of Custody is an information trail about the path taken by products from the forest or, in case of recycled materials, from the reclamation site to the consumer including each stage of processing transformation, manufacturing, and distribution where progress to the next stage of the supply chain involves a change of ownership.

We are a leading provider of packaging material in Pakistan and take great pride in manufacturing environment friendly products sourced from responsibly sourced raw materials. We do not willingly solicit/manufacture or sell products made from:

- Illegally harvested wood
- Wood harvested in violation of traditional or civil rights
- Wood harvested in forests where high conservation values are threatened by management activities
- Wood harvested in forests being converted to plantations or non-forest use
- Wood from forests where genetically modified trees are planted

FSC™ Certification Scheme

is developed by Forest Stewardship Council A.C to enable independent third party certification of environmentally responsible, socially beneficial and economically viable forest management as a market mechanism allowing producers and consumers to identify and purchase timber and non-timber forest products from well managed forests. Packages Convertors Limited and Bulleh Shah Packaging (Pvt.) Limited both are certified on this standard.

Post-Consumer Reclaimed Material

Material that is reclaimed from a consumer or commercial product that has been used for its intended purpose by individuals. Households or by commercial, industrial and institutional facilities in their role as end users of the product. We will mainly employ the following systems in our product category:

- FSC Recycled Transfer System "FSC Recycled x%" - Corrugated boxes, Liner and Fluting
- FSC Controlled Wood Transfer System "FSC Controlled Wood" - All Boards

FSC™ Controlled Wood

This is virgin wood or wood fibre which has been verified as having a low probability of including wood from any of the above-mentioned categories.

FSC™ Recycled Material

FSC certified reclaimed material based on exclusive input from reclaimed sources, and supplied with a percentage claim or credit claim.

FSC is a global, non-for-profit organization dedicated to the promotion of responsible forest management worldwide.



The **CORE** collect & recycle Alliance



1st National Stakeholder Convention on Plastic Packaging Waste

The CoRe 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.



Goals

- To improve post-consumer usage, collection and recycling of packaging waste to help become waste neutral
- To carry out public awareness campaigns to involve people at all levels to contribute to collection, sorting and recycling efforts
- To engage with policymakers and regulators to advocate policies that promote sustainable business practices, while working towards a waste-free future
- To engage with civil society and donor community and others for devising effective action plans that accelerate the development of necessary infrastructure
- To provide alliance members with a platform to share knowledge and collaborate for alternative and innovative packaging solutions

Commitments

- Make 100% of our packaging recyclable or reusable by 2025.
- Promote a circular economy by reducing packaging footprint through sustainable and innovative practices.



1st National Stakeholder Convention on Plastic Packaging Waste

Packages Limited participated in 1st National Stakeholder convention on Collective action to deal with Plastic Packaging Waste organized by CoRe Alliance and Ministry of Climate Change in Islamabad. 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.

Regulatory role in the identification of right policy measures was also one of the key agenda point of the convention. All relevant stakeholders including NGOs, FMCGs and Packaging concerns participated in the convention.

Waste Bin Project

250 waste bins were installed in Islamabad as an initiative of the CoRe Alliance 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, to encourage responsible waste disposal by the citizens and to improve circular economy. CoRe Alliance members Coca-Cola, Ecolan, FrieslandCampina, METRO, Nestlé, Novatex, Packages Ltd, PepsiCo, SPEL and Unilever contributed to the waste bin project.





CORE



آئیں پاکستان کو صاف رکھنے کا عزم کریں

Visit us at www.environment.org.pk



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Sustainable Consumption and Recycling



- Utilization of wheat straw (agricultural waste) for developing Chemical Thermo Mechanical Pulp (CTMP) for Paper Making
- Recycling of Old Corrugated Cartons (OCC) fiber for re use in Liner and Fluting Paper
- More than 250 tons of waste paper is recycled per day at Bulleh Shah Packaging (Pvt.) Limited
- BUFP Recycled 795 Tons of Plastics (PE) in 2021 which is approximately 3% of the total BUFP Plastics Products dispatched by the Business Unit
- BUCP Tissue Manufacturing recycled 7585 Tons of Paper Board and Tissue Trims in 2021 which is approximately 40% of the total Fibrous Raw material Consumption
- More than 80% of waste generated at TPFL is recycled every year

Paver Making Plant at Bulleh Shah Packaging (Pvt.) Limited

An insatiable global appetite for sand, one of the world's most important but least appreciated commodities, is unlikely to let up anytime soon. The problem, however, is that this resource is slipping away. Our entire society is built on sand. It is the world's most consumed raw material after water and an essential ingredient to our everyday lives.

Sand is the primary substance used in the construction of roads, bridges, high-speed trains and even land regeneration projects. Sand, gravel and rock crushed together are melted down to make the glass used in every window, computer screen and smart phone. Even the production of silicon chips uses sand.

Yet, the world is facing a shortage – and climate scientists say it constitutes one of the greatest sustainability challenges of the 21st century. As a pilot project to study the feasibility of replacing sand with bottom ash from the biomass boiler was initiated with the help of LUMS. A paver making plant producing 4000 pavers per shift was installed at Bulleh Shah Packaging (Pvt.) Limited Kasur plant, replacing 50 % of sand used in paver making by ash from biomass boiler. Currently this plant is running 2 shifts a day and all the pavers produced are being installed in-house.

Total Paver Production in 2021

- 80mm = 1,107,150
- 60 mm = 89,940
- Curb Stone = 2,474

Bottom Ash Consumption in 2021 = 397 tons



Highlights of 2021





Optimized Use of Compressed Air Awareness Session by Atlas Copco

Compressed Air is one of the most significant part of the entire energy network of the factory and any compressed air leakage or wastage in the network is considerable not only in terms of money but also in the terms of lost resource. Keeping this in mind, an external training on "Optimized Use of Compressed Air" was organized through Atlas Copco for all Business Units and Utility Departments.

Compressed Air Leakage Detection, Optimization of Compressed Air System i.e. Analyze, Optimize & Monitor, Mistreatment of Compressed Air and Safety hazards associated due to mis-use and Operation and Maintenance of Compressors were discussed during the session.



Living the Global Compact Sustainability Awards 2020

BSP won the recognition shield second year in a row for SDG initiatives by Global Compact Network Pakistan (GCNP) on Living the Global Compact Best Practices Sustainability Awards 2020.



Annual Environmental Excellence Awards for Tri-Pack Films Limited

Tri-pack Films Limited has been awarded second time in a row for its commitment to Sustainability and Environmental Preservation/Conservation on the 18th Annual Environmental Excellence Awards by National Forum of Environment & Health. The trophy was handed over to Tri-Pack in a ceremony on the 16th September 2021.

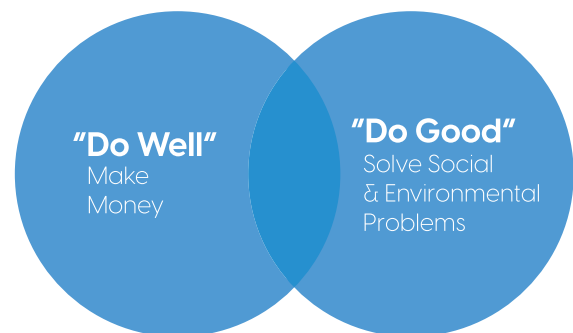


Prosperity



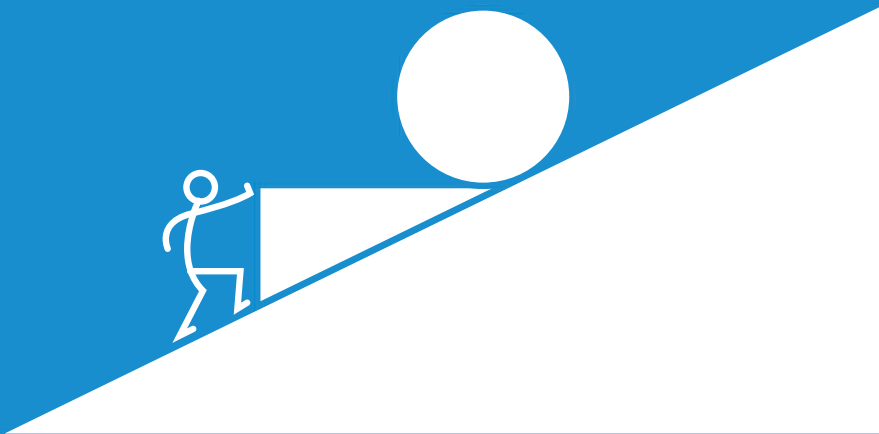
Recognizing the complexity of achieving more sustainable outcome is crucial to achieving long-term success for business and the planet. In today's ever-evolving world, debating whether to incorporate sustainability into business strategy is no longer an option. Considering a values-driven approach when developing business strategies can be vital to long-term success.

A sustainable business strategy aims to positively impact the environment or society, thereby helping address some of the world's most pressing problems. Doing well and doing good are intertwined, and successful business strategies include both.



Further, we believe it is our responsibility to create value for our customers by connecting our fundamental strengths. We work with our suppliers and business partners so that their operations support these same objectives. We engage them and delve into their processes, their problems, and their promises to their customers.

Product Quality & Safety



Our customers depend on our products to advance, enhance, and improve their products – and we have a responsibility to live up to those expectations. For this reason, we must strive to produce high-quality products. Every product we sell must meet quality standards and must be safe for its intended use. Our commitment to innovation is governed by policies and standards that allow us to move forward with integrity, confidence, and the common foundation of the Group's Core Values.

Quality Culture

Manufacturing top quality products has always been our top priority. To achieve this, sound engineering policies and a strong Quality Culture is promoted with a goal of continual improvement. Today, our idea of processes includes not only manufacturing operations but also business and management operations. Supporting these processes are stringent quality assurance procedures and a comprehensive system of internal audits. Our Quality Management System is validated through certification and surveillance audits by external bodies.

Quality Management System ISO 9001:2015



Highlights

Packages Limited was the 6th company in Pakistan to adopt the ISO series as its quality standard

We have a comprehensive set of engineering tools, rules, procedures, training materials, guidelines, best practices and other supporting documents to make sure our products and services comply with every possible customer requirement

Leveraging Team Collaboration for Continual Improvement

At Packages Group, we aim to transform diverse ideas and creativity into innovative technologies, business assets, and product platforms. One of the many things that makes us unique is our commitment to collaboration, both inside and outside the organization.

The first ISO 9001 certification in 1995 had the ultimate goal of Total Quality Management. In the year 2000, the concept of Quality Improvement Teams (QIT) was introduced in various departments, with more than 50 QITs today, working on the Japanese principle of continuous incremental improvement called KAIZEN. Their performance is monitored quarterly and the top performing teams are given cash prizes and certificates of achievement.



Quality Improvement Team PCL and TPFL

To improve the spirit of teamwork and shared learning, a cross functional Quality Improvement Team was launched for Packages Convertors Flexible Packaging and Tri-Pack Films in December 2021. This QIT will work on common goals with a time bound objective to improve customer complaints as well as communication between the two Group Companies. In future we plan to form more QIT's across the Group to enhance the collaborative spirit amongst the Group companies.

Group Wide EHS, Quality and Sustainability Dashboards

Monthly dashboards for EHS, Quality and Carbon footprint have been developed to benchmark and improve our performance within the Packages Group. These dashboards not only help us benchmark for continual improvement, but also help us identify best practices and collaboration opportunities within the Group companies which can be implemented for all.



Our Customers

We work to understand our customers’ business models, what they have promised their customers, what our role is in the value chain, and how we can help them deliver on their promises. We bring our technology to them, along with a deep domain of expertise, and we deepen it further by working side by side with them. Throughout the process, we not only meet their expressed needs – we are often able to identify and address unarticulated needs. In both cases, we create solutions for them and, at the same time, innovative growth platforms for us.

Despite this challenging business environment due to the ongoing pandemic, our customers stuck to their strategic goals. We flexibly redeployed our internal capacities, and our teams provided highly variable support. This enabled us to make a valuable contribution to our customers’ long-term goals even in times of great uncertainty.

Customer-Inspired Innovation

We build relationships with our customers by demonstrating value, and our R&D teams work directly with customers to solve their unique challenges. Our products are infused with strategic customer insights throughout the entire product development process. Innovation at Packages Group truly comes from the confluence of customer and market insights, technology, and our culture of collaboration and entrepreneurship. Building trust and credibility with our customers helps drive growth. We take the time to get to know them, learn how they work, and understand what we can do to improve their businesses.

Customer Insights
Customer-Inspired Innovation



Research & Development

By embedding sustainability into our R&D process, our brands, and the mindset of our customers and suppliers, we’re able to continue to advance our commitment to improving our business, our planet, and every life.



Celebrating Quality week with Unilever RYK Plant

Our Suppliers

Each step in the supply chain is an opportunity to assure alignment with our corporate vision of improving every life. This includes benefits like employment, embracing diversity, and community building as well as mitigating risks whether they are related to labor, environmental, health and safety, ethical practices, or management systems. Our commitment, from top leadership down, is to achieve synergy across our supply chain with our own corporate values. We expect our suppliers to work with us to transform our shared value chain.



Responsible Supply Chain

At Packages Group, we set a high bar for our company regarding environmental and social governance, and we expect the same from our suppliers. The Packages Group Supplier Code of Conduct is based on our corporate values for sustainable and responsible operations and aligns with the Ten Principles of the United Nations Global Compact. The Supplier Code of Conduct is also consistent with the Packages Group Code of Conduct. Our Responsible Supply Chain system consists of the following elements, which guide our continuous improvement efforts.



Values

Establish Strong Policies and Management Systems



Transparency

Identify and assess risks in the supply chain



Transformation

Design and implement a strategy to respond to identified risks



Verification

Audit supply chain due diligence



Report

Report on supply chain due-diligence activities

Corporate Social Responsibility

Packages Group firmly believes that for an organisation to be successful and for it to create value for its shareholders, it must also create value for its society. We are responsible to make sustainable positive impact on the communities in which we operate. Whether through the grants provided to various organisations that share common mission or through the inspiring volunteer efforts, we are passionate about helping people live better.

Packages Foundation

With this vision in mind and to lay the foundations of a sustainable model, Packages Foundation was registered in 2015 as a society and Packages Group allocates certain funds to Packages Foundation each year to contribute to societal welfare through providing educational opportunities, employment, medical support, sponsoring various events, promoting culture, arts and awareness campaigns.

Our commitment to create a better tomorrow for all individuals living in Pakistan spreads into facilitating education and health to the under-privileged members of the society.



Objectives

Women Empowerment

To undertake activities and projects for empowerment of women and other vulnerable members of the society.

Research

To impart education and training and to encourage and promote research in such areas of the arts, sciences and all the other areas of learning.

Industrial Trainings

To impart technical and practical training to the rural classes with a view to preparing them to participate meaningfully in the rural economy and to enable them to utilize their skills in the application to agriculture and agro-based industry.

Education

To carry out activities in the field of education to help poor and needy students.

Community Benefits

To support libraries, research centers, museums, galleries, academies, public buildings and halls, parks, playgrounds, places of recreation and other places of use or benefit to communities and people.

Training

To undertake/support literary, agricultural, technical and scientific activity, research or training.

Health

To support hospitals, clinics, dispensaries, maternity homes, centers, convalescent homes, orphanages and old house for the assistance and care of the vulnerable members of the society.

Learning for Underprivileged

To support schools, colleges, institutions of learning and practical training for welfare of underprivileged communities.



3 GOOD HEALTH AND WELL-BEING



Good Health & Wellbeing for All



Medical Health Center - Kasur

In continuation of its mission to provide medical facilities to the underprivileged community of Kasur, Packages Foundation set up a subsidized medical Health Care Clinic in Kasur, near Bulleh Shah Packaging (Pvt.) Limited. The Clinic provides primary health care services including free of cost medicines to women and children at a nominal fee. On average 70 to 80 patients are provided medical aid on a daily basis since 2014.



Sehat Mobile Van

In line with our 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 agricultural supply chain in rural Punjab, 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 Kasur mill.

4 QUALITY EDUCATION



A Commitment to Quality Education

Syedawala Higher Secondary School

Many children around the world do not have access to quality education due to poverty, lack of resources and lack of schools. Syedanwala Higher Secondary School was made to bring hope of a better future to the children living in villages around Kasur. The school provides education to students coming from 19 different villages up to the intermediate level. The school has a total of 530 students and they are being nurtured by 40 qualified and committed teachers.

Class	Junior School	Boys School	Girls School	Total
-------	---------------	-------------	--------------	-------

Student Distribution

Play Group	61			61
KG	43			43
1	73			73
6		29	30	59
7		28	28	56
8		40	42	82
9		29	37	66
10			29	29
1 st Year			35	36
2 nd Year			26	26
Total	177	126	227	530

Facilities

Chemistry
Lab

Biology
Lab

Physics
Lab

Computer
Lab

Solar Power
Arrangements

E-Library



Sports Activities

Badminton

Cricket

Rope Skipping

Racing

Volley Ball

Football

Athletics

Javelin Throw



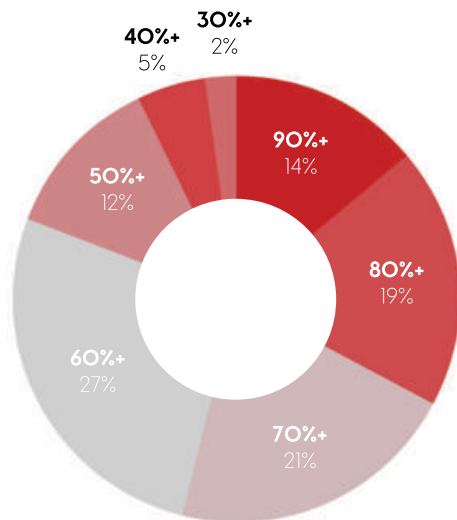
Board Results For The Year 2021

Class	Total Students	Pass	Fail	Passing %	A+ (90%) & Above	A+ (80%) & Above	A (70%) & Above	B (60%) & Above	C (50%) & Above	D (40%) & Above	E (30%) & Above
-------	----------------	------	------	-----------	------------------	------------------	-----------------	-----------------	-----------------	-----------------	-----------------

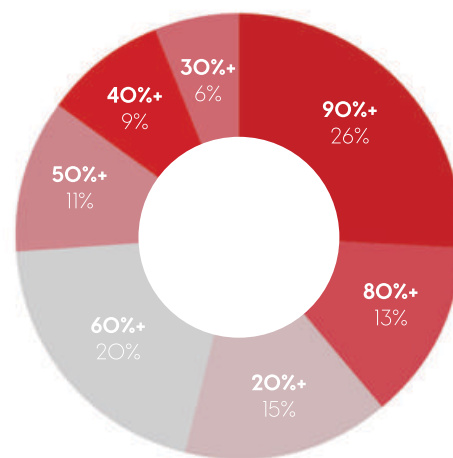
Student Distribution

F.Sc.	58	58	0	100	8	11	12	16	7	3	1
Matric	46	46	0	100	12	6	7	9	5	4	3

F.Sc Grades



Matric Grades



What are our F.Sc Graduates Doing

Year	No. of Students	Studying Further	Nursing	Teaching	Working in Police	Married	Free
------	-----------------	------------------	---------	----------	-------------------	---------	------

Graduate Distribution

2018	29	10	4	9	1	2	3
2019	37	24		5	1	1	6
2020	45	32		3	0	0	10
2021	58	Waiting For Admissions					
Total	169	64	4	17	2	3	19



Waste Paper Supply Chain Sustainability Initiative – LSK Schools

With the help of a local NGO, Idara-e-Taaleem-o-Agahi (ITA) and Stora Enso, six Life Skills for Kids (LSK) schools for the trash picking community of Lahore were set up in 2014 for a 10 year project to end in 2023. The aim of this project was to equip the children from this community with life skills along with free education to maximize the options for safe and decent livelihood.

640 underprivileged children from various waste yards around Lahore were enrolled in these schools which were structured to cater to the special needs of the community. These schools are operating in two shifts to provide flexibility to the students, and the students 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. 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.

To ensure a responsible disengagement from the project, an exit strategy is in place so that when the project ends in 2023, all students have been mainstreamed one way or the other. This strategy includes:

- Accelerated Learning Program to achieve milestones of Primary and Middle School.
- Enrollment in technical and vocational institutes to help adopt decent livelihood options
- Mainstreaming in local Government Schools after completion of Primary and/or Middle School

LSK Score Card

December	Niaz Baig Campus (Basti Niaz Baig)	LDA Campus (Talli Wala Khoo)	Defence Road Campus 2 (Engineers Town)	Defence Road Campus 1 (Chandraya)	Colony Campus (Gujjar Colony /Toba Pind)	Ring Road Campus (Mahmood Booti)	Total
Class Wise Enrolment							
CPB	19	13	7	9	3	10	61
Long Term Primary	41	57	19	23	42	17	199
Short Term Primary	32	48	11	10	24	7	193
Long Term Middle	21	20	3	14	31	7	96

Disengagement Status Till Date

Exit Strategy	Activity	No. of Students
Accelerated Learning Program	To enhance learning levels of the students to achieve Primary and Middle School Milestones	535
Mainstreaming	School leaving certificate after completion of primary	45
Mainstreaming	Mapping of Government Schools in progress. The remaining students will be mainstreamed April 2022 onwards	-
Skill Development	Beautician course by TEVTA	15
Skill Development	Tailoring Course by TEVTA registered institute	15
Skill Development	Computer Courses - in-house labs formulated	250
Skill Development	HVAC Courses from PITAC	12
Skill Development	Electrician Course from PITAC	11



5

GENDER
EQUALITY



8

DECENT WORK AND
ECONOMIC GROWTH



Decent Work & Economic Growth



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. So far 8 batches have graduated from this program.

Women Empowerment - Developing Female Vendors for Uniforms

To empower these women, we 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.

Our artisans from Hunar Tarash are busy by not only 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.

Total Graduates 350

Graduates Earning from TVET	300
Students enrolled & working for Hunar Tarash	60
Uniform Stitching	20
Decoration Material	10
Mask Making	10
Dress Stitching	10
Cutting	10
Total Amount Generated	Above Rs. 500,000/-
Average Earning of one Artisan	Rs. 5,000 – 25,000 (depending on the work)

LSK Schools Highlights of 2021



Technical Courses at LSK

An MOU was signed between Idara-e-Taaleem-o-Agahi (ITA) and Pakistan Industrial and Technical Assistance Center (PITAC) Lahore for collaboration on technical courses for the students of LSK schools. These trainings will enable mainstreaming of students who complete their education at LSK schools into different professions and earn a decent and safe livelihood afterwards.

Computer classes have also been started at LSK schools which aim to equip the students with appropriate knowledge for today's world. A manual has been designed with the help of TEVTA guidelines which will provide basic knowledge for further studies and employment opportunities.



Certificate Distribution by CEO BSP

CEO BSP Mr. Asghar Abbas visited LSK schools Niaz Baig, LDA and Gujjar Colony campuses for certificate distribution for the students who have completed technical courses with PITAC recently. He interacted with the students and staff and gave his valuable feedback to further enhance the learning activities at these schools. He also took part in the plantation activity with the students at the Gujjar Colony Campus.



LSK Super 8 Final Cricket Match

Students from LSK schools played their Super 8 League Cricket Final at BSP Kasur Cricket Grounds after a gap of two years. This is an annual event that is most eagerly awaited by the students. It gives them an opportunity to play in front of a larger audience. Employees from Packages Limited and Bulleh Shah Packaging (Pvt.) Limited were present to cheer up the little sportsmen along with their teachers and coordinators. Trophies were given to the winners and the runners up by the management of BSP.



Girls' Badminton Finals at Packages Limited

LSK schools Girls' Badminton finals were played at the Syed Wajid Ali Sports Complex at Packages Limited Lahore. Teams from different campuses of the LSK schools participated in the match also taking the opportunity to emphasize on the importance of physical activity and sport in leading a healthy lifestyle. Our very own badminton champion Mr. Bashir Khan distributed the trophies amongst the winners and the runners up, encouraging young girls to remain physically fit and strong and also giving feedback on how to improve their game.



Universal Children's Day

Universal Children's Day was celebrated at the LSK schools. The students and staff of LSK schools took the opportunity to raise awareness on Children's Rights as well as global problems along with celebrating the achievements of humanity. The COVID-19 pandemic has shown how inequality affects the rights of every child. From climate change, education, and mental health, to ending racism and discrimination, the students from LSK schools raised their voices on the issues that matter to their generation and called on adults to create a better future through an interesting and engaging program.



Annual Teachers' Conference

Annual Teachers' Conference for LSK schools' staff was organized after a gap of two years at the Indigo Hotel Gulberg Lahore. A capacity building session as well as certificate giving ceremony was also part of the agenda of this conference. Project highlights and achievements since the beginning of the program were acknowledged while recognizing the efforts of everyone associated with the program. All teachers, coordinators and instructors along with representation from Packages Group attended the fun filled event.



Universal Health Coverage Day & Medical Camps for the students

Universal Health Coverage Day is celebrated every year on 12th of December. Education and access to medical care are two of the basic human rights. Through LSK schools, we play our part in ensuring that these children get both! Free medical camps were set up with the help of Phoenix Foundation for Research and Development at all LSK schools providing primary healthcare to the students and staff with free medicines and advice on leading a healthy and hygienic lifestyle.



The Mobile Library, Kiteab Gaari

A CLF, ITA and BSP initiative for the children of underprivileged communities

Commitments to External Initiatives

Memberships	Department	Obligatory	Non-Obligatory
Registration of Company	SECP	✓	
Registration of Income Tax	FBR	✓	
Registration of Sales Tax	FBR	✓	
Registration of Punjab Tax	PRA	✓	
Registration of Sindh Tax	SRB	✓	
Registration of WEBOC	CUSTOMS	✓	
Registration of Professional Tax	EXCISE AND TAX DEPT.	✓	
Registration of Punjab Employee Social Security Institution	PESSI	✓	
Registration of Employees Old-Age Benefits Institution	EOBI	✓	
Registration in labor dept.	PUNJAB LABOUR DEPT.	✓	
Lahore Chamber of Commerce and Industries	LCCI	✓	
The Federation of Pakistan Chamber of Commerce and Industries	FPCCI		✓
Pakistan Board Caster Association	PBC		✓
Pakistan Business Council	BUISNESS COUNCIL		✓
Management Association of Pakistan	MAP		✓

17 PARTNERSHIPS FOR THE GOALS





UNESCONNECT Event

Packages Limited participated in the UNESCONNECT event organized by UNESCO Pakistan Office at Serena Hotel Islamabad. This event marked the 75th anniversary celebration of UNESCO and focused on the importance of global partnerships for the realization of the SDG's. A diverse group of people from across the country including celebrities, government and non governmental organizations, foreign missions in Pakistan, journalists as well as international and national companies attended the grand event. This event also provided a good opportunity for networking and possible collaborations for the SDG's.

Many of the world's greatest challenges can be solved through collaboration.



Looking Forward

Sustainability has become a crucial element to any organization's successful strategy. A business that doesn't factor in sustainability risks is less successful in several measures, including profitability, growth, and employee retention. By integrating sustainability into our business strategy, in 2022, we will continue to drive long-term growth and productivity by focusing on new growth opportunities, increasing our focus on personal safety and gender diversity, along with Climate Action and Responsible Consumption and Production. Climate change is one of the greatest global challenges we face as a society, and we all must act now – for our climate and our communities. We at Packages Group, will continue to drive our efforts towards improving our carbon footprint and adopting environmentally friendly practices in our operations for our People, Planet and Sustainable Prosperity!



**Be the change you
want to see in the world**



Packages Convertors

**PACKAGES CONVERTORS
LIMITED**

HEAD OFFICE: SHAHRAH-E-ROOMI, P.O. AMER
SIDHU LAHORE - 54760, PAKISTAN
TEL: +92 42 35811541-6

www.packagesconvertors.com.pk



**BULLEH SHAH PACKAGING
(PVT.) LIMITED**

HEAD OFFICE: SHAHRAH-E-ROOMI P.O
AMER SIDHU LAHORE
TEL: 042-35811541-6, BSP EXT. 585

www.bullehshah.com.pk



**TRI-PACK FILMS
LIMITED**

HOUSE NO. 18-B, SIR ABDULLAH
HAROON ROAD, KARACHI, PAKISTAN.
TEL: +92-213-5224336-7

www.tripack.com.pk



Color and Comfort

**DIC PAKISTAN
LIMITED**

SHAHRAH-E-ROOMI P.O. AMER SIDHU,
LAHORE-54760, PAKISTAN
TEL: +92 42 35822178-80

www.dic.com.pk



**OMYAPACK
(PVT.) LIMITED**

SHAHRAH-E-ROOMI P.O. AMER SIDHU,
LAHORE-54760, PAKISTAN
TEL: +92 42 35811541-46

www.omya.com