



UNITED NATIONS GLOBAL COMPACT
COMMUNICATION
ON PROGRESS
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UNGC PRINCIPLES

The United Nations Global Compact (UNGC) asks companies to embrace, support and enact, within their sphere of influence, the following set of core values in the areas of human rights, labour standards, the environment and anti-corruption.

HUMAN RIGHTS

PRINCIPLE 1:

Businesses should support and respect the protection of internationally proclaimed human rights; and

P1

PRINCIPLE 2:

Make sure that they are not complicit in human rights abuses.

P2

LABOUR

PRINCIPLE 3:

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

P3

PRINCIPLE 4:

the elimination of all forms of forced and compulsory labour;

P4

PRINCIPLE 5:

the effective abolition of child labour; and

P5

PRINCIPLE 6:

the elimination of discrimination in respect of employment and occupation.

P6

ENVIRONMENT

PRINCIPLE 7:

Businesses should support a precautionary approach to environmental challenges;

P7

PRINCIPLE 8:

undertake initiatives to promote greater environmental responsibility; and

P8

PRINCIPLE 9:

encourage the development and diffusion of environmentally friendly technologies.

P9

ANTI-CORRUPTION

PRINCIPLE 10:

Businesses should work against corruption in all its forms, including extortion and bribery.

P10

The above icons appear in the document to indicate that the relevant principle is addressed by the activity mentioned.

OTHER UN INITIATIVES

CARING FOR CLIMATE

Having taken part in the Caring for Climate initiative since August 2008, MAS is one of 453 companies from over 65 countries to be a part of this movement. The world's largest global coalition, Caring for Climate is led by UN Global Compact, UNEP and UNFCCC. Based on the consensus that climate change will affect business and society in vital ways, consultants from UNGC, UNEP and WBCSD prepared a statement titled "Caring for Climate: The Business Leadership Platform", which offers participants an opportunity to demonstrate climate leadership. MAS chose to endorse and implement the Caring for Climate initiative through CEO support, tactical changes within the organization and ongoing public communication.



WOMEN'S EMPOWERMENT PRINCIPLES

The Women's Empowerment Principles are the end result of a collaboration between UNGC and the United Nations Entity for Gender Equality (UN Women). The principles offer guidance to companies on how to empower women in the workplace, marketplace and community. The seven principles are as follows:

1. Establish high-level corporate leadership for gender equality.
2. Treat all women and men fairly at work, respecting and supporting human rights and non-discrimination.
3. Ensure the health, safety and well-being of all female and male employees.
4. Promote education, training and professional development for women.
5. Implement enterprise development, supply chain and marketing practices that empower women.
6. Promote equality through community initiatives and advocacy.
7. Measure and publicly report on progress to achieve gender equality.



MAS was involved in the consultation process when the seven principles were formulated. In November 2011, Chairman of MAS Mahesh Amalean signed the CEO Statement of Support for the Women's Empowerment Principles. MAS Holdings (Sri Lanka) and Mahesh Amalean were awarded the Women's Empowerment Principles Leadership Award - Cultural Change for Empowerment Award 2013 for the MAS Women Go Beyond initiative, a distinctive program established in 2003 that challenges the accepted norms of garment industry employment for women in Sri Lanka and the South Asian region.

BUSINESS FOR PEACE

After a decade of researching the role of business and its contribution to peace, in September 2013, UN Global Compact launched the Business for Peace initiative. The platform assists companies in implementing responsible business practices in conflict-affected and high-risk areas. MAS endorsed the initiative in September 2013, and is proud to be one of its founding participants.



MESSAGE OF CONTINUED SUPPORT

We are pleased to present the MAS Communication on Progress for the 13th consecutive year. MAS is an organization driven by the notion of change. Keeping in line with our motto 'Change is Courage', we are an organization that embraces change, and constantly works towards adapting to micro and macro environmental fluctuations. With our increasing global footprint, the current challenges we face are truly complex and certainly global, unlike those of yesteryear. Despite these dynamics, the triple bottom line approach is at the foundation of how we do business. It obliges us to always consider how decisions and actions may affect people, communities and the environment. At MAS, our objective is to ensure long-term profitability by reducing risks caused by business activities and to enhance positive contributions to society through our global operations; we want to do business not just for the present generation, but the next as well.



2016 was a pivotal year for sustainability as we saw the launch of an ambitious plan for MAS to catalyze sustainable change.

Socially, we continued to support local communities, develop and nurture our staff, and increase our focus on ethical business practices. Last year, the Women Go Beyond team partnered with UNFPA to facilitate the MAS Women at the Workplace program. The recognition given to six empowered women as "Effective Leaders" at the Abhimani alumni forum was a fitting tribute to all empowered women at MAS. Our Eco Go Beyond Sustainable Schools Program completed another successful 3-year cycle with 30 schools. Within these 3 years, together with MAS, students from these schools have grown 8,385 new trees; harvested 3,498kg of nutritious vegetables and greens; and recycled 1,711kg of plastic, 3,636kg of paper, 4,923kg of glass and 1,370kg of iron.

During the past 3 years, 275 stakeholders including MAS Senior Leadership, HR fraternity and other non-HR functions within MAS went through a 'nemawashi' process (socialisation) on the MAS Code of Conduct, the 'MAS DNA'. In March 2016, the MAS DNA was relaunched for the senior leadership, taking into consideration the current social and organizational challenges.

In May 2016, Sri Lanka dealt with the worst floods in decades affecting thousands of communities and our employees. We stood together in the wake of this catastrophe and made a collective contribution of Rs.13.8 million towards relief efforts.

MAS facilities achieved a remarkable milestone by sweeping up 8 of the 9 awards in the textile and apparel industry at the Presidential Green Awards. We continued to report and verify our emissions by expanding our ISO 14064 certification to 40 facilities. We became the first apparel company to develop and complete an Environmental Risk Assessment Tool, which will become available for all MAS SBUs to monitor and assess their impact on the environment. Furthermore, we generated 2.2 million kWh of energy from our solar projects, an increase from 1.7 million kWh in 2015.

In this Communication on Progress, we seek to describe some of the key themes and activities of MAS over the past twelve months. We have a focus on social and environmental sustainability, and people development. I take this opportunity to reiterate our continued support towards the 10 Principles of the UN Global Compact.

Shakthi Ranatunga
Director- Group Human Resources
MAS Holdings (Pvt.) Ltd.



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2 0 1 6

MAS AT A GLANCE 08

SUSTAINABILITY STRATEGY AND STRUCTURE 09

STAKEHOLDER ENGAGEMENT 13

LIVES MADE BETTER 17

- Diversity at Work 19
 - A Global Employer of Choice 39
 - Beyond Compliance and Standards 45
 - Thriving Communities 48
-

PRODUCTS MADE BETTER 59

- Champion Climate Action 65
 - Manage Our Footprint 70
 - Support a Thriving Planet 83
-

APPENDICES 92

MAS AT A GLANCE

What started off as an unconventional journey by three brothers some 30 years ago is today the region's leading manufacturer of intimate apparel, performance wear and swimwear. Headquartered in Sri Lanka, MAS has established world-class apparel facilities in over 15 countries including several key global locations, and provides employment to over 86,000 people.

Our design, innovation and manufacturing expertise has inspired the world's leading fashion and retail brands including Victoria's Secret, Nike, Marks & Spencer, DBA, lululemon athletica, Soma, H&M, Gap, Calvin Klein, Columbia Sportswear and Ralph Lauren to partner with us. Our products and services are enhanced by vertically integrated supply chains, and are supported by a full-scale lean enterprise platform. MAS also owns Sri Lanka's first international lingerie brand, amanté, and has diversified through design and manufacturing to encompass lifestyle and fashion solutions.

Our people are our pride and a major contributor to our success. Therefore, we believe in nurturing and investing in the wellbeing of our people and the communities around them. MAS is also reputed for its ethical and sustainable work environment, and continues to be at the forefront of women's empowerment.

This unique blend of manufacturing capability, inspiring people, world-class products and ethical processes has continued to attract premium brands and retailers to partner with us. At its core, MAS is not just a business; it's truly a way of life.

SUSTAINABILITY STRATEGY AND STRUCTURE

Realizing the change inside

Over the last 6 years, our work in both environmental and social sustainability has helped us build strong foundations of culture and standards, and has drawn us closer to real relationships with our partners and peers who are equally passionate about making a real difference through our business operations.

Our approach is grounded in integrating our business with sustainability goals and agendas. In line with this thinking, in 2016, we took a giant leap in that direction with the launch of our sustainability strategy.

A plan for positive action

In 2016, we set out to break the silos and unite the work being done by all MAS teams. We brought our hearts and minds together from across MAS to understand the depth of our impact. From a long list of material issues, we were advised to pick just one – instead, we chose many. We chose to put our people first and create a pillar for “LIVES MADE BETTER” because it’s what we do. We also chose a second pillar for “PRODUCTS MADE BETTER” because changing how we make products, what we make and doing it with a commitment to the environment has been a core ideal for MAS. We also chose several fundamentals that will uphold these two pillars together – “INNOVATION” and “RELATIONSHIPS” – as we understand that we have a great deal of foundations and standards to build up and several of our own tools to develop for this vision to become a reality by 2025.

A policy for change

Through this strategy, we have committed to strive and create a net positive impact on our eco system, with all our stakeholders, through our corporate vision to Inspire, Innovate, Create Value and Respect Humanity by building a purposeful business that grows to maintain the right balance between the demands of all our stakeholders, the limited resources of our planet and our ability to thrive economically as a future-facing business. We have committed to operate in an ethical, transparent and participatory manner at all times and with all stakeholders; to comply with all applicable local and international standards and legislation in relation to specific environmental aims; and to develop and continuously improve our processes focusing on several key objectives.

A PLAN FOR POSITIVE ACTION

#ChangeInside

PRODUCTS MADE BETTER

LIVES MADE BETTER

'Products Made Better' essentially means changing our production processes and end products - how they are made and what we make. By ensuring that our manufacturing processes minimize negative impacts on the environment and increase positive impacts over time, we believe we can maximize the benefits to the environment around us as well as to our people, and make economic sense to our business.

'Lives Made Better' involves empowering all those in our eco system to thrive with dignity. In ensuring this, we will continue to maximize the well-being, health and consciousness of all our stakeholders, including our employees, their families and the community, through continuous engagement and collaboration.



LEADING TO CHANGE

Responsibility

The overarching responsibility for our strategy sits with the MAS Capital Apparel Board, whose two key members oversee the main pillars of the group's strategy.

The chairman of MAS; the Apparel Board; and heads of each division, business unit and manufacturing facility, supported by departmental heads, will be responsible to ensure that the group's policy and strategy are respected and implemented across the organization.

Operational structure & oversight

Chairman/Apparel Board – The responsibility and vision for the overall strategy lies with the chairman and the Apparel Board.

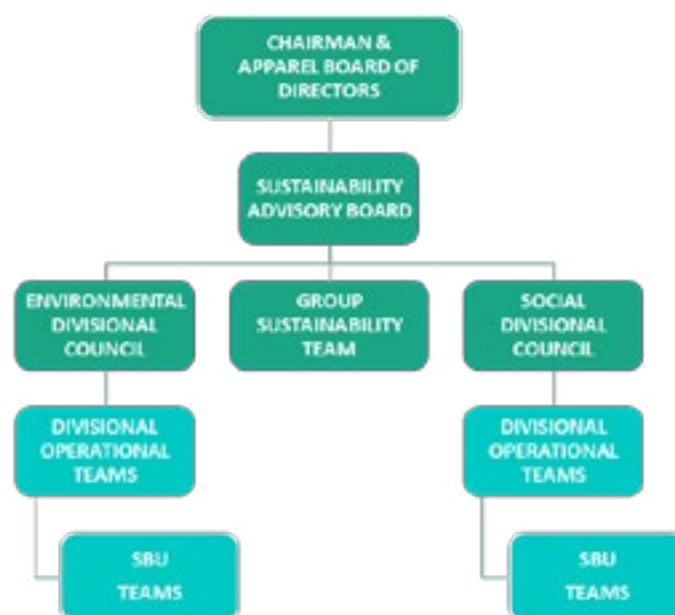
Sustainability Advisory Board – This includes decision makers from the Board and from each business function, as well as key sustainability heads who will help steer the strategy in the right direction.

Group Sustainability Team – This is a combined team of those who facilitate work at divisional level, drive strategy and coordinate core processes. The team is also the key reporting liaison between the advisory board and divisional heads.

The Divisional Heads Council – This is a team of divisional sustainability heads, and includes both environmental and social sustainability leaders who decide how to implement the group-level strategy within their own divisions and SBUs.

Divisional Operational Teams – These include divisional activators and their implementing teams, including technical leaders and engineers who help the divisions implement the work.

SBU Teams – These include SBU-level management and champions who implement the work at local facility level.



MEETING THE SDGS HALFWAY

Our plan for 'Change Inside' and its goals are intrinsically aligned with the UN's Sustainable Development Goals



STAKEHOLDER ENGAGEMENT

When strategizing a sustainability framework, identifying the right stakeholders, engaging them in understanding issues, and responding to sustainability concerns based on risk and priority are vital. Stakeholder engagement is the starting point of any significant change, as it fosters accountability, in that it obliges the organization to involve those that affect and/or could be affected by its operations in identifying, understanding and responding to issues. It also requires companies to report, explain and answer to its stakeholders for its decisions, actions and performance thereafter.

Identifying this as a crucial step in making an impact, MAS has, for the first time, embarked on stakeholder engagement to understand relevant issues and validate existing internal perceptions. The engagement was conducted as per the AA1000 stakeholder engagement standard, which was designed by AccountAbility as a multi-purpose tool, not only to be used for sustainable development but also by businesses, civil society, public bodies, and multi-stakeholder networks and partnerships.

This engagement standard is built on the following three attributes:

- Inclusivity - This is the participation of stakeholders in developing and achieving an accountable and strategic response to sustainability. An inclusive organization accepts its accountability to those on whom it has an impact and those that impact it.
- Materiality - This is determining the relevance and significance of an issue to an organization and its stakeholders. A material issue is one that will influence the decisions, actions and performance of an organization or its stakeholders.
- Responsiveness - This is an organization's response to stakeholder issues that affect its sustainability performance, and is realized through decisions, actions and performance, as well as communication with stakeholders.

Stakeholder engagement method and process

The sustainability strategy at MAS had been developed based on a range of internal interactions with various levels of employees and finalized by the leadership. This exercise was facilitated by an external consultant named "Forum for the Future".

However, since a structured external stakeholder engagement had not been conducted, it was decided to conduct the same via Quantum Consumer Research, specialists in this field with over 10 years of experience in AA1000SES.

A sample group was selected internally comprising 5 divisions and 13 SBUs. The main research objectives were as follows:

- i. To identify and determine the relevance and materiality of economic, environmental and social sustainable issues, while confirming internal perceptions.
- ii. To identify any issues that the study will throw out in addition to the currently identified issues.

- Research was conducted in the following manner:



- The discussions were carried out in a free-flowing method and were based on a structured discussion guide. This allowed the independent vocalization of thought. The research was conducted solely by trained researchers from Quantum Consumer Research, with no involvement of MAS or its employees.
- The fieldwork was carried out over a period of six weeks, and data gathered was shared with Quantum's analysis team under strict confidentiality. The findings, which were reported under the three parameters of economic, social and environmental, were shared with the MAS team after 12 weeks.
- The report on the findings was also sent to each cluster in order to make it more relevant to individual teams. The findings were further studied to structure an organization-wide solution and response, which considered establishing key measures, developing policies, improving existing processes and identifying relevant initiatives.



LIVES MADE BETTER

'Lives Made Better' involves empowering all those in our eco system to thrive with dignity. In ensuring this, we will continue to maximize the well-being, health and consciousness of all our stakeholders – including our employees, their families and the community – through continuous engagement and collaboration.

Stemming from MAS's sustainability vision, we have clear direction in terms of how we should impact our stakeholders. From a social sustainability perspective, "Lives Made Better" provides a clear mandate on the intended positive impact. Within this space, MAS has four specific outcomes to be met by 2025.

MEASURING WHAT WE DO

The Triple Bottom Line method drives the business to see beyond traditional bottom lines to the impact the business makes socially, environmentally and economically. Measuring business progress using a system is one of the best markers of evaluating the level of sustainability of the business. This allows an organization to consider its non-financial performance, which is as important as determining how each stakeholder is impacted by the business or vice versa.

Recognizing this need, MAS purchased a sustainability system called P3 developed by Nextgen in 2016. This has allowed the organization to disseminate a multitude of material measures to the strategic business units and divisions with ease. It also has eliminated the need for most manual interventions, in turn improving the accuracy, transparency and comparability of data. When developing the backend of the P3 system, a customization was done to suit the dynamics of an apparel manufacturing industry, as well as that of MAS. The data collation and reporting structures have also been developed to resonate with MAS's organizational structure. A further set of MAS-specific measures have been identified and linked with global standards such as IFC, ILO, UNGC, etc.

An existing environment data tracker called eco-tracker is to be migrated to the P3 system once it is rolled out and confirmed as being stable.

As a first step, MAS hopes to generate a group-level sustainability scorecard that will be presented to the board after each quarter.



DIVERSITY AT WORK

Diversity has many facets, and MAS believes in being as inclusive as possible in this sphere. Our aspirational goal for 2025 is to be a non-discriminatory employer in terms of age and impairment across our company, with a 1:1 gender ratio in management positions. In 2016, we took small but decisive steps towards accomplishing this overarching goal.

A FAIR CHANCE FOR
ALL TO BE A PART OF
THE MAS FAMILY

Competency-Based Recruitment

Recruitment at MAS is conducted by attracting and selecting the right candidates through competency-based interviews and assessments. Prior to the selection process, each job role has an ideal profile mapped with professional, technical and leadership competencies.

A competency-based assessment tool was designed and developed with Quest Profiler and Deloitte Consulting Group to suit MAS's competency framework. The assessment tool provides a detailed overall report of the candidates, which helps us get a better understanding of the employees we are hiring.

Competency-based interviewing is practiced across MAS, with the recruitment team and leadership being trained on the required skills. Adopting this strategy helps MAS hire the talent that best fits the role, as well as keep the business from making biased recruitment decisions.

Recruitment process on T2o & MAS careers job portal

The recruitment process on the Talent 2o system was re-looked at during 2016 and further simplified to facilitate the changing needs of the business.

Internal mobility

The HR platform that currently functions at MAS provides its employees opportunities internally (within Sri Lanka) and globally. Once an employee completes two years in their

current role, we provide them the opportunity to move within the business. This helps employees with their career growth, as well as providing vast exposure to the various functions of the business. The recruitment systems used at MAS not only give employees the opportunity to grow, but helps to retain them in the company.

Talent attraction on social media

Understanding the importance of digitalization, MAS has given more significance to social media for its talent attraction activities. MAS uses platforms such as Facebook, LinkedIn and Instagram to showcase its presence, and communicate the latest happenings and job opportunities available at MAS. Internship and permanent opportunities that are open within the group are also advertised on social media platforms.

MAS uses LinkedIn, a professional networking platform, to attract active and passive candidates locally and globally to meet its business requirements. This tool helps us to employ individuals who have experience and exposure to global multinational companies.

MAS Holdings' Careers FB page is one of the very few Sri Lankan organizations to reach 100,000 Likes. Having a strong reach on social media helps MAS create a high level of awareness about the organization and its happenings.

In addition, to increase diversity in the recruitment channel and expand its reach, we have partnered with career portals such as Top Jobs, CIMA, Ever Jobs and Express Jobs.

University relationships

With MAS growing in many different areas, talent requirement from academia is not limited to textile and fashion designing, which requires us to work closely and build relationships with local and foreign universities present in Sri Lanka to establish our business as an employer of choice.

Based on our workforce planning strategy, we have categorized universities as follows in order to structure our interventions:

- Career days
- Internships
- Skills development
- MOUs
- Faculty developments
- Research and development

MAS is the Platinum sponsor for all identified universities, and has recruited more than 500 graduates in 2016.

Ideal profile directory

The ideal profile directory is an internally developed tool that helps university students identify job families and roles available at MAS where they can contribute in line with their qualification. This tool is available at every career day to empower graduates to pick their ideal job within MAS.

Skills for work

At MAS, we believe it is our responsibility to develop local graduates and equip them with the right transferable skills to increase their employability. "Skills for Work" was designed to develop the much-demanded soft skills of Sri Lankan graduates, and is now included in the curriculum as a credit-awarding module at major state universities. This is a huge stepping stone for MAS as an organization, as we were one of the very few businesses in Sri Lankan history to enter a module into the local university curriculum. It is also a huge leap towards bridging the unemployment gap in Sri Lanka.

This 'Skills for Work' program initially began with University of Moratuwa textiles and fashion designing students; by the end of 2016, there were more than 100 local undergraduates who have completed the first year of this program. They will continue under this program, with the final result of being employed by an organization of their choice.

Since this was a successful initiative, by the end of 2016, the program was recognized by the following universities and faculties as a credit-awarding module:

- Science and Management faculties, University of Sri Jayewardenepura
- Science and Management faculties, University of Colombo
- Management faculty, University of Peradeniya
- HR, University of Kelaniya
- CINEC
- SLIIT
- APIIT

MAS plans to extend these relationships to all areas of Sri Lanka in 2017 to improve the employability of local undergraduates in universities including University of Jaffna, University of Rajarata, University of Ruhuna, Eastern University, AOD, APIIT and ACBT.

EMPLOYING PEOPLE WITH DISABILITIES



Being an equal opportunity employer, MAS currently employs more than 450 people under this category. Standardizing a policy structure and strategy towards employing people with disabilities was initiated in mid-2016.

As the first step, MAS represented Sri Lanka at a three-week study tour on supported employment in Northern Ireland organized by the University of Kelaniya.

The MAS Active 'Hear Me Out' program continues its annual initiatives of introducing work buddies who are trained to provide assistance to people with disabilities (PWDs), facilitating counselling sessions, and conducting sports and outdoor activities for PWDs. In 2016, the number of PWDs employed by MAS Active stood at 140 employees, amounting to 0.75% of their total workforce. MAS Active hopes to continue these programs in the coming years with the objective of creating an inclusive and more accessible workplace for everyone.

THE POWER OF WOMEN

Standing up for what is right and providing opportunities for all, MAS continues to uphold women's empowerment in its culture and among its workforce. The company's hallmark program, MAS Women Go Beyond (WGB), currently in its fourteenth year, is a primary pillar that contributes to the strength of the company.

With 70% of our 86,000 associates being women, MAS Holdings believes it is imperative to support and uplift this female workforce to ensure organizational development and personal growth. The flagship 'Women Go Beyond' initiative positions MAS as a pioneer in ethical business practices in Sri Lanka.

The program, which hinges on the importance of empowering women in their place of employment, homes and communities, embarks on initiatives such as in-depth training to ensure wellness among women and their continuous progression through career advancement and skills development policies adopted in the work place, while supporting them with the necessary knowledge and awareness to achieve a healthy work-life balance. In addition, the WGB initiative recognizes and rewards women for their personal and professional achievements.

CAREER DEVELOPMENT

Programs under this category are designed to prepare the female workforce at MAS to hold leadership positions within the organization, starting from entry-level blue collar jobs (Team Member). Initiatives such as training in IT and English language skills prepare them for future progression, while program on leadership and motivation, financial management, and business etiquette provide the confidence and leverage to move up the career ladder.

- **Vision 2025**

The company's vision statement supports 1:1 gender replacement in all management categories by 2025. It is an initiative to develop the leadership pipeline by giving more opportunities to the female workforce through capacity building trainings. However, training and development programs conducted for employees always maintain an appropriate balance in male and female participation. The management team at MAS encourages and endorses women with potential, providing them more visibility through these training program and empowering them to take up male-dominant leadership roles within the organization.



Work position changes of female employees (from 1 January 2016 to 6 December 2016)

Current number of females in the work position	Previous work position	Promoted work position	Headcount
50,400	Team Member	Executive	4
	Team Member	Staff	408
3,455	Staff	Executive	111
1,681	Junior Executive	Executive	5
	Executive	Assistant Manager	14
	Executive	Manager	1
	Executive	Senior Executive	128
	Senior Executive	Assistant Manager	42
297	Assistant Manager	Manager	24
	Assistant Manager	Senior Manager	1
	Manager	Deputy General Manager	8
	Manager	General Manager	1
41	Deputy General Manager	Director	1
	Deputy General Manager	General Manager	4
	General Manager	Director	2
	General Manager	Group Director	1



ALUMNI FORUM – ABHIMANI “Empowered Woman of the Year”

The annual Abhimani Alumni Forum was held in July 2016 with the presence of 250+ past winners and runners-up. Alumni members work on different projects throughout

the year, and exchange their knowledge and best practices with fellow members, building their leadership skills in the process. All seven chapters presented their annual activities at the event, and all alumni members were given an outbound training to increase confidence and build a better network among the members. At the Forum, six empowered women were recognized as the “Most Effective Chapter Leaders”.



EQUAL PAY FOR WORK OF EQUAL VALUE

MAS prides itself on maintaining sustainable compensation to the level of human welfare (or well-being), ensuring that it improves, but never declines, and is aligned with the long-term success of the company and its shareholders.

Employee compensation is also based on a balanced framework of the following components:

- Fair and equitable in relation to the role and performance
- Realistic according to current market conditions
- In line with organizational and individual performance

HELVETAS Swiss Intercooperation quoted in their report, “MAS is practicing to the point that the entry salary is the same for all, independent of the work conducted.”

GO BEYOND CHAMPION RETREAT AND CAPACITY BUILDING PROGRAM

The corporate 'Women Go Beyond' team, together with the Eco Go Beyond team, organized the annual "Champions Retreat" to give our champions a networking and learning opportunity to excel in their role.

The two-day residential program had over 48 Sri Lankan SBUs in participation, as well as overseas SBUs. The aim of the main session was to share the Strategic & Activity Plan for 2016. The "Galle Fun Challenge" was conducted to add more value to the program, which helped the GBCs improve their leadership, teamwork, communication and analytical skills.



In addition, the corporate Eco Go Beyond team organized an environmental expedition to the world famous reservoir in Hiyare, Galle, to educate the GBCs on environmental sustainability.

DIPLOMA IN ENGLISH FOR WOMEN

A second batch of 29 empowered women also successfully completed a Diploma in English conducted by Rainbow Institute (accredited by vocational education organization City & Guilds). Several students were also recognized and rewarded for "Best Attendance", "Greatest Improvement" and "Batch Top".



In addition, the participants were given training in "Personality development for leadership", "Idea extraction and talent recognition" and "Building on concepts" to improve their skills on leadership, personality development and public speaking.

CONQUERING THE ODDS

In an inspiring talk, Ms. Jayanthi Kuru-Utumpala, the first Sri Lankan to summit Mt. Everest, and Mr. Johann Peiris shared their story and the challenges they faced in reaching the peak with the senior management of MAS.

MENTORING OPPORTUNITIES FOR FEMALE EMPLOYEES

At MAS, the winners and runners-up of Empowered Woman of the Year are recognized as role models. They are then trained as mentors to support and empower newer female employees.

GAP INC. P.A.C.E PROGRAM

MAS Intimates launched the Gap Inc. P.A.C.E Program in February 2016. The piloting of this initiative was done at Slimtex, with the attendance 180 participants as part of the inaugural batch.

The P.A.C.E. (Personal Advancement and Career Enhancement) life-learning program was introduced by Gap Inc. in 2007 to provide opportunities for female apparel industry workers to enhance their leadership and life skills, to help their professional and personal growth, and to gain the skills and confidence they need to advance at work and in life. Many women say P.A.C.E. has been life changing, teaching them tangible skills, while shifting their perceptions of themselves and their abilities.

KEY OBJECTIVES

- To positively impact participants by providing them with foundational skills and support that will help them advance in the workplace and in their personal lives
- To create a sustainable and scalable program model that benefits all participants and contributors
- To have a positive impact on communities by strengthening relationships with Gap Inc. strategic vendors

TECHNICAL TRAINING IN LEADERSHIP ROLES

MAS Active provides opportunities for its female employees to take up work roles that are not traditionally managed by females in the apparel industry, thereby straying from socially assigned gender-specific work roles and giving emphasis to an individual's skills, qualifications and interests. With this in mind, MAS Active conducts programs to develop female mechanics, printers and cutters, giving them an opportunity to progress in alternative career paths. In 2016, a total of 16 female employees were trained to be cutters, 19 to be mechanics and 10 to be electricians.

2016							
Cutters		Mechanics		Printers		Electricians	
No. of females trained	Those appointed to the role/ currently working	No. of females trained	Those appointed to the role/ currently working	No. of females trained	Those appointed to the role/ currently working	No. of females trained	Those appointed to the role/ currently working
16	15	19	8	-	27	10	-

WORK LIFE BALANCE

This pillar takes steps to help female employees manage their work life balance, and more importantly to meet her own personal and vocational needs. It covers program on sexual and reproductive health, counselling and beauty culture, as well as company-sponsored health week and clinics.

FLEXIBLE WORK OPTIONS

The MAS Innovation team started a pilot project to support and promote flexible work hours and the option to work from home among employees, and the program is now being adopted successfully company-wide with the support of the top management. The 1:1 balance in senior leadership roles at MAS Innovation proves that flexible work options are successful.

ACCESS TO CHILDCARE

We support our employees and their families by providing crèche facilities for their children at several production facilities, corporate offices and foreign plants.

Crèche facilities at MAS Active:

MAS Active provides childcare facilities at seven of its SBUs across Sri Lanka, India and Jordan. The facilities are open to MAS employees, as well as to the surrounding communities. Of the 270 children benefiting from these facilities, in total, 160 of them are children of MAS employees. This has proven effective in supporting over 90 of our employees manage their work-life balance.



*Pictures show
Crèche facilities*



Crèche facilities at MAS Intimates:

MAS Intimates has established childcare facilities at Unichela Panadura and Linea Fashions India (LFI).

The crèche at Unichela Panadura is driven by a third party, with MAS funding the refurbishment of the premises. Currently, 44 children of MAS employees and 3 children of external parties benefit from the facility. There are three teachers, four nannies and one janitorial staff member working at the daycare center.

Operational since 2007, the LFI crèche facility benefits over 50 children from the ages of 4 months to 6 years. Regular checkups are carried out on the children, and they are provided an annual medical screening. There are six caretakers at the facility. Children are also given opportunities to celebrate Children's Day, Republic Day and Independence Day.

SUPPORT FOR PREGNANT WOMEN AND THOSE RETURNING FROM MATERNITY LEAVE

All pregnant employees at MAS are provided an 'orange scarf' as recognition so they can receive preferential attention. We also have continuous education trainings and monitoring through Health Care Units for them via the 'Dignity of Motherhood' and 'Wings of Motherhood' programs. They are also entitled to nutritious food in the canteen. Additionally, all pregnant employees and new mothers are provided flexi working hours that give them the option of working from home as well.

100 VOICES PROGRAM WITH UNFPA

The Women Go Beyond team facilitated an introductory "100 Voices" program to create awareness about issues related to Gender-Based Violence. This program aims to educate employees, as well as the communities around MAS production facilities, on eradicating violence against certain individuals.

'21ST CENTURY LEADERSHIP - LEADING A DIVERSE WORKFORCE' BY DR. SARAH SASKA

Dr. Sarah Saska, who was recognized as one of Canada's Top 100 Most Powerful Women by Women's Executive Network in 2015, conducted a strategic workshop to get a better understanding of the concept of gender and its integral role in 21st century leadership competencies, and to garner an understanding of personal gender blind-spots through practical examples of innovation (research, development and businesses).

The discussion also covered the following areas:

- An in-depth study to understand the multiple-faceted challenges.
- Developing interventions to address the issues surfaced towards systemic change.
- Metrics to ensure women representation at each level of the organization.

GETTING MORE OUT OF LIFE

This program's objective is to improve the employees' knowledge and skills on sexual and reproductive health, and to achieve the desired behavioral change in order to face life events more confidently, competently and effectively.

In addition, a free clinic for female employees is conducted at all SBUs, which includes a pap smear test to detect cervical cancer, clinical breast examinations and paravaginal examinations to exclude any other gynecological pathologies.

ALOKA – CREATING BREAST CANCER AWARENESS

Aloka, MAS Intimates' hallmark program to create breast cancer awareness, commenced in November 2014. In 2015 and until mid-2016, the program created awareness among associates of all MAS Intimates plants, while the second half of 2016 was dedicated to refreshers for new employees and training of Aloka project teams to be able to support the initiative in a self-sustaining manner within their plant.

- The key elements of Aloka were included in all team member induction programs.
- All nurses at the medical centers have been given basic training on communicating details of this program to all new employees at induction.
- The main purpose of this program is to make women aware and empower them in order to prevent breast cancer or detect it early.

- Many plants utilized its radio stations, supplemented by leaflets and Q&A's with medical experts to continually spread the message on the shop floor.
- An Aloka breast cancer awareness corner at Unichela Panadura was opened to provide further information to employees. Leaflets and booklets were also distributed to all employees on awareness, early detection and conducting self-examinations.
- Last year, over 18,500 employees benefited from the program with the help of 75 nurses/ the Aloka teams, and 44 medical staff and ER teams. Additionally, 58 employees were detected with lumps after the self-examination and were provided with follow-up treatments.



Pictures show activities and the awareness material distributed through the Aloka Breast cancer programme

GENDER SENSITIVITY TRAINING AND HAPPY FAMILY LIFE PROGRAM

These programs were conducted to educate MAS employees and the surrounding community on the following:

- Gender-based violence
- Gender-based norms
- Appreciating diversity in the workplace
- Gender equity and equality
- Gender discrimination
- Changing the workplace into a more female friendly environment
- Determinants of family well-being
- Reducing turnover and absenteeism in identified work places
- Holistic health
- Child well-being
- Sexual well-being
- Dealing with emotional problems
- Alcohol, tobacco and drug prevention
- Self-harm prevention

SKILLS DEVELOPMENT & REWARDING EXCELLENCE

All MAS facilities have multiple programs that help develop employees' intrinsic skills and talents, ranging from arts and crafts to performance arts and culinary abilities. Some women have taken the full benefit from the trainings and started their own business, either by themselves or as a part-time vocation. MAS nurtures this entrepreneurial spirit by hosting events and giving opportunities for employees to showcase their talents in art and performance.

Awards of recognition are presented to female employees on their overall contribution to the organization, as well as their work ethic and motivational skills.

RECOGNIZING MAS TALENT – SPOTLIGHT STORY – ABHINANDANI 2016

For the second time in Women Go Beyond's history, "Abhinandani", the MAS talent show, was staged in front of a 2,000+ audience on 21 November 2016 at Stein Studios. We received over 2,000 applications from across all divisions, including from overseas plants. Mini talent shows were held in many SBUs as part of the selection process, reaching out to employees at all levels of the plant. Providing the opportunity to showcase a variety of talents, this year, the competition was conducted in singing, dancing, music, acting, art, photography, compeering, fashion design and modeling.

Apart from esthetic skills, "Abhinandani" develops our employees' coordination, leadership and confidence, and opens doors for new areas of talent to venture in.

Around 434 participants from across 29 SBUs participated at the semifinals held in October, while 250 employees across 29 SBUs showcased their talent and were rewarded at the grand finale. Eight teams were recognized for their outstanding performances. The eminent panel of judges comprised nationally and internationally recognized artistes with expertise in their respective areas.



COMMUNITY DEVELOPMENT

- The Future Fund is a charity founded by the employees of Unichela Panadura, which raises funds annually to provide school supplies to underprivileged children, including children of our employees. Since inception in 2013, The Future Fund has raised Rs4.3 million and provided packs of exercise book to 5,200 students. Funds are raised mainly through an annual musical show, related smaller localized events and sponsorships.
- Fifty six senior prefects of Girls High School Kandy were given a leadership development training conducted by MAS internal trainers to develop the future generations of women in leadership. Teamwork, communication techniques and analytical skills were also covered during the training program.



Pictures show the leadership development training for the senior prefects of Girl's High School Kandy.

The MAS employee management system has provisions to obtain sex disaggregated data on the following as and when required:

- Gender ratios in senior management, middle management and board positions
- Equal pay for work of equal value
- Flexible work options and working from home option
- Access to childcare
- Support for pregnant women and those returning from maternity leave
- Recruitment and retention, including training and development
- Education and training opportunities
- Mentoring opportunities

Summarized feedback received from HELVETAS Swiss Intercooperation on their field visit to all MAS Production facility – Slimline

HELVETAS Swiss Intercooperation Sri Lanka is an international non-governmental development organization contributing to the improvement of livelihoods of economically and socially disadvantaged people. HELVETAS Swiss Intercooperation commenced work in Sri Lanka in 1978. Since then, it has continued to support development initiatives in Sri Lanka, which contributed to a reduction in inequities and alleviation of poverty in areas such as rural infrastructure, sustainable management of natural resources, education, culture and governance.

Feedback given by the HELVETAS team after their recent visit to MAS Slimline is as follows:

- **Physical facilities**
The canteen, facilities for sports and entertainment, changing areas and health stations are maintained in an excellent state. All this demonstrates an interest in staff welfare and high standards of hygiene.
- **Engaging hearts and minds**
A lot of thought has gone into making MAS a socially attractive workplace, and reinforcing this message within the local community. The company promotes sports among workers, and supports them in participating in national and international tournaments. The sports facilities are also available for local communities. MAS runs a local radio broadcasting popular songs. Parents/spouses are invited to visit the company so they can see the working conditions for themselves. Visits and events with children are also promoted.
- **The business case**
The basic business case can only be applauded: With happy and healthy employees, there is high productivity.
The model appears to be borne out in practice in that:
 - Staff are highly motivated and well trained.
 - There is high staff loyalty, so little turnover and thus relatively little investment needed in training new personnel.
 - Absenteeism is low, due to the medical care provided combined with the emphasis on good nutrition, personal hygiene, etc.
- **Special attention given to pregnant women and people with disabilities.**
- **Training program for newcomers**
There appears to be very good provision for training and capacity building, especially for women who wish to proceed up the career ladder within the company. Nevertheless, it is important that all managers have an understanding of inclusive leadership, and the specific skills required to bring out the best in all employees.
- **Promoting women to managerial positions.**
- **Role models and non-stereotypical roles.**
- **Equal pay for equal work.**
- **Rolling out and streamlining good practices.**

MAS also aims to share its experiences in a number of (limited) forums, including interactions with UN women. The company is also open to students conducting studies on its workforce practices.

WGB PRESENCE IN PANEL DISCUSSIONS

- UNFPA – Bringing generations together to our Sri Lanka March 26th 2016
- IEEE – Women in Engineering Tech Forum April 30th 2016
Climbing the leadership ladder and breaking barriers
- Women Deliver Conference May 16th 2016
Accelerating private sector action in women empowerment in the global value chain
- UNDP - #2030 NOW: Foresight and Innovations Summit for Sustainable Human Development May 25th 2016
- Equal ground in collaboration with British High Commission SL, European Union and US Embassy Sri Lanka June 10th 2016
Moving diversity forward in the workplace on the challenges and benefits of inclusion and diversity to barriers, trade relations and the economy
- Canadian High Commission and UNFPA December 07th 2016
Engendering Change: Investing in a GBV-free Workplace

Impacts of the programs:

Total impact

WGB Pillar	SBU Level	
	No. of programs	No. of impacts
Career Advancement	138	6,922
Work-Life Balance	346	225,742
Skills Development	172	27,012
Rewarding Excellence	53	59,358
Other - Branding Programs	107	57,212
Total	816	376,246

Summary – Corporate WGB

WGB Pillar	Corporate WGB	
	No. of programs	No. of impacts
Career Advancement	6	469
Work-Life Balance	7	382
Skills Development	1	441
Rewarding Excellence	1	243
Other - Branding Programs	2	2,210
Total	17	3,745

Summary – Intimates Division

WGB Pillar	SBU Level	
	No. of programs	No. of impacts
Career Advancement	25	4,448
Work-Life Balance	166	148,988
Skills Development	40	906
Rewarding Excellence	20	7,732
Other - Branding Programs	34	37,418
Total	285	199,492

Summary – Active Division

WGB Pillar	SBU Level	
	No. of programs	No. of impacts
Career Advancement	94	1,385
Work-Life Balance	125	30,086
Skills Development	115	15,973
Rewarding Excellence	19	20,176
Other - Branding Programs	71	17,584
Total	424	85,204

Summary – Bodyline

WGB Pillar	SBU Level	
	No. of programs	No. of impacts
Career Advancement	3	120
Work-Life Balance	2	1,020
Skills Development	4	5,050
Rewarding Excellence	3	16,000
Total	12	22,190

Summary – Linea Aqua

WGB Pillar	SBU Level	
	No. of programs	No. of impacts
Career Advancement	8	415
Work-Life Balance	45	44,666
Skills Development	10	4,587
Rewarding Excellence	10	15,207
Total	73	64,875

Summary – Fabric Division

WGB Pillar	SBU Level	
	No. of programs	No. of impacts
Career Advancement	2	85
Work-Life Balance	1	600
Skills Development	2	55
Total	5	740

P1

P2

P6



A GLOBAL EMPLOYER OF CHOICE

As one of the categories under Lives Made Better, “Global employer of choice” is of significant importance to MAS as it ventures to extend its global footprint. Currently operational in 15 countries, MAS believes that its future growth lies in how we remain people focused. This is the rationale behind why MAS hopes to be a global employer of choice, with specific initiatives that have been identified to achieve this status by 2025.



A CULTURE OF LEARNING

MAS believes its biggest strength is its people. To this end, the group's Learning & Development Team supports this mission by building talent and sustaining relations, leading to growing the knowledge, ability and skills of its employees at all levels.

The L&D team is focused on delivering learning opportunities that are comprehensive and customized, advancing the vision of a "Classroom of One" – where every MAS employee, no matter where they are based, can engage in continuous learning with a personalized curriculum (Individual Development Plans, or IDPs) to develop unique strengths, own their leadership journey, and build a powerful and meaningful career.

Our overall objective is to create learning experiences that are global, local, personal, digital and – above all – transformational.

The following are some of the ways in which we are changing the L&D landscape:

- Recognizing that employee-learners are in the driver's seat: Learning organizations should think deeply about how the user experiences a company's learning offerings. Employees need to be viewed as customers to be satisfied, rather than as students to be pressured into traditional learning classrooms.

- Becoming comfortable with the shift from push to pull: Switching from a content-centric “push” approach to a learner-centric “pull” approach requires a cultural shift within learning organizations. Giving up full control over learning content, schedules and platforms may not be easy, but learning organizations that embrace this shift can deliver more effective learning throughout the organization. This is what MAS aspires to be by 2020.
- Introducing and adopting a learning architecture that supports continuous learning: Dedicate resources, set expectations and align corporate culture with the goal of enabling employees to get the learning they need, when they need it, at every stage in their careers.

The past 12 months have seen 45 group programs rolled out.

Competency Basket	Program	Individuals Upskilled
<p>The Leadership Framework designed for MAS based on interactions with top leaders has four main themes:</p> <ul style="list-style-type: none"> • Global Growth and an Innovation Mindset • Customer/Consumer Intimacy • Engaging/Nurturing Talent/Community • Driving Excellence through Execution 	<ol style="list-style-type: none"> 1. Accelerated Learning Program 2. Coaching For Greater Effectiveness 3. MAS Leadership Challenge 4. Authentic Leadership Program 	33+ 61+ 40 +2 Leaders developed with the use of multiple interventions
<p>The Professional Framework comprises:</p> <ul style="list-style-type: none"> • Cognitive Ability • Relationship Management • Driving Excellence • Leadership Competencies (applicable across all levels) 	<ol style="list-style-type: none"> 1. MAS Executive Development Program 2. MAS Emerging Leaders Program 	96+ 30
<p>Technical Framework Categories of technical competence:</p> <ul style="list-style-type: none"> • Technical foundation knowledge essential to perform duties in the job family • Additional technical knowledge that will help perform duties better • Technical knowledge not directly related to the work of the job family, but critical at an organizational level • Technical knowledge of the external environment, which influences the work carried out by the job family • Technical knowledge of systems and tools 	<ol style="list-style-type: none"> 1. MAS HR College 2. Commercial & Logistic Job Family Upskilling with CINEC 3. On-Demand Technical Training 4. Program for TL&GL 	309+ 26 + 27+ 35+ 70

NURTURING CHAMPIONS

Sports are an integral part of working at MAS. We have consistently encouraged and supported employees with active sporting careers, as well as those with the potential to become successful sporting personalities.



BOXING

- Vidushika Prabadhi of Slimline was awarded a Silver medal at 'Montana Belts' International Boxing Tournament 2016.
- Vidushika Prabadhi, Anusha Kodituwakku and PVDDD Saparamadu of Slimline won Silver medals, and NGS Jayaweera also of Slimline and PMTS Ranasinghe of Linea Clothing won Bronze medals at the 12th South Asian Games 2016 held in Guwahati, India.
- KAK Hansika of Unichela won a Gold medal and was awarded the Women's Best Boxer title, while Dinidu Saparamadu of Slimline won a Gold medal and was awarded the Men's Best Boxer title at the Layton Cup 2016. Several other players were awarded at the event as well.
- JAD Jayasinghe of Thuruli won a Gold medal and was awarded the Women's Best Boxer title, while Dinidu Saparamadu of Slimline won a Gold medal and was awarded the Men's Best Boxer title at the Clifford Cup Boxing Championships 2016. Several other players were also awarded at the event.

SWIMMING

- MAS became champions for the sixth consecutive year at the annual Mercantile Swimming Meet 2016, held at the Thurstan College pool.



CRICKET

- MAS became champions at the Mercantile 'A' Division League and the knockout champions of the Mercantile 'A' Division matches.
- Several MAS employees represented Sri Lankan at international cricket matches – namely T M Dilshan, Dilruwan Perera, Danushka Gunathilaka, Kusal Janith Perera and Niroshan Dikwella.

NETBALL

- MAS became Mercantile 'D' Division champions in 2016.

TABLE TENNIS

- MAS became the overall champion at the Mercantile Open Championship 2016 and the Mercantile Knockout Championship 2016.
- At the South Asian Games 2016, Nirmal Jayasinghe was a part of the Sri Lankan team that won a Silver medal at the team event and a Bronze medal at the men's doubles event.

HOCKEY

- MAS became Runner-up at the Mercantile 7's 'B' Division match.

TENNIS

- MAS was awarded the overall champion at the Mercantile Championship 2016.

BADMINTON

- Employees of MAS won 8 Silver medals and 6 Bronze medals at the South Asian Games 2016.
- MAS came in third place overall at the Mercantile Team Championship 2016.
- The MAS 'A' team became Runner-up in the Grand Slam 'A' Division, while the 'B' team was Runner-up on the Plate 'C' Division and the 'C' Bodyline team became Runner-up in the Novices Division at the Mercantile Team Doubles Championship.
- MAS came in second place overall at the Mercantile Individual Championship, with Buwaneka Goonathilake being 'triple crowned' at the tournament in the singles, men's doubles and mix doubles events. Other MAS team members were also awarded at the event.

BASKETBALL

- The MAS women's 'B' division team was Runners-up at the 26th Mercantile League Tournament and the 11th Ram Ratnavale – Mercantile Knockout Tournament.
- The men's 'B' and 'D' divisions became Runners-up at the 11th Ram Ratnavale – Mercantile Knockout Tournament.

ATHLETICS

- MAS became the overall Runner-up at the Mercantile Athletics Championship 2016.

SQUASH

- Gihan Suwaris of MAS won a Bronze medal at the South Asian Games 2016.

SHOOTING

- Ruwini Abeymanna was a part of the Sri Lankan team that won a Bronze medal at the SAG Games 2016, held in India. She was also a part of the team that participated at the International Sport Shooting Federation (ISSF) World Cup 2016 held in Rio De Janeiro, Brazil.
- MAS team members were also awarded at the Metallic Silhouette Shooting National Championship 2016, the NSSF National Shooting Championship 2016 and the NSSF Open Shooting Championship 2016.

PARA ATHLETICS

- Amara Indumathi won two Gold medals and a Silver medal at the Asia Oceania in Dubai, Silver and Bronze medals at the Berlin Meet, a Bronze medal at the China Grand Prix, and was placed in two events at the World Paralympic Games 2016 held in Rio.

VOLLEYBALL

- MAS Casualline Volleyball team won the Mercantile Championship for the 2nd consecutive year and the Super League title for the 5th consecutive year at the Mercantile tournament.





BEYOND COMPLIANCE AND STANDARDS

MAS DNA

The years 2015 and 2016 saw significant progression on how MAS embedded its values throughout the organization. A clear mandate led to a rigorous drive to develop the code of conduct branded as “MAS DNA”, which comprised a culmination of policies and processes that prescribed the expectations of all staff.

Currently, the code has been launched with an awareness drive completed for the leadership of all businesses. This is set to continue as a staggered approach in 2017 until all staff have been educated.

MAS is committed to avoiding incidents of corruption and violation of human rights, with zero tolerance within its sphere of influence. MAS is also keen to uphold its values when interacting with its numerous stakeholders on a regular basis.



Elements	MAS Building Block	What it means to us
Value	Honesty & Integrity	Being truthful and transparent in all our actions
	Trust & Mutual Respect	Trusting others ability and being respectful of our differences
	Humility	Being modest about our status
	Freedom with Accountability	Enjoying our freedom at work while delivering responsibly
Core Strengths	People	The driving force behind our success
	Partnerships	Our long-standing relationships with our partners
	Product Focus	Our undivided attention on giving the complete solution
	Process	The way we do things
	Profitability	Achieving our targets in numbers
Culture	Entrepreneurial & Innovative	Taking ownership, pushing boundaries and creating newness in everthing we do
	Collaborative	Willingness to work together despite our differences
	Teamwork	Willingness to play any role in a team with equal enthusiasm
	Cautiously Aggressive	Taking calculated risks to carefully evaluating situations
	Participative Management	Willingness to support others

Progress on MAS DNA

As this is a behavior-related initiative, we have taken a top-down approach. After the introduction of the Code to senior leadership – 200 leaders at a specially held forum – it was taken to each division and the operational teams were trained.

Thereafter, we appointed two persons from each unit to be Code Officers (they will also be the custodians of this process). To-date, we have 46 Code Officers across the group who have been trained on this process. The next step is to educate the entire executive and above cadre, which will be the responsibility of the manager and the Code Officer. A helpline will also be available by mid-2017 for people to raise concerns.

This entire process will give clarity to every employee as to what the company expects of them, as well as to all stakeholders to gain clear insight into how we operate and what we stand for.

Business Continuity Management (BCM)

With the integration of Social Sustainability, many evaluations were conducted internally on prevailing process gaps in the areas of best practices and compliance. This led to the identification of the lack of a robust Business Continuity Process. As an initial phase, it was decided to carry out a BCM consultation for group human resources, technological services and the chairman's office. This was conducted by a third-party supplier with the intent of progressing the same across the group in the near future.

Audits

MAS continues to conduct audits integrating labour, health, safety and supply chain security as it has in the past. Apart from this, customer audits are also conducted throughout the year.

As is the standard practice, the standards have continued to be raised, with audit criteria becoming more stringent. We had some setbacks related to audits, but have corrected the issues and introduced improvements in the system to ensure that MAS continues to learn from these exercises to better ourselves and consistently raise the bar. We have also excelled in certain audits in the past year.

A key highlight of last year's audits would be the L Brands Integrated Compliance audit at MAS Intimates. For the 9 Intimates plants audited, the average score was 97%, with Linea Fashions India (LFI) Unit 1 and 2 scoring 99% and 100%, respectively, and Silueta scoring 99.4%.

Furthermore, Athleta USA picked Casualline to partner with Fair Trade USA to be certified as Fair Trade supplier. This certification program ensures that all workers of Casualline receive a premium of 1% of the FOB value of the certified products shipped to Athleta. Casualline joins Leisureline, which has been a Fair Trade factory since 2015.

In addition, at the National Occupational Safety & Health Excellence Awards 2016, Nirmaana was awarded the Gold Winner, while Mihintale won the Special Award for the Best Safety Innovation and was the Sector Winner for the Textile Sector



Nirmaana team at the National Occupational Safety & Health Excellence Awards



THRIVING COMMUNITIES

We at MAS believe being a good corporate citizen is just as important as being a strength to the communities around us and the whole country. Being an active, caring and contributing member of society has been inculcated in the MAS culture since inception. Most of our community-centered initiatives are conducted by empowering those at our strategic business units and divisions to assess the requirements in their communities. We also pride ourselves in being the first point of call for assisting large community-centered initiatives and causes, some which have continued over several years, proving that MAS extends assistance beyond our immediate communities to the nation at large.

Throughout 2016, we also worked on collating data on our community outreach programs to better understand our collective impact. A result of that exercise can be seen in how we have reported this section – categorized into the 4 themes around which most of our activities were centered, namely education, health, local connect and nation mindedness. As a further step, we are also in the process of putting in place a process to measure volunteer hours.



EDUCATION

Knowledge is power, and MAS strives to impart this understanding to communities through our capacity building and infrastructure initiatives around education. By educating and creating awareness about issues that matter, we hope to enhance people's knowledge to positively influence our country. Continuous education is also held in high esteem at MAS, and we aim to inculcate this mindset among our people by supporting employees' children and those in the communities around us in their educational endeavours.

In addition to the various forms of infrastructure development assistance given by MAS to various educational institutes, other education-related initiatives conducted by MAS SBUs include scholarship seminars for Grade 5 students, leadership programs, book donations, and sustainability awareness for students and teachers. All programs are organized and sponsored with the objective to develop the educational sphere and widen horizons for students, thereby improving the quality of life.

Several SBUs also celebrated World Children's Day by sponsoring events held at schools and institutes in its vicinity. Donating school items is also a step taken by MAS to ensure capacity building at these institutions.

MAS Children's Program at the Fairway Galle Literary Festival



Welcoming avid readers and literary patrons from the world over, MAS partnered with the 2016 Fairway Galle Literary Festival to introduce a comprehensive children's program to the festival as a part of its initiative to inculcate a learning culture in Sri Lanka.

The Galle Literary Festival celebrates the work of Sri Lankan and international authors through workshops, panel discussions, debates, book readings, musical performances and art exhibitions, which take place in and around the historical Galle Dutch Fort. The festival is an immersive cultural experience that celebrates literature and the arts.

MAS facilitated the following programs as a part of its community outreach initiative, reaching a nationwide audience:

- Kandy Schools' Day
- Kandy Teacher Training
- Galle Teacher Training
- Galle Children's Program
- Galle Children's Festival
- Jaffna Schools' Day
- Jaffna Teacher Training

The Schools' Days in Kandy and Jaffna invited hundreds of students from primary and secondary schools, giving them the chance to participate in a variety of storytelling sessions and interactive workshops run by world-renowned authors, storytellers and artisans.

In Kandy, 177 kids from 6 local schools participated, while 250 students from 13 primary and secondary schools attended the program in Jaffna.

Teacher Training

Forty seven English teachers from primary and secondary schools in and around Kandy participated in a training program presented by the British Council. 'Story Telling in the Classroom' inspired teachers to encourage children to read and write their own stories through the power of interactive storytelling.



Above: Upcycling activity in Kandy
Top left: Presentation on waste in Galle

While in Galle, over 100 student teachers from the Amarasuriya Teacher Training College participated in a half-day teacher training workshop led by Geeta Ramanujam from Kathalaya Academy of Storytelling in India. These workshops demonstrated the effectiveness of involving students in the storytelling process by introducing body language, music and acting.

Around 21 teachers from schools in Jaffna and Killinochchi attended a day of training also led by Geeta Ramanujam from Kathalaya Academy of Storytelling in India. This session was particularly significant as Geeta was able to communicate with them in Tamil and share Tamil folk stories from India. The British Council also presented 'Story Telling in the Classroom' on the second day of the program.

Galle Children's Festival

The Galle Children's Festival, which was a completely free event, was held at Dharmapala Children's Park in Galle. The event gave children opportunities to try new activities and be exposed to international writers and performers.

Over 2,750 children participated with their parents/guardians and teachers, with many more families visiting and observing throughout the afternoon. Special provisions were made to ensure that the event was inclusive and accessible for all. Children from a diverse range of ethnicities from local and international schools, support groups, NGOs, disability groups and children's homes took part from locations as far reaching as Jaffna, Batticaloa, Kandy, Colombo and Hambantota. Over 180 children with disabilities (and their families) were also supported to attend and participate in the special Common Ground initiative, which featured multilingual performances by children from Kalmunai, Jaffna, Tangalle, Ragama and Ratmalana.



Galle Children's Program

Apart from all of the above, a one and a half day ticketed program that had 3 dedicated streams for different age groups from 5-14 years was enjoyed by around 90 children. The program included storytelling, crafts and other creative sessions led by international and local authors, performers and artisans. From interaction with international authors and performers to learning about faraway places and cultures, to the hands-on creation of upcycled masterpieces, the program was a truly unique experience for the children.



'Eco Go Beyond' – Phase 3

In 2016, the Eco Go Beyond team concluded three years of its 'Eco Go Beyond' Sustainable Schools Program of 2014. It also marked the 10-year anniversary of the continuous education program.



Participants at the annual leadership camps and students at work in their schools

The program was conducted in 13 communities: Mahiyanganaya, Mawathagama, Biyagama, Horana, Hanwella, Pimbura, Pannala, Kuliyaipitiya, Pallekelle, Thulhiriya, Awissawella, Koggala and Embilipitiya.

The rollout took place through 30 workshops that impacted 4,219 students, 254 teachers, and 357 parents and well-wishers. In addition, 5,096 handouts were distributed. This brings the total student impact by the program, over 2006 to-date, to just over 43,000. The annual Residential Eco Go Beyond Leadership Camp was held at MAS Athena this year, with 115 students and 57 teachers in attendance.

The overall winner based on their three years of performance was Handupelpola Maha Vidyalaya. For the first time in the history of the program, the entire awards ceremony was compered by a student of a participant school – Sakuni Ayodya of Sagarapalansooriya School in Handapangoda.

This year, as Phase 3 of the project, the students embarked on an interesting initiative to gather traditional knowledge. Through this, they approached village elders, their grandparents and retired public officers for information on various practices including ancient home remedies, agricultural practices, fishing methods, and arts and craft. The students also continued the concepts introduced over the past two years.

Statistical achievements at the schools for the period March 2014 to August 2016:

- Number of new trees planted: 8,385
- New grass grown: 7,6783m²
- Nutritious vegetables and greens harvested: 3,498kg
- Amount of compost made: 55,940kg
- Plastic recycled: 1,711kg
- Iron recycled: 1,370kg
- Paper recycled: 3,636kg
- Glass recycled: 4,923kg
- 29 out of 30 schools are measuring their electricity consumption
- 29 out of 30 schools are measuring their water consumption

HEALTH

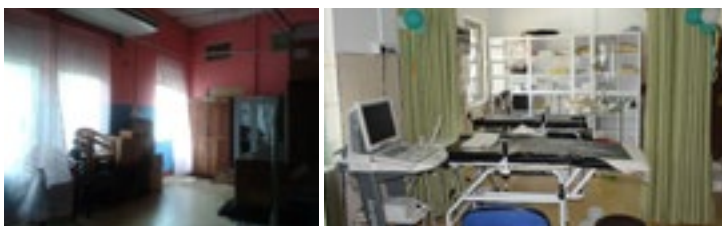
We believe a healthy society is the foundation for greater productivity, and are committed to ensuring the safety and health of our people. By helping with health-related programs in our locality like renovating hospitals, donating medical equipment, and conducting health and safety campaigns, we aim to promote a healthy and happy society. Facilitating awareness initiatives and pop-up clinics also helps us ensure the good health of our employees, thus enabling them to be the backbone of our operations.

In addition to conducting blood donation campaigns and medical camps, MAS is committed to educating its communities about health concerns through initiatives including Stretchline's Aids Day awareness program, Asialine's Dengue control programs and the Aloka project by MAS Intimates on breast cancer awareness.

We also conduct health programs at schools to create awareness among children.

CSR at MAS has a strategic focus on supporting projects that have a long-term impact on communities around Sri Lanka; thus, supporting health and well-being was a main theme for 2016 across all SBUs located in Sri Lanka and overseas. In line with this, we have supported the upgrading of infrastructure facilities at local hospitals and healthcare centers in surrounding communities, while three of our SBUs – Synergy, Mihintale and Sleekline – have upgraded the women's and children's wards at their respective local hospitals.

The project by Synergy, which renovated and equipped a gynecology and obstetrics ward of the Awissawella Base Hospital that is utilized by pregnant mothers, gynecological patients from the surrounding communities and employees of Synergy, was especially significant. Synergy assisted the hospital by utilizing Rs3 million to renovate the colposcopy room, isolation room, an open veranda and the washrooms, thereby providing better infrastructure for 3,000-4,000 patients annually.



Awissawella Hospital before (left) and after the renovation

Kurunegala Oncology Clinic

We also helped in establishing the Oncology Clinic of the Teaching Hospital in Kurunegala, working together with the Wayamba Cancer society.

The Teaching Hospital is the primary hospital in the Kurunegala district, and is patronized by most MAS employees belonging to Casualline, Slimline, Slimtex and Thurulie (Fabric Park), and their families, as this is the only government hospital with advanced facilities in the North-Western Province. Furthermore, according to hospital officials, around 15,000 individuals including patients and visitors visit the hospital daily, with the Oncology (Cancer Treatment) Clinic treating over 1,500 patients weekly.



Laying the foundation for the oncology clinic and the opening of the same

LOCAL CONNECT

We are proud to be called good neighbours in the cities, towns and villages where we work by sharing our resources, time and expertise. We at MAS support community improvement in areas including infrastructure development, reconciliation, healthy and active lifestyles, community recycling and education. Programs conducted by MAS address key social issues faced by the communities in which many of our employees reside, thereby helping to improve family life and health.

Community-focused activities conducted by MAS include shramadhana campaigns, event sponsorships, renovation projects, health camps, eye clinics, sessions on reproductive health and family planning, awareness on domestic violence, mental well-being and physical exercise activities such as yoga, item donations to schools in the vicinity, development workshops, cash donations, and professional guidance on good financial planning and management.

Donating time and money can go a long way in developing people's lives. While helping our less fortunate and underprivileged team members, we also lend a hand to our immediate neighbours and the communities around us when there is a need or when we feel our intervention could have a significant bearing in uplifting the community. These donations have been beneficial in rebuilding lives and communities, positively affecting people and the country at large.

A good example of this is the Gemunupura School Project. Situated just 2km from Shadeline in the Rideemaliyadda division in Mahiyanganaya, this school was lacking a water purification system; hence, the provision of clean drinking water became the main objective of this project. This area, which is situated in the Uva Province of Sri Lanka, is ridden with Chronic Kidney Disease (CKD), and it was identified that even households did not have water purification systems, thereby contributing to ill effects on the children's health and well-being.

Utilizing Rs1 million, Shadeline provided a water purifying unit for the Gemunupura School, renovated the existing water tank, constructed a tube well, conducted a shramadhana to clean up the school premises, facilitated a water conservation awareness program for World Water Day, and conducted a health camp, a kidney clinic and related awareness programs. The project benefited over 700 children, some of who are families of our employees.

As a part of its Local Connect initiatives, MAS also sponsors village level-activities focusing on health, education and infrastructure development, in addition to charity and philanthropic activities in its area of operation. Our primary focus is the direct families and communities of our own employees; and it is they themselves who identify and escalate the needs in their communities to the company, who then takes calculated measures to meet these requirements sustainably.

NATION MINDEDNESS

We also believe in partnering with impactful programs that have a bearing beyond the local context, such as projects that can grow and impact the nation as a whole.

Pannala Smart City

Pannala, where our Slimline plant is located, is on a quest to become a smart city, with state authorities and thought leaders in the area realizing the need to integrate a sustainable living model and ignite a behavioural change in people. In an area where some of the most basic needs are still not being met, this is an ambitious and commendable initiative. As a leading corporate in the area, with a long tradition of community engagement and sustainability, they reached out to Slimline to partner in this project by providing funding, management know-how and opportunities to up-skill young leaders in the area.



*Organic gardens
and new signage
under the
Pannala Smart
City Project*

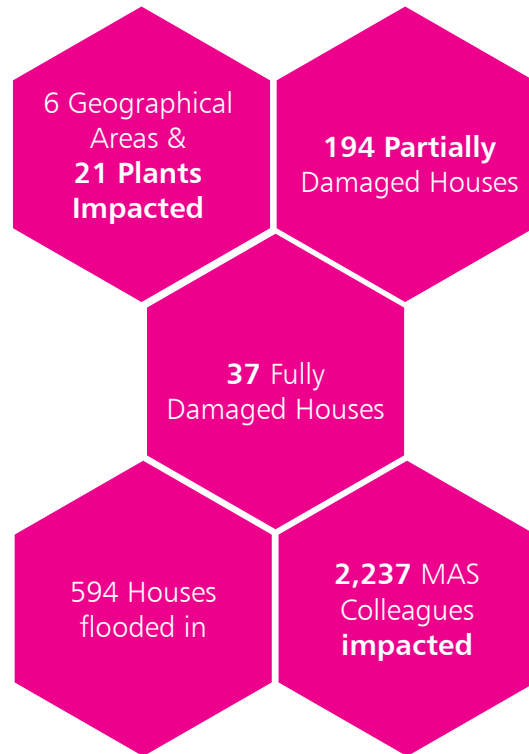
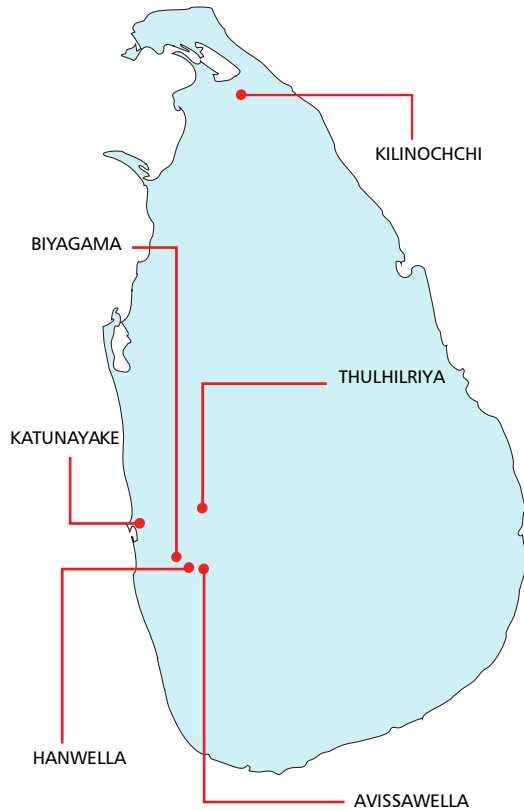


As a part of a continuous journey, the first phase of the project in 2016 included four projects: facilitating access to water by investing in a tube well at the Irriyagolla Maha Vidhyalaya, providing on-site drinking water for 600 students who previously had no access to clean water while on school premises; building a maternity and children's health centre in Kankaniyammulla, enabling access to natal and paediatric health services, and benefitting over 1,500 families in the area; providing street lighting and a CCTV camera network to ensure a safe and secure town, minimizing crime and increasing security; and introducing organic home gardens with hopes of initiating chemical-free organic farming in the future.

Flood Relief in 2016

MAS has been proactively involved in disaster relief efforts targeting the communities where it is present through its own initiatives as well as at the request of the government of Sri Lanka. Ensuring the inclusion of all, in times of crisis, MAS has been a pillar of strength in communities by donating dry rations and other required items to those affected by disasters.

In May 2016, Sri Lanka was devastated by an extreme weather event, resulting in deadly floods. All MAS SBUs launched a collective initiative to assist those affected by donating essential items like water bottles, dry rations, sanitary items and household goods. Cash donations were also made to team members and communities in affected areas to help rebuild their lives after the catastrophic event.



Collective efforts saw the distribution of dry rations and medicine amounting to Rs13.8 million.

Apart from collecting and donating essential items, MAS colleagues were actively involved in the distribution of these items, rescue missions and medical camps held in the weeks that followed the disaster, giving their time and expertise.

Additionally, playing its part as a responsible corporate citizen, MAS Intimates extended its Occupational Health and Safety Act (OHSA) and Social Compliance platform to Disaster Risk Reduction (DRR) in order to prepare our employees and their families and communities for such natural disasters. The floods of May 2016 that affected the areas where our manufacturing plants are based reinforced the need to expedite these awareness sessions.

Having worked with the Asia Pacific Alliance for Disaster Management (A-PAD) and the Consortium of Humanitarian Agencies (CHA) over the past two years helped us appreciate the importance of disaster preparedness. Thus, we are interested in creating awareness of disaster resilience among our employees and their communities, so we have a better informed workforce. Through DRR, MAS Intimates has currently trained approximately 10,884 employees.



PRODUCTS MADE BETTER

Through our pillar of 'PRODUCTS MADE BETTER' we mean to change how we make and what we make. We mean to ensure that our manufacturing processes minimize negative impacts and increase positive environmental impacts over time, and we want to do so while maximizing benefits to the environment and our people, and making economic sense to our business.

This pillar will take on the work done by the Environmental Sustainability teams over the years and focus on sustainable manufacturing. We have identified several key areas that we believe are material to all our stakeholders and to us as a responsible business



TRANSFORMING THE INDUSTRY THROUGH INNOVATION AND PARTNERSHIPS

We have understood, from the start, that the pathway to achieving our goals will have many stakeholders. Therefore, MAS aims to collaborate with our peers, partners and supply chains to give all our stakeholders the opportunity to co-create this journey together with us. In keeping with this spirit of collaboration, we have identified several key partnerships to focus on as part of our strategy.





TOOLS OF CHANGE

In order to reach our ambitious goals, we realized we first needed to get our house in order. We decided to aim above and beyond the basic standards, tools and compliance-related mechanisms that we have established over the years. We asked ourselves the question “What will it take to really make a difference in the work we do?” And the journey to seek these answers resulted in the following measures and milestones in 2016.

The scope and implementation of our Environmental Management System has been continuously strengthened with ISO 14001 certification being expanded to 33 facilities, 40 facilities gaining ISO 14064 status, the development of the MAS Calibration Tool and the continued deployment of the Eco Tracker. In 2016 we introduced an environmental risk assessment tool and upgraded all versions of our current tools and mechanisms

ECO TRACKER

We refreshed our environmental Eco Tracker in 2016 and developed the new module that will be integrated with the new group-wide measurement system, which includes both social and environmental indicators, and allows real-time updates as and when required. We also changed the energy intensity drivers for the Apparel Cut & Sew and Apparel components for a more standardized representation of energy projects and initiatives.

ACTIVITY	INTENSITY MEASUREMENT	
	Energy Intensity	Water Intensity
Apparel Cut and Sew	Mega Joules/Standard hour	Liters/person per shift
Fabric Processing	Mega joules/Kg produced	Liters/Kg produced
Apparel Component	Mega Joules/Standard hour	Liters/person per shift
Seamless Knitted Garments	Mega joules/Kg produced	Liters/Kg produced
Garment Accessories	NA	Liters/Kg produced
Foreign Facilities	Mega Joules/Standard hour	Not measured

ISO 14064

Our greenhouse gas emissions for 2015 were independently verified by TÜV Nord according to the ISO 14064-3 standard. The company boundary encompasses Scope 1 and 2 of MAS Capital business operations in Sri Lanka only, but excludes all Scope 3 emissions. At present, 40 of our facilities in Sri Lanka are certified in ISO 14064-3:2006 with a 'Reasonable' level of assurance. In 2015, MAS facilities have emitted 16,176 tCO₂e for Scope-1 and 78,158 tCO₂e for Scope-2.

Extract from the Verification Report:

"In conclusion and based on the audit carried out and the GHG assertions made, TÜV UK confirms that, based on the procedures conducted, **nothing** has come to our attention, **to a reasonable level of assurance**, that causes us to believe that MAS Capital Pvt Ltd is not, in all material respects, in accordance with ISO14064-3:2006."

In its report, TUV Nord notes that MAS has carried out a substantial number of projects to-date and has further projects in the pipeline that considerably reduce its GHG emissions. The total quantity of carbon emissions, which could be offset from these projects by virtue of using solar PV, has been verified at 313 tCO₂e.

MAS continues to be heavily affected by the increased use of non-renewable energy sources by the National Grid and the resulting grid emissions factor, but our own emissions reduction initiatives continue to move forward with the emissions team focusing on generating our own renewable energy, securing a sustainable biomass supply and preparing the group for ISO 14064 certification for 2016. We are currently in the process of verifying our greenhouse gas emissions, and external audits will be completed by April 2017.

OTHER STANDARDS

Linea Intimo NVS and MATRIX are in the process of certification for ISO 50001: 2011 Energy Management Systems.

Several facilities are currently carrying out self-assessments for the Higg Index. The Environmental Module 2.0 has been completed by all 13 MAS Active division facilities, while 7 Intimates facilities have completed the same.

MAS Intimates Casualline has also received Fair Trade certification and met Recycled Content Standards.

MAS CALIBRATION TOOL V 1.2

We continue to deploy version 1.2 of the MAS Environmental Sustainability Calibration Tool, which was developed in 2014 to assess, benchmark, rate and subsequently improve the existing infrastructure at all MAS facilities. The Calibration Tool is a key milestone in our sustainability journey. This year (2016) witnessed the continuation of this assessment, which has been implemented at all operational facilities across MAS, resulting in 36 facilities passing V 1.2.

MAS ENVIRONMENTAL RISK ASSESSMENT TOOL V 1.0

For many years, we have measured the impact of our processes internally and constantly sought to improve on them. In 2016, we decided to look outward with a proactive tool called the Environmental Risk Assessment tool (ERA) to understand potential risks our presence and operations could cause to the environment, surrounding communities and our people.

The ERA tool is a proactive approach that goes beyond our boundaries and is fairly unique in Sri Lanka. It was created to identify and characterize adverse risks to the immediate environment from the presence and/or operations of MAS's manufacturing facilities in Sri Lanka.

The toolkit comprises two modules. The **environmental module** monitors solid/liquid waste, wastewater, incoming water, emissions, storage of gases and liquids, and noise. The **socio-economic module** identifies risks by surveying community perception by means of quantitative surveys and key informant interviews under the categories of employment opportunities, business opportunities, educational opportunities, people and community, common amenities and facilities, nature and environment, law and order, and the political environment. The results of the ERA will enable the management of each manufacturing facility to identify the source, magnitude and urgency of adverse risks specific to each facility.

The toolkit was successfully launched in December 2016, with plans to make it a mandatory exercise for all Sri Lankan MAS facilities in 2017.

CLEANCHAIN™

The MAS Chemical Management Work Stream (CMWS) partnered with ADEC Innovations Solutions in 2016 to implement a Chemical Management System, 'CleanChain™'. We are the first manufacturer to partner with ADEC, the service provider to the ZDHC program.

CleanChain™ is a solution designed to support chemical management and detox activities, which will allow brands, suppliers and chemical companies to share and report their chemical information better.

At present, we have implemented the CleanChain™ system at 4 MAS SBUs, with plan to implement a further 10 accounts by the end of February 2017. The system will cover the MAS Chemical Management Strategy in keeping with the group's vision to be zero toxic in our products, processes and supply chains by 2025.

CHAMPION CLIMATE ACTION



ENERGY & EMISSIONS

The magnitude and urgency of climate challenges have become more apparent now than ever before, and the planet is in dire need of radical measures by businesses, governments and society to remove the threat of catastrophic change that is in the near horizon. At MAS, we recognize that climate change is a real challenge to our communities, our ecology and our operations, but we also believe this is an opportunity to do what is right and make a real difference in how we operate as a business. Our strategy looks at making a net positive impact through our operations, and we intend to collaborate with both the private and public sectors to achieve this goal. We expect the same commitment and urgency of action from the government and the industry as a whole to carry out a collective and lasting vision for the future.

WE SUPPORT
Caring for Climate



P7

P8

P9

CARING FOR CLIMATE

MAS Holdings is a signatory to Caring for Climate which aligns with our strategy to champion climate action. Launched by UN Secretary-General Ban Ki-moon in July 2007, Caring for Climate mobilizes business leaders to advance climate solutions and policies. Since the founding of Caring for Climate, participant companies have demonstrated remarkable progress in pursuing comprehensive long-term strategies that seek to align their interests with a concerted and collaborative global effort to tackle the climate challenge.

By **2025**,
we will strive to achieve
the highest level in
energy efficiency by
reducing our intensities
by 50%

By **2025**,
we want to be
generating more
renewable energy than
we consume in our
operations

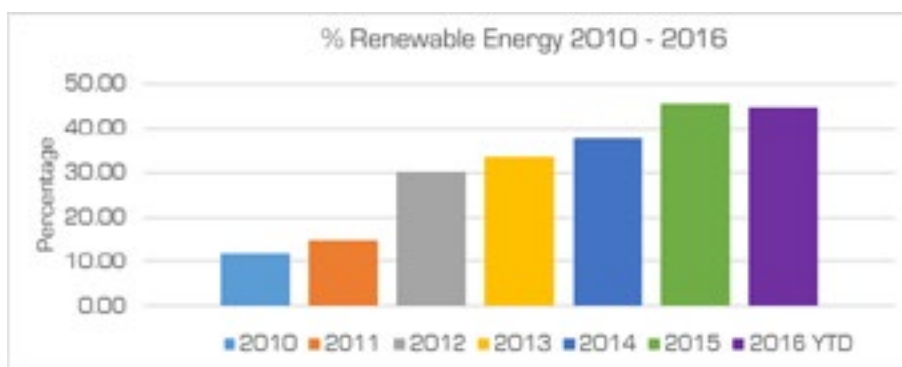
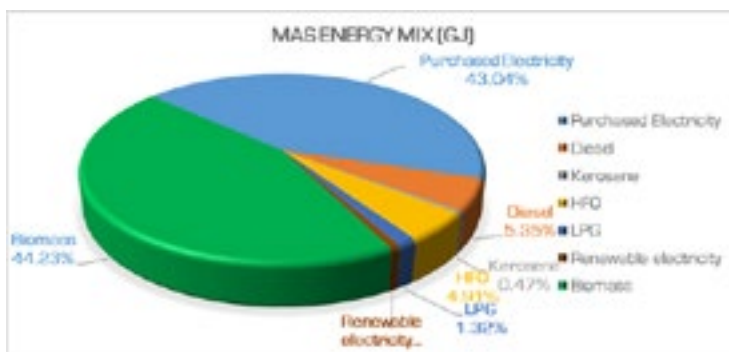
By **2016**,
we generated 2.2
million kWh of energy
from our solar projects,
and offset 313 tonnes
CO₂e of carbon
emissions

ACTIONS IN 2016

INTENSITY

Our intensity driver changed from clocked hours to standard hours for the Apparel Cut & Sew and Apparel Accessories sectors; thereby, all previously published intensities have been readjusted for these sectors. We also added 3 foreign facilities to the data collection list (2 from India, 1 from Bangladesh).





Our fabric mills have reduced energy usage by over 5% since last year.

FUNCTION	INTENSITY 2010	INTENSITY 2015	INTENSITY 2016	% DIFFERENCE 2016/2010	% DIFFERENCE 2016/2015
Apparel Cut and Sew	9.87	7.02	7.78	21.20%	-10.73%
Fabric Processing	107.65	94.60	89.24	17.10%	5.67%
Apparel Component	81.42	35.66	36.09	55.67%	-1.21%
Seamless Knitted Garments	145.44	127.03	132.35	9.00%	-4.19%
Foreign Facilities		7.04			

*A negative value denotes an intensity increase, while a positive value means a reduction in intensity

SOLAR SPOTLIGHT



MAS Intimates added 320KW solar panels at MDS.



Linea Aqua added 255KW and installed free Solar Charging Points at its facilities for staff vehicles, as well as solar thermal hot water systems for pre-heating water for canteen boilers.



ENERGY-EFFICIENCY MEASURES

LED lights for the canteen, office areas and perimeter areas at all Intimates SBUs

Efficient AC systems for Casualline, Unichela Koggala and Silueta

Energy and water optimization for all ongoing expansion projects at Intimates (Silueta, Casualline, Slimtex and Thurulie)

Innovation project to minimize heat loss at heat application operations at Unichela Panadura and Slimline

Conversion of packaged unit AC systems to energy-efficient chiller AC systems at Shadeline, Shadowline and Contourline

Conversion of T5 lights to LED lighting

Improvements in boiler steam distribution systems in Mihintale and Shadowline

Fabrics plants implemented LED replacement, with savings of 99,651KWh a month
Fabrics plants installed steam traps, with savings of \$7,000/month

MFP's Central ETP's Biological Stage Dissolved Oxygen (DO) optimization helped the Fabric Park save energy from its large aeration blowers. The installation of variable frequency drives (VFD) to the selected motors resulted in a net saving of 28,000kWh/month in electricity consumption and a 40kVA reduction in maximum demand.

MANAGE OUR FOOTPRINT

The challenge of managing our ecological footprint is a big one as MAS continues to spread its reach both in Sri Lanka and across the world. As part of managing our footprint we will constantly seek new ways to go beyond just measuring our impact and make sure we not just do less harm but investigate how we can benefit the environment through our presence.



WATER

MAS continues to be a highly water-intensive operation, especially in its Fabrics facilities. Over the years, we have implemented efficiency measures, innovative solutions and infrastructure changes to reduce our water intensities, despite expanding our operations and production.

Over 2011-2016,
a **23%** reduction
in liters used per KG of
product

Over 2013-2016,
a **9%** reduction in
liters used per person
per 10-hour shift

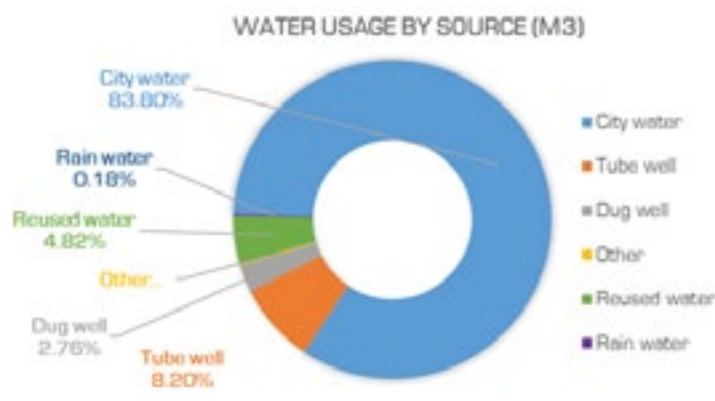
By **2025**,
we will drop our water
intensities by 75%
through innovation,
efficiency and a series
of unique projects

ACTIONS IN 2016

Despite our growing production and expanding operations, we continued our water intensity reduction across the group. The Fabrics division, one of the heaviest users of water, has achieved a 64% intensity reduction in usage from 2011 through efficiency and infrastructure improvements.

FUNCTION	2011	2013	2015	2016	BASE YEAR/2016	2015/
2016	9.87	7.02	7.78	21.20%	-10.73%	
Apparel Cut and Sew		59.85	57.89	56.53	5.56	2.36
Fabric Processing	250.01	251.86	182.54	87.98	64.81	51.81
Apparel Component		135.31	79.50	80.90	40.21	-1.77
Seamlessly Knitted Garments	475.93	403.93	318.68	307.61	35.37	3.47
Garment Accessories	384.29	334.70	261.03	241.26	37.22	7.57

*A negative value denotes an intensity increase, while a positive value means a reduction in intensity.



MFP – WATER LAB

The MAS Water Lab is now in full operation, allowing us to self-evaluate our water, wastewater and industrial sludge characteristics. Around 20% of MAS facilities are currently using the lab, which will soon be able to extend full analytical spectrum for ZDHC. The MAS lab is certified by the Sri Lanka Accreditation Board (SLAB) under ISO IEC 17025:2005 and is listed by the Central Environmental Authority of Sri Lanka as a CEA-registered laboratory for environmental monitoring and evaluation.



Stretchline achieved a 24% reduction in water usage from 2014 to-date thanks to several projects like dye washing cycle reduction at the exhaust dyeing plant, a countercurrent system for the continuous dyeing machine and efficient water fittings with foot pedal operators across all facilities.

WATER SPOTLIGHT



In 2016, Linea Aqua implemented a wastewater recycling project using an Advanced Membrane System for 1,500 cubic meters a month.

Linea Aqua has committed to treat their wastewater beyond regulatory limits and to re-cycle the water after final treatment back to their cooling towers.

Linea Aqua became Water Neutral in 2016 by safely returning to their communities and nature an amount of water equal to what it used in its manufacturing process.

**SAVING 57,000
LITERS PER DAY**

All 13 MAS Active plants have 100% sub-metering and continuous monitoring

Water-efficient dye machines installed at Linea Intimo

Dishwashers for canteens at Shadeline and Leisureline

Water-saving faucets installed at MDS, UPL and Rapid. Touch taps installed at all Fabrics plants. Water-efficient fittings at all Active SBUs

The crystal clear dye bath at Linea Intimo was expanded to Noyon Lanka and Pym Intimates, reducing dye consumption by 15% and water consumption by 40-50%

Rain water harvesting systems were installed at Casualline, LAITC and Nirmaana, while all Fabrics plants began using rain water harvesting for polythene washing

Treated waste water used for gardening at Asialine and Contourline
Drip irrigation initiated at UPL, Thurulie, LI and MDS

The MAS Fabric Park contributes 23% to our total water supply through a dedicated water intake and treatment plant in Thulhiriya. In 2016, the Fabric Park's overall water savings totaled 30,000 cubic meters.

CHEMICALS

We have identified responsible chemical management as a key focus of our sustainability plan, and becoming part of the ZDHC program is one more step towards creating a non-toxic future.



By **2025**,
we will be zero-toxic in
our products, processes
and supply chains

CLEANCHAIN™
We are also the
first manufacturer
to implement
CleanChain™ as a
part of our chemical
management and detox
activities

ZDHC
In 2016, MAS became
the first Sri Lankan
company to become
value chain affiliates of
the ZDHC road map.



"I am proud to announce our affiliation with the Zero Discharge of Hazardous Chemicals (ZDHC) program. Becoming a value chain affiliate member of ZDHC marks a key milestone in this journey where MAS has made a clear commitment to drive real change in our sphere of influence and support the ZDHC group and our partners to remove hazardous chemicals from all textile production by 2020.

Our ZDHC commitment is simply one part of our overall strategy and the pillars that make our core – Innovation, Sustainability and Collaboration. We are determined to work with all we influence in this journey to innovate alternatives that are safer, more efficient and do no harm to the environment and our communities. We hope more peers and partners will join us in this quest to create a non-toxic future that we must all urgently work towards as a collective vision."

Mahesh Amalean
Chairman & MD, MAS Holdings



**WE JUST TOOK
ONE GIANT STEP
CLOSER TO A
ZERO TOXIC
FUTURE**

ACTIONS IN 2016

ZDHC MEMBERSHIP

In December 2016, MAS became the second global textile manufacturer and the first Sri Lankan company to become a value chain affiliate of the Zero Discharge of Hazardous Chemicals (ZDHC) group, as it works to move the industry towards a goal of zero discharge of harmful chemicals to the environment by 2020.

The new partnership makes way for both MAS and ZDHC to create positive impacts across the group's value chain and is aligned with our own sustainability strategy.

NON-PROCESS CHEMICALS

MAS is among the first textile organizations to have expanded the scope of MRSL compliance towards non-process chemicals including cleaning chemicals, maintenance chemicals, etc. and we have currently substituted safer chemicals for the cleaning chemicals segment. Since 2015, the group has been working with its supply chains including chemical suppliers and sub-contractors to achieve its goal by helping to detox those entities as well.

CleanChain™

Since 2014, MAS SBUs managed their chemical inventories and processes through a manual system. In 2016, we took a leap forward to improve both the efficiency and transparency of our chemical management process by becoming the first manufacturer to partner with ADEC to implement the 'CleanChain™' system. ADEC is the service provider to the ZDHC program, which makes it easier to share our processes between SBUs, as well as with our customers.



CLEANCHAIN™ AT A GLANCE

The solution to support chemical management and detox activities
Avoids the complexity of purchasing and managing chemicals
Will be implemented at 14 MAS SBUs in 2017

ZDHC benchmarking and improvements

MAS CMWS has clearly-set goals to eliminate 11 priority chemical groups by 2020 (within MAS, by 2018). In 2016, we benchmarked our progression by conducting chemical assessments, waste water testing and random chemical testing. We also actively implemented the MAS Chemical Management Policy to control hazardous chemicals at our SBUs.

Calibration Tool Chemical Assessment and Customer Assessments

Through Calibration Tool Chemical Assessments, we provide a foundation for our SBUs to improve its chemical management practices. The MAS Fabrics division successfully passed the Limited Brands chemical assessment.

Alternative assessments

The CMWS follows a systematic approach to replace hazardous chemicals. Using this methodology, we were able to replace chemicals containing APEOs, Phthalates, etc.

Innovations

In 2016, the CMWS developed a method to filter 'Phthalates' in our incoming water, thus ensuring safer drinking water for our people. We have also actively engaged with chemical leasing projects, dye chemical rationalization, the implementation of crystal clear dyeing and dye chemical reduction.



MATERIALS

Sustainable sourcing of raw materials remains the most challenging piece of our strategy as we seek to influence our supply chain to become aligned with cradle-to-grave thinking. We are taking a multi-pronged, phased-out approach to this goal by first getting our own house in order and improving our own manufacturing practices, then gradually moving into more sustainable raw materials.

By 2017, we will actively begin to influence our supply chain by getting our suppliers on the Higg Index, while we as MAS also report on the Higg Index to our brands.

By **2025**,
all our raw materials
will be from sustainable
sourcing partners

As part of our continued Eco Product journey, in 2016, MAS Active used 4 million yards of recycled polyester and 600,000 yards of organic cotton. MAS Intimates continued its product lines from OCS organic cotton and BCI cotton, as well as recycled polyester and nylon yarn.

WASTE

While recognizing waste as a key industrial and operational challenge, MAS continues to seek solutions for all identified waste types at our facilities, with the overall goal of repurposing and value enhancing our waste. The waste action plan for 2016 included identifying and segregating our waste better as we work towards the larger goal of value enhancement by 2025.



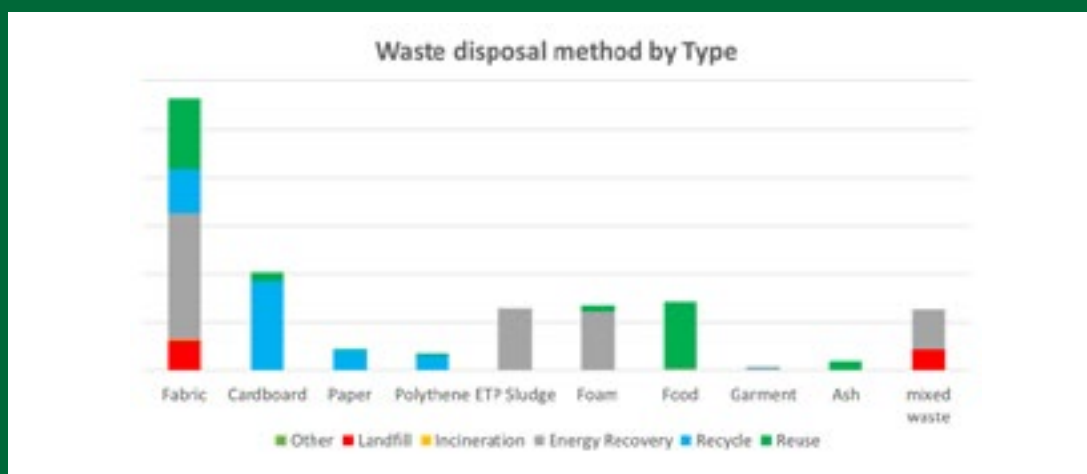
By **2025**,
all our waste will be
value enhanced or
upcycled as either
raw material or new
products

By **2016**,
we implemented our
first Intrapreneurship
program to innovate
solutions for Fabric
Waste

By **2016**,
we diverted over 2,600
metric tonnes of waste
from landfills

ACTIONS IN 2016

Overall, we continued to improve the traceability of waste disposal and the accuracy of our waste measurements. Stricter regulations in China caused a majority of our recyclers to limit their local operations, affecting our waste disposal negatively. However, despite being forced to increase our waste-to-landfill component, we increased our investments in energy recovery options and diverted 2,610 metric tonnes of waste from landfill in 2016.



WASTE PROJECTS

In 2016, we launched a group-wide waste management guidebook with a list of evaluated vendors. We also joined with an industry partner to explore the option of converting our fabric waste to marketable products.

Divisionally, MAS Intimates has begun pilot projects with two local universities to seek solutions for fabric off-cuts and foam waste, as well as initiating trials with a Belgian company to make junction boxes from foam and fabric waste.

BE DRASTIC, CUT PLASTIC

MDS Nature Club - Intimate for Nature - initiated a campaign to reduce the use of plastic at MDS, and succeeded in preventing over 6,000 single-use plastic cups going into landfills every month. Follow the campaign on Facebook at <https://www.facebook.com/be.drastic.cut.plastic/>

BE DRASTIC CUT PLASTIC



MDS launched an aggressive and well-planned plastic reduction campaign in September 2016, and eradicated 6,000 single-use plastic cups per month. MDS introduced the following solutions:

- Glass bottles and mugs for personal use
- Bring-your-own mug when purchasing beverages
- A sale of reusable bags, cutlery and containers
- Banned styrofoam, PET and polythene bags
- Awareness workshops for food and beverage providers and employees

TransTextile Higher Value Innovation for Post-Production Textile Waste in Sri Lanka

MAS has been the major partner of the TransTextile project run by the Centre for Industrial Sustainability, University of Cambridge (funded by the UK Research Council's Global Challenge Research Fund). This interdisciplinary international collaborative project investigated higher-value innovation opportunities for post-production textile waste in Sri Lanka in collaboration with the country's top engineering/design universities, the garment industry and several NGOs. Five new innovation routes were successfully identified, and further development plans are in progress.

MAS Impact Intrapreneurship Program



In 2016, MAS partnered with Circle of Impact to offer a pioneering educational experience that was experiential, immersive and the first-ever intrapreneurship program for the group.

The goal of the program was to find innovative solutions that are sustainable and profitable for the fabric waste challenge. Ten applicants were selected from across MAS through an open email application process. After a 3-day expedition, the applicants were put through a rigorous build phase that lasted over 6 months, with guidance provided on building a business plan and taking their idea directly to the MAS Capital board. In November 2016, the teams presented their solutions as a no-nonsense business plan, with a possible prototype or pilot on how they intend to make it work, and were approved for funding by the MAS Capital board.

WASTE SPOTLIGHT



MAS TEXTILE SLUDGE MANAGEMENT SYSTEM

In 2016, we continued to enhance our sludge management program by improving our sludge-to-brick operation in Thulhiriya and fully implementing our solar sludge drying operation in Biyagama.

We reduced our total wet sludge quantity of 1,950 metric tons to 700 tons of dry sludge granules to be used as a co-processing fuel for energy recovery.

The sludge drying process is 95% energized by the sun and optimum ventilation controls. The operation is run inside our solar dryer in Biyagama, which is complete with climate sensors, programmable logic controllers (PLCs), and supervisory control and data acquisition (SCADA) solutions, as well as CRISH, a fully automated robot that turns and mixes the sludge in a 10,000 square foot area.

Wet Sludge Generation @ MFP & BEP	- 1,950 Tons (@ 75% Moisture Content)
Evaporation via Solar Energy	- 1,250 Tons of Water Vapor
Sent to Geo-cycle	- 475 Tons
Underwent MFP-Eco Brick Process	- 150 Tons
Work in Progress (WIP in both locations)	- 75 Tons
No of MAS Eco Bricks Produced	- 120,000 4x4 Eco blocks.

SUPPORT A THRIVING PLANET



BIO DIVERSITY

Our goal is to restore and rehabilitate 100 times the habitat lost through the physical operational footprint of MAS measured by the total area of our built space. A 1:100 habitat restoration plan will aim to reforest and repair the damage, as well as put in place effective eco system management practices to ensure long-term conservation of the restored areas.

The land acquired and built on by MAS was a climax forest in the past. The land has subsequently been degraded and used for development activities. Deforestation continues to this day and is a major loss to Sri Lanka. MAS currently operates on 250 acres of land in Sri Lanka, and hope to forest 250 acres of land in 2017 to offset this. In the long run, we hope to offset 100 times more than our current operation. This is due to the fact that we have impacted more than just the area where our facilities are located.

By **2025**,
we will restore habitats
in 100 times the space
we currently occupy

By **2016**,
we began scoping our
current projects to
reach the 1:1 goal we
had set for 2017

ACTIONS IN 2016

Division	Facility	Project Name	Status	Area in Acres
Active	Division	Wakarai forest restoration	Ongoing	5
Bodyline	BPL1	Wanagomuwa restoration	Ongoing	0.5
Prym Intimates	Prym Intimates Sri Lanka	Kantale forest restoration	Completed	8.5
Linea Aqua	Linea Aqua Hanwella	Hiniduma conservation	Completed	3
MAS Investments	MAS Fabric Park	Thuruwadula analog forest	Completed	12
Intimates	Division	M&S biolink restoration	Completed	27
Fabrics	Textprint	Koskele water catchment rehabilitation	Ongoing	1
Total	-			57

A few of our divisions have already commenced this journey, and have been successful in restoring and updating their current projects.

BIO DIVERSITY PROJECTS

KOS KELE WATER CATCHMENT PROTECTION

Textprint brought together the villagers of Thulhiriya and the Peter Duncan Foundation team for a tree planting project with a difference – this was the result of true collaboration for good. Their goal is to save the 5 remaining water springs in the area. The teams worked to plant 500 saplings in Kos Kele, specially chosen for its ability to protect water catchment areas



BIO DIVERSITY SPOTLIGHT



ABOVE LEFT:
The removal of two invasive alien species, *Prosopis juliflora* (Kalapu Andara) and *Cactii*, and clearing of 280 hectares at Bundala by Linea Aqua

ABOVE RIGHT: Linea Aqua's Ex-situ Biodiversity Conservation, where about 240 new endemic and native trees were grown in 2016.

Linea Aqua has already completed the 1:1 habitat restoration goal for 2017 through their work in 2016. However, the Linea Aqua nature club has committed to go above and beyond the goal by refreshing their projects for 2017, and are looking to restore, reforest and conserve in an area equal to what is occupied by their facilities by the end of 2017.

BELOW: Hiniduma Bio-Link Project





MAS Intimates continued to grow the Linea Forest on a two acre land in the BOI Zone, and maintained technical support for the 'Thuruwadula" analog forest, which has expanded to 12 acres and is now managed by MAS Fabric Park.

MAS Intimates - 250 trees were planted in the WoD and Biyagama BOI Zone



ATTIDIYA WILDLIFE RESCUE CENTRE

MAS Intimates supported setting up the Wildlife Rehabilitation Centre in Attidiya by the Department of Wildlife Conservation.

The Centre treats 20-30 wild animals per week. MAS Intimates continues to give technical, financial and management support for continued operations.



BUTTERFLY GARDENS

At present, we have five butterfly gardens growing at our facilities at Linea Intimo, and the four Intimates facilities in Unichela Panadura, Linea Clothing, Casualline and Koggala.



ORGANIC HOME GARDENING

We have expanded our organic gardens across all divisions, with a total of 6 new projects in 2016 and 2 ongoing projects at MAS Active and MAS Fabrics. MAS Intimates has initiated organic gardening projects at six plants – Thurulie, Linea Intimates, Unichela Biyagama and Panadura, MDS, and Slimline.

MAS Intimates began a unique training program on organic home gardening to train employees at all levels. The training covered the following topics:

- Different gardening models focusing on urban home gardening
- Soil restorative agriculture built on traditional agricultural methods and knowledge
- Organic produce offered to employees





EMPLOYEE & COMMUNITY ENGAGEMENT

MAS Active conducted 84 programs during 2016 to engage all levels of employees and 38 more to engage communities, which included Good Market sessions at its operations center to introduce the Farmer's Market concept to its staff. Inter-SBU drama and debate competitions and divisional poster competitions for children of employees were also held in 2016.



BEYOND EARTH HOUR – ENGAGEMENT FOR GRASSROOTS CLIMATE ACTION

Casualine partnered with the BOI zone, community leaders, schools, dhamma schools, businesses and villages to take action against climate change. Activities such as debates between 32 dhamma schools, and street drama and songs competitions between 10 schools were initiated to increase knowledge and awareness (over 570 students participated in these programs).

Long-term activities such as the collection of burnt light bulbs for recycling and an electricity bill reduction campaign were also implemented.

The initiative engaged 20,000+ people (including 6,700 students), and the whole of Mawathagama town participated by turning off all lights during Earth Hour.





Linea Aqua conducted several projects including a polythene cleaning project at Sri Pada and Yala National Park, and a Water Hyacinth Removal at Polonnaruwa | The Linea Aqua Nature Club also introduced and distributed cloth bags among visitors to Kumana National Park.



Panadura Beach Clean-up - UPL



A divisional-level debate competition was organized in order to engage employees in knowledge sharing.

Slimline embarked on a long-term partnership with their community leaders to build a Green City in Pannala.

Individual plants carried out their own initiatives for Earth Hour, World Water Day and World Environment Day.

Campaigned for Clean Energy in Sri Lanka



Stretchline conducted two key plant distribution projects at Ovitigama Bodhiraja School (100 plants) and to 65 villagers in the Pradeepagama area

AWARDS & RECOGNITION



Throughout 2016, MAS divisions were able to achieve several key awards for their sustainability efforts. Months of hardwork and stringent audits paid off as 8 MAS facilities walked away with all Apparel and Textile awards (except one) at the Presidential Green Awards held in October 2016.

NATIONAL GREEN AWARDS 2016

MAS ACTIVE LINEA INTIMO - GOLD AWARD Textile & Textile Processing Industries

MAS ACTIVE NIRMAANA - SILVER AWARD Apparel Manufacturing Industries

MAS FABRICS MATRIX - SILVER AWARD Textile & Textile Processing Industries

TEXTPRINT LANKA - BRONZE AWARD Textile & Textile Processing Industries

LINEA AQUA - BRONZE AWARD Apparel Sector

MAS ACTIVE SHADELIN - MERIT AWARD Apparel Manufacturing Industries

MAS ACTIVE ASIALINE - MERIT AWARD Apparel Manufacturing Industries



NATIONAL ENERGY EFFICIENCY AWARDS 2016

MAS ACTIVE NIRMAANA - SILVER AWARD

Large Scale Industries

MAS ACTIVE LINEA INTIMO - MERIT AWARD

Large Scale Industries



APPENDICES

APPENDIX I - POWER OF WOMEN

Diversity – WGB

Career Advancement

1. Career Advancement

- English classes
- Certificate in Computer
- Counselling sessions
- Sign language training
- Motivational training
- Time and stress management in the workplace
- Science of Relationships
- Conflict resolution in the workplace
- Awareness program on the importance of your career
- Personal Grooming, Hygiene and Business Etiquette
- Speech Craft Club
- Female cutter training
- Technician development program
- Female electrician training
- Female mechanic training
- Soft skills development training for team leaders/group leaders
- Meditation program
- Training program for GO Beyond Sisters - Healthy Mind & Healthy Body
- Lean awareness sessions
- Awareness on big data analytics
- Awareness on basic quality process
- Awareness on basic incentive process
- Fire training for firefighters
- Awareness session on MAS Operating System
- Diploma in English for Empowered Woman of the Year winners
- Go Beyond champions rRetreat
- Empowered Women alumni Forum
- Leadership training for Empowered Woman of the Year winners

2. Work-Life Balance

- International Women's Day celebrations
- Family planning training
- Pregnant mothers program
- Teenage pregnancy
- Breast cancer awareness campaign
- Stress management program
- Awareness session on 'Domestic violence, sexual violence and child protection'
- 'Health & Wellness' - Free medical check -up
- Mental health program
- Legal camp
- Dignity of Motherhood
- 5S implementation in the kitchen - Model kitchen awareness session
- Awareness session on the day to commemorate International Non-Smoking Day and Anti-Drug Day

- Awareness session on non-communicable diseases
- Medical exhibition
- HIV awareness program
- Marital and pre-marital program
- Blood donation camp
- Importance of Parenthood
- Financial management awareness session
- Positive thinking
- Disaster risk reduction program
- How to Avoid Accidents and How to Manage Stressful Situations
- Work-life balance program to reduce absenteeism
- Yoga session
- Dental clinic
- Eye clinic
- Skin clinic
- Ayurvedic clinic
- Balance diet awareness program
- Awareness session on ISO 14001
- Environmental Protection and Green Credit concept

3. Skills Development

- Net course
- Swimming training
- Compeering training
- Singing training
- Modelling training
- Fixed Focus: Photography as an Alternative Career Path
- Zumba
- Self defense
- Creativity improvement
- Beauty culture training
- Team leader development program
- Tailoring course
- Team building activity (for team members below three months)
- Jewellery making workshop
- 'Be an Author' - Workshop for writers
- Voice training
- Counselling training for HR
- Work shop for drama and theater

4. Rewarding Excellence

- Art competition on life story
- Abhinandani semi-final/grand finale
- Social Dialogue Excellence Award Ceremony
- Mother's Day celebration
- Godmother awarding
- Rewarding - Kaizen contributors

APPENDIX 2 - THRIVING COMMUNITIES

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Education	UPL Koggala	Supporting the education of employees' children			Children of employees
Education/ Capacity Building	Silueta	Presentation skills	Biyagama and surrounding area	25	O/L & A/L selected students
Education/ Capacity Building	Linea Intimo	Built a library and donated books to the Palpita Kanishta Vidyalaya			Students of Palpita Kanishta Vidyalaya
Education/ Capacity Building	Linea Intimo	Books and other relevant reading material were donated to the library at the Viharamahadevi Child Development Center			
Education/ Capacity Building	Textprint Lanka	Seminar for Grade 5 students at Thulhiriya Primary School based on Scholarship Examination	Thulhiriya		School children including Textprint TMs' children
Education/ Capacity Building	MAS Fabrics Matrix	Thulhiriya National School – Establishing the English Unit	Thulhiriya		Local community and employees
Education/ Capacity Building	Asialine (Active)	Seminar organised for Grade 05 scholarship students			
Education/ Capacity Building	Contourline (Active)	Counselling session for university psychological students			
Education/ Capacity Building	Contourline (Active)	Environmental sustainability awareness program for 40 students of Sabaragamuwa University		40	Students of Sabaragamuwa University
Education/ Capacity Building	Contourline (Active)	Environment Day celebration at Kengalla Primary School with Forest Department			
Education/ Capacity Building	Contourline (Active)	5S awareness session of the Sabaragamu University team and Galabodawatta School			
Education/ Capacity Building	Leisureline (Active)	Donated a dictionary to the student who got best results at the scholarship exam in Grade 5 from Udammitta Maha Viyalaya	Ja-ela		
Education/ Capacity building	LC/LI	World Water Day Program Mahawatte MMV by National Water Supply & Drainage Board Art/Essay competition - Rajawella Tamil School & Mahawatte MMV		200	Primary school students
Education/ Capacity building	Slimline	Scholarship to Dulari Dineshika	Pannala	1	TM's daughter

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Education/ Capacity building	Slimline	Scholarship Seminar Program - Guidance and motivation for employees' children and students from surrounding schools for the grade 5 scholarship examination			Employees' children and students from surrounding schools
Education/ Capacity building	Slimline	Leadership program for Puttalam/Mahi Vidalia		45	School students
Education/ Capacity building	Slimtex	Supporting Grade 5 students to improve their knowledge to pass the scholarship		200 students	Grade 5 students, schools in the area and children of MAS Slimtex employees
Education/ Capacity building	Thurulie	Support to organize Guru Harasara Pranama in Warakapola area for GCE(OL) students	Warakapola	450	O/L students and Principal
Education/ Capacity building	UPL Panadura	Sign language training: This program was delivered to employees in order to educate them on how to communicate among deaf and dumb employees. The program was conducted by Mr Kelum Senevirathna	Panadura	20	People from recruitment , HR, payroll, medical, TR instructors and team members
Education/ Capacity building	UPL Panadura	Grade 5 seminar as pre-preparation for the Grade 5 scholarship exam. The program was conducted by Kumaradasa Abeyrathna.	UPL Panadura	1,100	Grade 05 students
Education/ Capacity building	UPL Panadura	A/L seminar by Mr Ranil Sugathadasa	Panadura	300	A/L students
Education/ Capacity building	Stretchline	Grade 5 scholarship seminar to increase the pass rate	Stretchline premises		Children of employees
Education/ Capacity building	Linea Intimo	Seminar for grade 5 scholarship students at the CDC conducted by J. P Wijenayake, a lecturer in a school in Biyagama			
Education/ Capacity building	Casualline	5S project with Pothubova National School and Hatharaliyadda MMV	Kurunegala	100 students	Students from Pothubova National School and Hatharaliyadda MMV
Education/ Capacity building	Casualline	Sisu Waruna Internal Scholarship Program 2016	Kurunegala district	2	Children of employees in the Kurunegala district
Education/ Capacity building	LC/LI	School Prefect Leadership Program	Kandy district	140	Students from Kandy (3 schools) and Wategama Zone (6 schools)

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Education/ Capacity building	LC/LI	Grade 5 scholarship seminar	Kandy district	450	Grade 5 students
Education/ Capacity building	LC/LI	Prefect Leadership program conducted by Doctor Chaminda Weerasiriwardana	Kandy and Wattedgama Zone	130	School prefects
Education/ Capacity building	LC/LI	Grade 5 scholarship seminar by Mr. Kumaradasa	Kandy district	400	Grade 5 scholarship students
Education/ Capacity building	MDS	Leadership development program	Ratmalana	300	School prefects
Education/ Capacity building	MDS	How to prepare for exams & study without stress by Dr. Ranil Sugathadasa		162	O/L & A/L students
Education/ Capacity building	Shadeline	Organized a leadership program for Mahagama School grade 9-13 students			
Education/ Capacity building	Shadeline	Organized a Grade 5 scholarship program for students in Mahiyanganaya and Rideemaliyadda education divisions	Mahiyanganaya and Rideemaliyadda divisions		
Education/ Capacity building	Shadeline	Organized a children's day program with Rideemaliyadda Pradeshiya Sabha and donated books to the children who participated	Rideemaliyadda division		
Education/ Donation	Synergy	Provided financial aid for children of our employees as a support for their education			
Education/ Donation	Operations Center (Active)	Donated used computers and electric typewriters to the computer lab in the Weegoda Maha Vidyalaya	Gampha Udugampola		
Education/ Donation	MDS	Book donation for students of low-income families		150	School students
Education/ Donation	LC/LI	Sisu Waruna Internal Scholarship program. Donation of Rs4,000 for 2 students who did O/L exams in 2014/15		4	Employees working at the plant
Education/ Donation	Leisureline (Active)	Donated exercise books for students who got more than 100 marks from the Grade 5 scholarship exam			
Education/ Donation	Textprint Lanka	Donation to the Institute of Chemistry			Students of the institute
Education/ Donation	Slimline	Book donation for Sri Saranapala Dhamma School		180	Dhamma school students

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Education/ Donation	Slimtex	Donating practice mathematics books and English past-paper books for Kuliypitiya Dhammarathana School	Ihala Diyadora	71 students	Students of Kuliypitiya Dhammarathana School (Grade 6-11)
Education/ Donation	Shadeline	Donated a multimedia projector for Land Ministry education unit			
Education/ Donation	Shadeline	Donated books for provincial educational office in Mahiyanganaya	Mahiyanganaya		
Education/ Donation	Shadeline	Donated books to Medayaya school library and students from low-income families	Medayaya		
Education/ Donation	Shadeline	Donated leaflets and books, and t-shirts to health education unit in Urania Hospital			
Education/ Health	Slimtex	Outbound training for EGB school Kuliypitiya Yakarawatta School and Kuliypitiya Dhammarathana School	Kuliypitiya	60 students and 6 teachers	Students and teachers
Education/ Infrastructure	Asialine (Active)	Donated books and colour pencils for the Katuwana Singithi Pera Pasala	Katuwana		
Health	LC/LI	Health camp	Danture	200	Residents of the Danture village
Health	MDS	Blood donation campaign	Ratmalana	124	Employees
Health	MDS	Kidney donation awareness campaign	Ratmalana	100	Employees
Health	Unichela Biyagama	'Say No to Breast Cancer' - Aloka project by in-house nurses at Methsarana	Gampaha	50	Women from around the Gampaha district from the Sanasa, samurdhi and Methsarana committees
Health	Stretchline	Blood donation campaign	Stretchline premises		
Health	Stretchline	AIDS Day Awareness Program - Creating awareness about HIV AIDS, how to prevent the disease and how to treat to AIDS patients	Stretchline premises		Employees of Stretchline
Health	Linea Aqua	An elders' medical camp to help maintain their health and link them with government hospitals			
Health	Linea Aqua	Medical camp after the floods to protect the people against sicknesses			
Health	Linea Aqua	Well cleaning after the floods, to protect people's health			

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Health	Linea Intimo	Blood donation camp at NVS			
Health	Linea Intimo	Linea Intimo, together with other SBUs in the zone, conducted a medical camp where medicine was donated free of charge and a doctor was available for those who were affected by the floods			Victims of the floods
Health	Linea Intimo	Gave kola kanda to pregnant ladies who visited the job bank	Biyagama		
Health	Linea Intimo	The Medicare Biyagama doctor was brought down to the plant to carry out free checkups for members of the staff	Biyagama		Employees of Intimo
Health	Linea Intimo	An free ENT Clinic was organized for team members of Intimo			
Health	Noyon Lanka	Health camp for flood victims and surrounding villagers	Yabaraluwa, Malwana, Mapitigama, Kelaniya		Flood victims and surrounding villagers
Health	Akshaya (Active)	Distributed mosquito coils for Yeruru village	Yeruru village		People of Yeruru village
Health	Akshaya (Active)	Medical camp at a school			
Health	Akshaya (Active)	Health activity at school premises: clean-up and providing bleaching powder			
Health	Akshaya (Active)	Blood donation camp at Chillakuru Mandal conducted by the police station officials	Chillakur Mandal		
Health	Akshaya (Active)	Participated in "Nellore 5K Run" for Cancer awareness	Nellore		
Health	Asialine (Active)	Organized a medical clinic at Middeniya Temple			
Health	Asialine (Active)	Collected water and biscuits for flood relief			
Health	Asialine (Active)	Organized a medical clinic at Katuwana MOH office	Katuwana		
Health	Asialine (Active)	Conducted Dengue control program in Middenika town	Middenika		
Health	Contourline (Active)	Yoga program for Gramasewaka officers in Haguranketha	Haguranketha		
Health	Contourline (Active)	Distributed medicinal plants to Dambarawa and Athragalla school students for gardening	Dambarawa		
Nation mindedness	Contourline (Active)	Sripada reservation area cleaning program			

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Health	Vidiyal	Mobile service provided by the medical team from the Kilinochchi district NIC dept, gramasevaka from Karaichchi pradesa saba, legal, police, banks and finance company officers in one location (Vidiyal Premises)		660	Employees and their families
Health	LC/LI	Giving king coconut for patients who came for Cancer treatment to the Kandy General Hospital. Requested employees to contribute Rs50 to purchase king coconuts	Kandy	400	Patients coming from all areas of the country
Health	Contourline (Active)	Distributed first aid boxes for schools			
Health/ Capacity building	Shadowline	Conducted a mental wellbeing program for the children's ward of the Maharagama Cancer Hospital	Maharagama		
Health/ Capacity building	Slimtex	MAS DRR Awareness Session	Kuliyapitya	850	All employees at MAS Slimtex/ schools / government officers from UC/ AG office
Health/ Capacity building	Asialine (Active)	Conducted awareness program about public health for all vehicle drivers			
Health/ Capacity building	Asialine (Active)	Conducted a health program at the Thorakolayaya Maha Vidyalaya			
Health/ Capacity building	Asialine (Active)	Awareness program of public health by PHI			
Health/ Capacity building	Linea Intimo	Mrs Hemamali Wijesuriya, a senior lawyer from the Gampaha Magistrate, conducted a program where legal advise on relationships was provided for team members from the training school		40	
Health/ Capacity building	Akshaya (Active)	Awareness Program on Communicable Diseases			
Health/ Capacity building	Akshaya (Active)	Personal hygiene and health awareness program at Kothapalem Primary School	Kothapalem		Students of Kothapalem Primary School
Health/ Capacity building	Akshaya (Active)	Conducted health & hygiene awareness program at Momidi Primary School	Momidi		Students of Momidi Primary School

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Health/ Capacity Building	Linea Intimo	A hygiene workshop was conducted by Dr. Godagamuwa of the Biyagama Medicare at the Viharamahadevi Children's home	Biyagama		
Health/ Capacity Building	Akshaya (Active)	Education and health awareness program at Ballavolu Primary School	Ballavolu Primary School		Students of Ballavolu Primary School
Health/ Capacity Building	Akshaya (Active)	Education and health awareness program at Eruru Primary School	Eruru Primary School		Students of Eruru Primary School
Health/ Capacity Building	Akshaya (Active)	Education and health awareness program at Chillakur Orphanage Center	Chillakur Orphanage Center		Children at the Chillakur Orphanage Center
Health/ Capacity Building	Contourline (Active)	Awareness session on oral health for Mahawatta School students			
Health/ Capacity building	Linea Intimo	Hygiene and Wellness workshop for the matrons of Metta			
Health/ Capacity building	LC/LI	Eye donation campaign - Awareness/To sign promissory notes with the Sri Lanka Eye Society	Kandy district	500	All employees
Health/ Capacity building	MDS	Super 8 awareness session	Ratmalana	250	Employees
Health/ Capacity building	Silueta	OBT program for Sapugaskanda Vishaka Balika Vidyalaya		100	Senior and junior prefects of Sapugaskanda Vishaka Balika Vidyalaya
Health/ Capacity building	Vidiyal	Basic maintenance and 5S implementation by 6S team in Thellipalai Hospital	Jaffna		Hospital patients and staff
Health/ Capacity building	Vidiyal	Dental awareness program conducted by Dr Elilvel	Therankandal M.V	112	School students
Health/ Capacity building	Stretchline	Eco Go Beyond session to inspire students to be eco friendly	Mandawala Maha vidyalaya & Ovitigama Bodhiraja Vidyalaya		Students
Health/ Capacity building	Linea Intimo	The Ergonomics Team is conducting a work-in-progress project on "Ergonomics in the workplace" to promote healthy lifestyle patterns. There was also a quiz organized to create awareness among employees			Employees of Intimo

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Health/ Capacity building	Linea Intimo	An awareness program was conducted on childhood developmental disorders for the teachers at CDC.	CDC		
Health/ Capacity building	Linea Intimo	Hygiene and wellness workshop	Intimo premises		
Health/ Capacity building	Operations Center (Active)	Conducted a blood donation program			
Health/ Capacity building	Nirmaana	Conducted the health and safety audit at the Leonard Cheshire Disability Home			
Health/ Donation	Synergy	Donated cash to several employees whose family members were ill			
Health/ Donation	Shadowline	Donated sanitary items and cotton balls to the Negombo General hospital	Negombo		
Health/ Donation	Linea Intimo	A cash donation was made to an employee of Silueta whose brother is suffering from Cancer			
Health/ Donation	Linea Intimo	Donation of medicine and dry rations to Sheela Suhara Bhikshu Hospital	Sheela Suhara Bhikshu Hospital		Patients at Sheela Suhara Bhikshu Hospital
Health/ Donation	Asialine (Active)	Donation Rs1,000 for a Dengue program			
Health/ Donation	Slimtex	Donating dry rations for 2 children's homes & an elders home		115 children and 50 adults	Children and elders
Health/ Donation	Operations Center (Active)	Donated medical AID and other immediate necessary items to the Meth Sewana Home for differently abled people	Pitakotte		
Health/ Donation	Operations Center (Active)	Donated medical AID and other immediate necessary items to the 'Mallika home for elderly'	Piliyandala		
Health/ Donation	Operations Center (Active)	Donated medical AID and other immediate necessary items to the Shilpa children's development Centre	Narahenpita		
Health/ Donation	Operations Center (Active)	Donated medical AID and other immediate necessary items like 500 lunch packets/water bottles and biscuits for flood victims			
Health/ Donation	Operations Center (Active)	Donated medical AID for the Sarvodaya Children's Development Centre	Borella		
Health/ Donation	Operations Center (Active)	Donated medicine for the Irasha Elders' home at Madapatha	Homagama		

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Health/ Donation	Operations Center (Active)	Donated medicine for the Grandville Wickremaratne Children's Development Centre in Gonawala	Kelaniya		
Health/ Donation	Shadeline	Sponsored medical items for flood refugees in the Kegalle district, and Awissawella area, etc	Kegalle and Awissawella		
Health/ Donation	Slimline	Milk packet (200) donation for Katugampola national library blood donation program	Katugampola	200	All those that participated from that village
Health/ Donation	Slimline	Donating white canes for international white cane day		50	Visually impaired individuals
Health/ Donation	Linea Aqua	Contribution for Navodya Children's Foundation			Special needs children of the Foundation
Health/ Donation	Linea Intimo	Donating drugs to the National Cancer Institute for the many poor patients who require medicine	National Cancer Institute		Less-fortunate patients of the National Cancer Institute
Health/ Donation	Asialine (Active)	Donated Rs15,000 to Katuwana Base Hospital to repair the blood testing machine	Katuwana		
Health/ Donation	Contourline (Active)	Distributed medicine and dry foods to flood victims			
Health/ Donation	Central Warehouse (Active)	Team CWH donated Rs25,000 by way of advertisement to the Cancer Care Association of Sri Lanka			
Health/ Donation	Leisureline (Active)	Donated medicine and dry rations to a heart patient who works at janitorial service			
Health/ Donation	Leisureline (Active)	Donated first aid items and paints to Katunayaka police station	Katunayaka		
Health/ Donation	Vidiyal	Donating dental medicine support, and conducted an awareness program by Dr Manivannan and Dr Eliivel	Piramanthanaru community	119	Piramanthanaru community members
Health/ Donation	Vidiyal	Donating dental equipment to the dental division of Kilinochchi hospital	Vidiyal		Vidiyal employees
Health/ Environment	Contourline (Active)	All executives and managers did a polythene cleaning project at the BOI zone	Pallekelle		
Health/ Environment	Linea Intimo	An awareness session on environmental conservation and waste segregation was held for the children of Dekatana Primary School. A tree planting project was also launched on the same day	Dekatana		Students of Dekatana Primary School

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Health/ Infrastructure	Casualline	Building the Cancer Clinic at the Kurunegala Teaching Hospital	Kurunegala		All residents of the Kurunegala district
Health/ Infrastructure	Casualline	Mawathagama Hospital renovation	Mawathagama		To reach out to the Mawathagama community and visitors to the hospital
Health/ Infrastructure	LC/LI	Donated a water tank with relevant equipment, followed by a musical event comprising a classical musical session	Abimansala - Kurunegala	200	To motivate disabled soldiers
Health/ Infrastructure	UPL Panadura	Upgrading infrastructure in ward 2 of the Kethumathi Hospital	Kethumathi Hospital		All pregnant women visiting the hospital
Health/ Infrastructure	Stretchline	Built up an area at Biyagama Base Hospital to have a rest/meal for staff at the hospital, patients and visitors	Biyagama Base Hospital		Patients of the hospital
Local connect	UPL Panadura	Provide assistance in printing investigation forms for Kethumathi Hospital			Pregnant women visiting the hospital daily clinic
Local connect	UPL Koggala	Connect with school branding MAS			School students
Local connect	UPL Koggala	Branding MAS Unichela name			School students and prefects
Local Connect	Noyon Lanka	Sharmadana campaign for cleaning oil lamps hut near Anuradhapura Ruwan weli Maha seya	Anuradhapura		Pilgrims and villagers
Local Connect	Noyon Lanka	Sharmadana campaign for Dompe temple to clean the stupa	Anuradhapura		Pilgrims and villagers
Local Connect	Leisureline (Active)	Donated essential items for Arachchiwatta and Saurdihama gramaniadaries			
Local Connect	Slimtex	Sponsorship for Colours Awarding Ceremony of Pannala National School	Pannala		Schools and students receiving awards
Local Connect	Slimtex	Distribution of plants to students	Kuliyapitiya Dhammarathana School , Kuliyapitiya Yakarawatta School and the Wayamba University	1,300	Students
Local Connect	Slimtex	Shramadana campaign at Kuliyapitiya Yakarawatta School with the support of Wayamba University students	Kuliyapitiya Yakarawatta School- Kithalawa	125	Students
Local Connect	MAS Fabrics Matrix	Renovation project at the MFP temple	Thulhiriya		Local community and employees

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Local Connect	LC/LI	Worlds Environment Day celebration/100 tree planting program - distributed fruit plants to BOI/Wattegama School, government officers, Rajawella Hindu College and planted the rest at the factory	Kandy	20	Government offices
Local Connect	Slimline	Avurudu Uthsawaya		1,500	Mainly team members, and people from their villages
Local connect	Slimline	Sponsor for Pannala Pradeshiya Saba Avurudu Uthsawaya - 150 lunch packets	Pannala	500	Pradeshiya samba staff and their families
Local Connect	Slimline	Sponsorship for the Gramasevaka Welfare Association	Pannala	87 GS Divisions	GS Divisions
Local Connect	Slimline	Providing morning snacks and lunch for Children's Day celebration organized by Pannala police station	Pannala	153	Orphan children
Local Connect	Slimtex	Providing 100 lunch packets to Sri Lanka Visually Impaired Women's Organization		100	Visually impaired community members
Local Connect	Slimtex	Sponsorship for Dhathu Wandana			Community members
Local Connect	Slimtex	Sponsorship for Poson Kalapaya	Wayamba University	1,000 BSF students	BSF students
Local Connect	Slimtex	Sponsorship for Mihindu Perahera	Paluwella		
Local Connect	Thurulie	Contribution to people with special needs affected by the Aranayake mudslides	Aranayake		
Local Connect	UPL Koggala	World Children's Day celebration		1,500+ children and their parents	Children and parents
Local Connect	Unichela Biyagama	Blood donation program	Biyagama		
Local Connect	Unichela Biyagama	Sponsor for avurudu kumaraya and kumari competition	Biyagama North		Biyagama North community members
Local Connect	Unichela Biyagama	Distributed plants for Biyagama Maha Vidyalaya and BOI	Biyagama	400	School students and BOI
Local Connect	Stretchline	Environment Day Program - Around 50 plants were distributed among villagers of Pradeepagama, and 200 plants among Mandawala Maha Vidyalaya & Ovitigama Bodhiraja Vidyalaya	Pradeepagama area, and Mandawala Maha vidyalaya & Ovitigama Bodhiraja Vidyalaya		Community around Pradeepagama area

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Local Connect	Linea Aqua	To create a comfortable and dependable home-substitute for orphans and other socially disadvantaged children in society by giving them a new life and brighter future			Children who live at Lamagramaya
Local Connect	Linea Aqua	Helping low-income families and their children through Sadhaham Charika			
Local Connect	Linea Intimo	Paramitha Poojava at Dompe Sri Kalyana Dharmasharama	Dompe		
Local Connect	Linea Intimo	To raise money to build a team member's house, the marketing department conducted Yogastic 2016 for all executives	Intimo premises		Employees
Local Connect	Linea Intimo	Collection of Atapirikara from staff members for annual pirith	Intimo premises		Employees
Local Connect	Linea Intimo	Annual Pirith ceremony 2016	Intimo premises		Employees
Local Connect	Linea Intimo	Sponsored a musical show organized by the Youth Association in Kaduwela	Kaduwela		
Local Connect	Akshaya (Active)	Distribution of dry rations and food items to employees			Employees at Active, Akshaya
Local Connect	Akshaya (Active)	Distribution of sweets at Gudur Daniel Children Home for Diwali			
Local Connect	Asialine (Active)	Donated sports uniforms for Walasmulla Court			
Local Connect	Asialine (Active)	Donation of nutritional food packs for pregnant mothers in the village			
Local Connect	Asialine (Active)	Free medical check-ups for 150 employees at Katuwana Base Hospital	Katuwana Base Hospital		
Local Connect	Contourline (Active)	Gave a supporting hand for an employee to build her house			
Local Connect	Contourline (Active)	Cow released as a monthly project			
Local Connect	LC/LI	Three-day volleyball coaching to Wattegama Central College	Wattegama	30	Students ranging from 15-17 years old that play volleyball at Wattegama Central College
Local Connect	Shadowline	Donated 17 T shirts and bottoms for the BOI cricket team for use at the BOI annual sports day			

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Local Connect	Shadowline	Conducted a health awareness program for the Wester Seaton Cheshire Home			
Local Connect	Shadowline	A world environment day program was organized with the intention of creating awareness with all BOI KEPZ employees regarding waste segregation and waste management practice			
Local Connect	Sleekline	Renovated 'Aruna children development home' for mentally disabled children			
Local Connect	Synergy	Donated dry ration packs and other food for employees and communities affected by the floods and land slides			
Local connect/ Capacity Building	Sleekline	Tree planting project at Ambagaspitiya Maha Vidyalaya and awareness session on bio diversity	Ambagaspitiya		
Local connect/ Capacity Building	Shadowline	Conducted a training program for team members under the theme "5S & life" focused on how to balance their personal life and finances			
Local connect/ Capacity Building	Shadowline	Dr.Hasantha Hettiarachchi conducted a motivational program for Shadowline employees on the work-life balance			
Local connect/ Capacity Building	Shadowline	In collaboration with the Katunayake police station, conducted a training session for Shadowline drivers regarding traffic rules	Katunayake		
Local connect/ Capacity Building	Shadeline	Sponsored and initiated a program for children with low income in Rideemaliyadda division for World Children's Day. The motivation program was held at the Pradeshiya Sabhawa	Rideemaliyadda		
Local connect/ Capacity Building	Linea Intimo	Organized a life skills workshop to teach the girls at Viharamahadevi Child Development Center critical skills such as listening, attentiveness and respecting themselves			

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Local connect/ Capacity Building	Textprint Lanka	Blood donation campaign	Textprint premises		Patients suffering from Thalassemia in the Kurunegala area
Local connect/ Capacity Building	Akshaya (Active)	Career planning program for Grade 10 students of Chinthawaram School	Chinthawaram School		Students of Chinthawaram School
Local connect/ Capacity Building	Akshaya (Active)	Sports kit donation to the students of Chinthawaram High School	Chinthawaram High School		Students of Chinthawaram High School
Local connect/ Capacity Building	Akshaya (Active)	Recruitment campaign at Kota Mandal Office			
Local connect/ Capacity Building	Asialine (Active)	Donated 20 school shoes for poor students in Thalwaththa K.V	Thalwaththa		
Local connect/ Capacity Building	Asialine (Active)	Donated 15 school shoes for poor students in the Katuwana Grama Niladari Area	Katuwana		
Local connect/ Capacity Building	Asialine (Active)	Donate school shoes for less-fortunate children at Katuwana Gramasewaka Wasama	Katuwana		
Local connect/ Capacity Building	Contourline (Active)	Art competition for employees' children			
Local connect/ Capacity Building	Contourline (Active)	Awareness session for Kengalla School children's parents conducted by Balagollo police officers			
Local connect/ Capacity Building	Contourline (Active)	Art competition, videos, music, dancing for employee's children			
Local connect/ Capacity Building	Central Warehouse (Active)	A cash donation was made to the student's society of the Faculty of Medicine, University of Kelaniya, for their annual fundraising project			
Local connect/ Capacity Building	Central Warehouse (Active)	A leadership development workshop was conducted for 65 youths and prefects attached to Mattumagala Church, Wattala	Wattala		
Local connect/ Capacity Building	Central Warehouse (Active)	Donated 300 yards of fabric to the Chiththasamadhi Bawana Center to distribute among Sunday school children for their uniforms.			
Local connect/ Capacity Building	Leisureline (Active)	Sponsored all certificates for the Amandoluwa School sports meet			
Local connect/ Capacity Building	Leisureline (Active)	Participated in a first aid training program certificate distribution at Udammita School			

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Local connect/ Capacity Building	Leisureline (Active)	Team Leisureline, together with Udammita School, conducted an awareness program on how to prevent accidents during school holidays			
Local connect/ Capacity Building	Leisureline (Active)	Participate and provided short eats and milk packets for a nurses' awareness program			
Local connect/ Capacity Building	Silueta	Kaizen exhibition	Kaduwela	20	Students of Bomiriya Central College
Local connect/ Capacity Building	Thurulie	School bags and stationery distribution to employees' children in Grade 1	Thurulie	100	Children of employees
Local connect/ Capacity Building	Stretchline	An Inspirational Session conducted by Professor Sarath Wijesuriya to empower female team members	Stretchline premises		
Local connect/ Capacity Building	Linea Intimo	A bonding workshop at the Viharamahadevi Child Development Centre			Children at the Viharamahadevi Child Development Centre
Local connect/ Capacity Building	Linea Intimo	A workshop for the community to bring up a national netball player who will be able to represent the country			
Local connect/ Capacity Building	Linea Intimo	A design expert from Linea Intimo conducted a design workshop at the CDC. Various aspects of fashion, textile and development were discussed	Linea Intimo premises		
Local connect/ Capacity Building	Linea Intimo	Phase 2 of the Netball project - 50 netball players from 4 schools in the Biyagama vicinity were invited to take part at a workshop and a training conducted by senior netball coaches	Biyagama		
Local connect/ Capacity Building	Linea Intimo	Niromi Wickramaratne, a designer from Linea Intimo, conducted a design workshop at the CDC			
Local connect/ Capacity Building	Linea Intimo	A bonding workshop was carried out at Metta where the girls at the orphanage were taught to make lamps and lanterns			

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Local connect/ Capacity Building	Linea Intimo	A cross stitch workshop was conducted by Sunali Govipalgoda, Assistant Manager - HR, for the girls at the CDC			
Local connect/ Capacity Building	Linea Intimo	A donation was made towards the World Children's Day event organized by the Pre-School Teachers' Association of Biyagama. The money donated was used to buy gifts for all the children	Biyagama		
Local connect/ Capacity building	Casualline	Sponsorship for a skills assessment competition to reach out to local dhaham pasals/temples	Mawathagama		38 different sunday schools from around Mawathagama area
Local connect/ Capacity building	Slimtex	5S awareness at Kuli/Loanda Primary School	Wevagama		School students and their parents
Local connect/ Capacity building	Slimtex	Factory visit for newly recruited principles		75 school principles	School principals
Local connect/ Capacity building	Slimtex	Factory visit for EGB schools	Kuliyapitiya Yakarawatta School and Kuliyapitiya Dhammarathana School	60 students and 10 teachers	Students and teachers
Local connect/ Capacity building	Thurulie	Express learning program		700 students from 7 schools	Students
Local connect/ Capacity building	Thurulie	Leadership training for school prefects		400	School prefects
Local connect/ Capacity building	Thurulie	Sisuwaruna Leadership Program	Warakapola division	385	Senior prefects
Local connect/ Capacity building	UPL Panadura	5S visit for school children		25	Students
Local connect/ Capacity building	UPL Panadura	5S visit for school children		305	Gamagoda school children
Local connect/ Capacity building	Unichela Biyagama	Exam guides and memory tricks	Biyagama	150	O/L students of 2016
Local connect/ Capacity building	Unichela Biyagama	Distributed gifts for Sisu Waruna scholarship winners at the Gold Coin Ceremony	Biyagama	800	Employees and their families
Local connect/ Capacity building	Linea Intimo	Art therapy at the CDC			Employees and their families
Local connect/ Capacity building	Linea Intimo	Hear Me Out - Phase 2: The second session on sign language carried out by sign language interpreter Kelum Samarawickrama			

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Local connect/ Capacity building	Shadeline	Sponsored an awareness program held in Gamunupura temple for pregnant mothers on best hygiene practices	Mahiyanganaya		
Local Connect/ Capacity building	Vidiyal	Saree Connection Project - Facilitated the sewing training and technical support service by Vidiyal team to the participants who are engaged in self-employment (preparing clothes from used sarees) in Mullivaikkal and Uduththurai villages accompanying the PARCIC Mullaitivu Office	Mullivaikkal and Uduththurai villages	25	Self-employed individuals involved in Saree Connection
Local Connect/ Capacity building	Slimtex	Sponsorship for a teacher's training program	Yakarawatta	43	School teachers
Local Connect/ Capacity building	UPL Panadura	Disaster awareness session for Unichela team	UPL Panadura	1400	UPL Panadura employees
Local Connect/ Capacity building	Shadeline	Sponsored an awareness program of counselling for Dabana Village aborigines			
Local Connect/ Capacity building	Shadeline	Sponsored Rideemaliyadda sports division by giving the Netball team uniforms	Rideemaliyadda		
Local Connect/ Capacity building	Nirmaana	Conducted an awareness program for differently abled employees			
Local connect/ Donation	Shadowline	To celebrate World Children's Day, donated gifts for the kids in FTZSA daycare center			
Local connect/ Donation	Shadowline	Donated food items for the people of Aranayaka affected by the earth slip			
Local connect/ Donation	Asialine (Active)	Donated Rs8,000 for the Kawanthissapura dancing team's costumes			
Local connect/ Donation	Operations Center (Active)	Donated 9 laptops to Gamini Vidyalaya			
Local connect/ Donation	Shadeline	Donated Rs400,000 to the Gemunupura preschool to construct and re-paint the building			
Local connect/ Donation	UPL Koggala	Donation for temple in Weligama	Weligama		Weligama community
Local connect/ Donation	UPL Koggala	Donation for Sevavanitha Unit			
Local connect/ Donation	UPL Koggala	Facilities to hold a recruitment campaign	Weligama		Weligama community

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Local connect/ Donation	Linea Intimo	A sum of money was donated to a team member for the organizing of his village avurudhu festival			Team member and his community
Local connect/ Donation	Linea Intimo	Donation of money to Udupila Divisional Hospital. This money was used for the new year festivities organized by the hospital	Udupila Divisional Hospital		Patients at Udupila Divisional Hospital
Local connect/ Donation	Linea Intimo	Donated Rs10,000 towards the Ananda College rifle range refurbishment	Colombo		Students of Ananda College
Local connect/ Donation	Linea Intimo	A sum of money was donated to the Dompe temple towards the Katina Pinkam to buy Buddhist Flags	Dompe		Patrons of the Dompe temple
Local connect/ Donation	Linea Intimo	A donation was made towards the building of a water tank for the Henagama Suva Piyasa			
Local connect/ Donation	Linea Intimo	A donation was made to Chamari Kanchana of the TM Development team as she required the money to pay for her child's school			Employee of Intimo
Local connect/ Donation	Textprint Lanka	Donations for Meerigama Children's Home	Meerigama		Children at the Meerigama Children's Home
Local connect/ Donation	Textprint Lanka	Donation of Fabrics for Ethnawala Grma Sanwardhana Samithiya & Awamangalyadhara Samithiya	Ethnawala, Warakapola		Employees of the Ethnawala area
Local connect/ Donation	Textprint Lanka	Donation for Caledonian Society – Sri Lanka			People who need help through this Society
Local connect/ Donation	Trischel Fabric	Donation to an injured father of a TM	Alawwa		Family member of a TM
Local connect/ Donation	MAS Fabrics Matrix	Donation to Waddeniya school	Alawwa		Local community and employees
Local connect/ Donation	MAS Fabrics Matrix	Donation to Nape temple	Udukumbura		Local community and employees
Local connect/ Donation	Contourline (Active)	Donation to Kengalla school for dance costumes			
Local connect/ Donation	Central Warehouse (Active)	Donation of a school bag and money to a much-needed A/L student from the Yakkala area to cover her tuition fees			
Local connect/ Donation	LC/LI	Donated cash for the Mahawatte MV, Kundasale School Prize Giving	Mahawatte MV	500	All students that participated
Local connect/ Donation	LC/LI	Donated cash to purchase a base drum and cymbals for school Western music band of Pilawala MV	Pilawala, Kandy	30	Students from the school

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Local connect/ Donation	MDS	Book donation for Kadawala Vidyalaya	Ratmalana	250	Students
Local connect/ Donation	Thurulie	Dancing room for Mangedara School	Mangedara School	180	Dance students of Mangedara School
Local connect/ Donation	Thurulie	Sponsorship to attend an overseas tournament		2	Children of employees
Local connect/ Donation	UPL Koggala	Donation to Kathaluwa Central College	Kathaluwa Central College		
Local connect/ Donation	UPL Koggala	Donation of blazers for prefects of G\ Angulugaha M.V	Angulugaha		Prefects of G\ Angulugaha M.V
Local connect/ Donation	Vidiyal	Donated compass to winners at Commerce Day at Kilinochchi Central College	Kilinocchi	30	Kilinocchi Central College commerce day winning students
Local connect/ Donation	Stretchline	Monetary or non-monetary (desks and chairs, contributing constructions) facilities offered to 12 identified needs	Seven schools located near the bus routes (Athurugiriya, Malwana, Ranala, Henegama, Dompe, Pugoda, Weliveriya) and 5 dham schools (Peliyagoda, Weediyawatta, Meegahawatta, Pepiliyawela, Paliyagoda)		Students, Buddhist monks and the community
Local connect/ Donation	Linea Intimo	The ER team donated gift vouchers worth Rs5,000 each and scholarships for grades 5, 11 and A/L			Employees and their families
Local Connect/ Donation	Textprint Lanka	Donated a Thabla for Thulhiriya Dharmasiri Senanayaka Central Collage	Thulhiriya		School children including Textprint TMs' children
Local Connect/ Donation	Textprint Lanka	Donations for Kahabiliyawala School to upgrade its main hall	Kahambiliyawa, Alawwa		School children including Textprint TMs' children
Local Connect/ Donation	Textprint Lanka	Donation for a roller door for the newly-built building for Thulhiriya Grama Sanwardhana Samithiya	Thulhiriya		Employees and relevant government officers in the Thulhiriya area
Local Connect/ Donation	Trischel Fabric	Donated classroom items to the Sunday school at Tolangamuwa Temple	Tolangamuwa		Children of TMs
Local connect/ Donation	Linea Intimo	Donated notebooks to children at an orphanage		70	
Local Connect/ Donation	MAS Fabrics Matrix	Donation to Thulhiriya school dancing team	Thulhiriya		Local community and employees
Local Connect/ Donation	LC/LI	Donated 20 sets t-shirts/ bottoms to the Bogambara Prison Driving School	Pallekelle	20	Inmates of the prison
Local Connect/ Donation	Thurulie	Chair donation to Bhodimalu Temple Dhamma School		30	Students of the school

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Local Connect/ Donation	LC/LI	Donating cash to the Divisional Secretariat, Hatharaliyadda, for Kohomba Kankariya Cultural program	Hatharaliyadda	500	Villagers/ Divisional Secretary
Local Connect/ Donation	LC/LI	Donation of gifts (185 cups and tills) to Sirimalwatte MV Primary School children for Bak Maha Ulela	Srimalwatte	185	Primary school students
Local Connect/ Donation	LC/LI	Donated cash for the Auvurudu Uthsawaya of Narendra Singhe Mawatha Suba Sadaka Samithiya		500	All those that participated from that village
Local Connect/ Donation	LC/LI	Donated 200 t-shirts to the Kandyan dancing troop of Sri Dalada Maligawa	Kandy	200	Students participating
Local Connect/ Donation	LC/LI	School name board donation for Doragamuwa MMV	Doragamuwa	1,500	Doragamuwa School students/ passed students/ parents/villages
Local Connect/ Donation	LC/LI	Donation of snacks and gifts for Weeravikun P S	Kandy	60	Grade 1 students
Local Connect/ Donation	MDS	DSI shoe voucher donation for the students of HIV affected families		30	School students
Local Connect/ Donation	Slimline	Thalemahera temple-Book donation for prize giving		200	School students and their parents
Local Connect/ Donation	Slimline	White fabric donation for Bopitiya temple	Bopitiya		
Local Connect/ Donation	Slimline	Elabadagama School - Bus donation for the dancing team to attend the national meet	Elabadagama	30	School students
Local Connect/ Donation	Slimline	Labballa School - Sounds donation for the music therapies program		300	Students of the school
Local Connect/ Donation	Thurulie	Donation of dry rations and clothes for visually handicapped people	Kegalle district	35	Visually impaired individuals
Local Connect/ Donation	Thurulie	Dry rations , clothes and medical supplies donation to Aranayake area mudslide victims	Aranayake	1,000	Community affected by mudslides
Local Connect/ Donation	Slimtex	Fabric donations for Kuliypitiya police station Vesak lanterns	Kuliypitiya		Police and community
Local Connect/ Donation	Slimtex	Donating cash to celebrate Children's Day	Ridmanjali Foundation, Kuliypitiya	200	Students
Local Connect/ Donation	UPL Koggala	Donation for Esala	Pilana, Angulugaha		Pilana, Angulugaha community
Local Connect/ Donation	UPL Koggala	Donation for Dansala	Habaraduwa		Habaraduwa community
Local Connect/ Donation	Vidiyal	Provided dry rations to flood-affected TMs		248	Vidiyal team members

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Local Connect/ Donation	Linea Intimo	The HR department donated Rs10,000 to the Sri Pahamuna Buddhist Center	Sri Pahamuna Buddhist Center		
Local Connect/ Donation	Linea Intimo	The BOI organized an art competition in lieu of Women's Day and Linea Intimo sponsored a sum of Rs9,000			
Local Connect/ Donation	Linea Intimo	Donated Rs10,000 and rented 5 buses to the Biyagama Central College for the perahera organized by the school			Students of Biyagama Central College
Local Connect/ Donation	Asialine (Active)	Donated Vijali Salaka for a month to a poor family			
Local Connect/ Donation	Linea Intimo	A donation was made to the Ganegoda Sri Sarananda Pirivena for a Katina Pinkama			
Local Connect/ Donation	Central Warehouse (Active)	Sponsored a family gathering attached to Mattumagala Church. Donated 15 gift vouchers and gifts through the CWH scrap fund	Wattala		
Local Connect/ Donation	Central Warehouse (Active)	Team CWH donated 200 Nestomalt (400g) packs to the Cancer Hospital as a part of its 'Spread a Little Love' program			
Local Connect/ Donation	Leisureline (Active)	Donated Rs3,500 to Sujeewa who lost her whole salary and bonus before going to home for the Aurudhu holidays			
Local Connect/ Donation	Leisureline (Active)	Team Leisureline, together with the Active Center, donated dry rations, water, medicines and clothes to a team member who lost her house due to bad weather conditions			
Local Connect/ Donation	Leisureline (Active)	Team Leisureline, together with the Active Center, donated Rs120,000 to build a house that was destroyed due to bad weather conditions			
Local Connect/ Donation	Leisureline (Active)	Donated Rs20,000 to the Negombo Labour Department for the development of its environment	Negombo		
Local Connect/ Donation	LC/LI	Donating 70 t-shirts for the sport meet of Gomariya School	Kandy	70	All students who participated for the drill
Local Connect/ Donation	LC/LI	Donating cash for the school sports meet trophy of Gothami Girls College	Kandy	1,000	All students of the school

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Local Connect/ Donation	Nirmaana	Donated fabric to the Katunayake police station	Katunayake		
Local connect/ Infrastructure	Nirmaana	Constructed a classroom and a water purification system for Marichchikatuwa Primary School	Mundalama		
Local connect/ Infrastructure	Nirmaana	Donated Rs47,000 for the PET scanner machine of the Maharagama Cancer Hospital	Maharagama		
Local connect/ Infrastructure	Operations Center (Active)	Donated stationary items and school bags to the childrens at the Lankagama school	Deniyaya		
Local connect/ Infrastructure	Shadeline	Sponsored Sri Lanka's Deaf Sports Federation by giving Cricket uniforms for the SAARC Deaf T-20 Asia Cup in Bangladesh			
Local connect/ Infrastructure	Shadeline	Donated books, a foot cycle, an electric oven, a standing fan and 20 umbrellas to the Disable Society			
Local connect/ Infrastructure	Shadeline	Sponsored computer tables for Medayaya School			
Local connect/ Infrastructure	Shadeline	Donated 50 chairs and desks for Sunday school in Kudalunuka temple			
Local connect/ Infrastructure	Shadeline	Sponsored to construct 4 toilets in Kudalunuka temple			
Local connect/ Infrastructure	Shadeline	Sponsored for Adaulpotha school drama team by giving them transport to the All Island Drama Competition	Adaulpotha		
Local connect/ Infrastructure	Shadeline	Sponsored a bus for Kuruwitenna school for their annual school trip	Kuruwitenna		
Local connect/ Infrastructure	Shadeline	Sponsored a bus for Medayaya school for their annual school trip	Medayaya		
Local connect/ Infrastructure	Asialine (Active)	Donated 25 used chairs for Thorakolayaya Maha Vidyalaya			Students of Thorakolayaya Maha Vidyalaya
Local connect/ Infrastructure	Asialine (Active)	Donation of a table for MAS Active Center Crèche			
Local connect/ Infrastructure	Shadeline	Constructed a bus halt at Mahiyanganaya town	Mahiyanganaya		
Local connect/ Infrastructure	Leisureline (Active)	Donated essential school items to preschool children at Munnakaraya, Negombo	Negombo		
Local connect/ Infrastructure	Leisureline (Active)	Donated medicine and dry ratons to the Walana Children's Home			

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Local connect/ Infrastructure	Shadeline	Developed infrastructure facilities at Abayapura preschool and temple			
Local connect/ Infrastructure	Leisureline (Active)	Team Leisureline donated 30 sets of drawing book, pencils and pastels for employees' children			
Local connect/ Infrastructure	LC/LI	Donating English activity books to the Zonal Educational office	Wattegama	2,700	All students sitting for GCE O/L
Local connect/ Infrastructure	LC/LI	Renovation of Karaliyadda Junior School - roof (20 x 60), drainage system, 3 classrooms and main entrance gates, and welded broken chairs and desks	Teldeniya	250	Primary school students
Local connect/ Infrastructure	Silueta	Laptop donation to Bomiriya Central College	Kaduwela	50	A/L IT students
Local connect/ Infrastructure	Slimline	A.W.L Weerasinghe book donation		4	Children of the family
Local connect/ Infrastructure	Thurulie	Repairing or replacing broken chairs to Bodhimalu dhamma school	Bodhimalu dhamma school	100	Students
Local connect/ Infrastructure	Thurulie	Distributing school bags, stationery and shoes to employees' children attending Grade 1 in 2016		110	Children of employees
Local connect/ Infrastructure	Vidiyal	Donation of school stationery for the winner of the reading competition among Kilinochchi district students	Kilinochchi	61	Kilinocchi school students
Local connect/ Infrastructure	Vidiyal	Donating school stationery to employees' children within the 3rd rank at the final exam		41	Children of employees
Local Connect/ Infrastructure	Slimtex	Developing infrastructure facilities at the school	Kuliyapitiya Dhammarathana School	150	Students
Local Connect/ Infrastructure	Slimtex	Developing infrastructure facilities at the school	Kuliyapitiya Yakarawatta School	125	Students
Local Connect/ Infrastructure	Linea Intimo	Monthly CSR project at Kanduboda Maha Vidyalaya - The team color-washed the school's library, fixed a new fan, provided furniture for the library and new book cupboards, and provided computer chairs for the computer lab	Kanduboda Maha Vidyalaya		Students of Kanduboda Maha Vidyalaya
Local Connect/ Infrastructure	Linea Intimo	Donation of computer CPU and monitor to Biyagama Police Station	Biyagama		Officers at the Biyagama Police Station
Local Connect/ Infrastructure	Linea Intimo	Donation of furniture to Palpita Primary School	Mandawala		Students of Palpita Primary School

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Local Connect/ Infrastructure	Linea Intimo	The IE Department organized a carwash to raise money to conduct the 'Passing the Light' CSR project. Their project renovated the building of the Dompe Primary School	Dompe		
Local Connect/ Infrastructure	Linea Intimo	The Planning Department conducted their 'Passing the Light' project at Dompe Primary School. The department uplifted the 5S standards of the school, refurbished a classroom and donated cupboards	Dompe		Students of Dompe Primary School
Local Connect/ Infrastructure	Linea Intimo	Purchased 100 tickets for the Music for Trail event. All proceeds go towards Trail - building a cancer hospital in Karapitiya			
Local Connect/ Infrastructure	Linea Intimo	The MOS Department built a new water tank at the Siyambalape Primary School	Siyambalape		
Local Connect/ Infrastructure	Linea Intimo	The commercial team distributed books, uniforms, shoes and sports equipment required for the new year to the Osuwinna Kanishta Widyalyaya, Thissamaharama	Thissamaharama		Students of Osuwinna Kanishta Widyalyaya
Local Connect/ Infrastructure	MAS Fabrics Matrix	Kohombadeniya Primary School rehabilitation project	Warakapola		Local community and employees
Local Connect/ Infrastructure	MAS Fabrics Matrix	Providing basic needs of the Kohombadeniya Primary school – continuous project	Warakapola		Local community and employees
Local Connect/ Infrastructure	MAS Fabrics Matrix	Improving the facilities at Elipangamuwa school	Elipangamuwa		Local community and employees
Local Connect/ Infrastructure	Asialine (Active)	Painted Walgammulla MOH Office	Walgammulla		
Local Connect/ Infrastructure	Asialine (Active)	Painting the Gangeyaya MOH office	Gangeyaya		
Local Connect/ Infrastructure	Asialine (Active)	Painted and repaired the Middeniya Ayuruwedic Hospital	Middeniya		
Local Connect/ Infrastructure	Asialine (Active)	Painted and repaired the Thalawa Rural Hospital	Thalawa		
Local Connect/ Infrastructure	Asialine (Active)	Donation of 8 chairs for the Sewanagala Post Office	Sewanagala		
Local Connect/ Infrastructure	Contourline (Active)	Donated roofing sheets to a team member who's house had been damaged by a fire			
Local Connect/ Infrastructure	Leisureline (Active)	Donated tables and chairs to Walana Primary School			
Local connect/ Infrastructure	Casualline	Renovation of the Mawathagama hospital			People in the area around Mawathagama

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Local connect/ Infrastructure	Slimline	Chair donation to Sripathi Royal College	Kuliyapitiya	2,000	Students and their parents, principal, teachers
Local connect/ Infrastructure	Linea Aqua	Restore a Senior Citizen's Home in Dompe	Dompe		Senior citizens at the Home
Local connect/ Infrastructure	Linea Aqua	Building a healthy relationship with GS officers and providing well-formatted notice boards	Dompe region		All GS officers of the Dompe division and all citizens in the region
Local connect/ Infrastructure	Linea Intimo	The Sewing department conducted their CSR project at the Udupila Hospital. They refurbished the ladies ward - repainting the walls, fixing a new fan, reuilding roofing sheets and repainting the beds			
Nation mindedness	Linea Intimo	Donation of water bottles and dry rations to Sri Somalankarama Vihara for flood victims			
Nation mindedness	UPL Panadura	Essential items were donated to flood victims in the Biyagama, Bandaragama, Panadura and Avissawella areas	Biyagama, Bandaragama, Panadura and Avissawella	50 families	Families affected by floods
Nation Mindedness	Casualline	Donations to those affected by the floods	Kurunegala and surrounding area	60	Employees/ family members and local areas affected by the recent flood situation/weather conditions
Nation Mindedness	Silueta	Distributing household goods to flood-affected employees - voucher distribution and donation of Rs10,000		81	Flood affected TM's
Nation Mindedness	Silueta	Dry rations and sanitary items distribution	Biyagama and Kelaniya areas	500+	Flood-affected families
Nation Mindedness	Slimline	School equipment (shoes, bags, books) donation for flood victims		70	School students
Nation Mindedness	Stretchline	Employee contribution and engagement to this charitable event by corporating with other SBUs in the zone for flood donations	Flood affected areas (near BEPZ)		People in BOI Zone and community in Biyagama
Nation Mindedness	Shadowline	Collborated with the Active head office and donated sanitary items and dry ration packs to flood victims			
Nation Mindedness	Shadowline	Provided a boat service for flood-affected areas			

Pillar	SBU	Project detail/objective	Location	Impact	Beneficiaries
Nation Mindedness	Linea Aqua	Restoring Bundala National Park to its natural beauty and recreating a healthy habitat for the myriad of plant and animal species that inhabit the area, while providing the surrounding community with economic benefits through increasing visitor traffic	Bundala National Park		Patrons to Bundala National Park and the surrounding community
Nation Mindedness	Linea Intimo	The HR department donated food packets and water, as well as dry rations collected from other departments to flood victims			Employees
Nation Mindedness	Linea Intimo	In lieu of Trail 2016, donated t-shirts to students of a school in Jaffna	Jaffna		
Nation Mindedness	Noyon Lanka	Flood aid for team members and surrounding villages (Rs10,000 each for 40 families and a dry ration pack worth Rs2,500 for 75 families)	Biyagama		Flood victims and surrounding villagers
Nation Mindedness	Synergy	Conducted aquatic diversity and conservation program with the Galle Conservation Society			
Nation Mindedness	Shadeline	Donated disposable bags for Horton Plains	Horton Plains		

