



# SUSTAINABILITY REPORT 2018



**ANNUAL  
SUSTAINABILITY  
REPORT 2018**



# CONTENTS

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<b>i</b>	HISTORY
<b>ii</b>	LETTER FROM THE CHAIRMAN
<b>iii</b>	ABOUT
<b>01</b>	CHAPTER 1 PACKAGES LIMITED
<b>12</b>	CHAPTER 2 BULLEH SHAH PACKAGING
<b>26</b>	CHAPTER 3 DIC PAKISTAN
<b>32</b>	CHAPTER 4 TRI-PACK PAKISTAN
<b>40</b>	INDEX





## HISTORY

The Packages Group has been in the Paper and Board business since 1956. It was established as a joint venture between Ali Group of Pakistan and Akerlund & Rausing of Sweden. We are renowned for providing premium packaging solutions for paper and board material throughout the nation.

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## LETTER FROM THE CHAIRMAN

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SYED HYDER ALI

For us at Packages, responsible business practices are incorporated in our heritage and culture. Packages was one of the first companies back in the day to form bridges between the Agri-Sector and Industrial Sector. It established the very first wheat-straw supply chain in 1967. The opportunity of using wheat straw as a raw material for packaging was a new source of income for farmers to whom the waste product had no value before. This is how hundreds of people became involved in a new business of collecting, bailing and moving straw, which offered a new source of income to the farmers and the people bringing those materials to the factory. This was one of the initiatives taken to strike a balance between meeting the agricultural and economic needs of Pakistan.

For a company in Pakistan, sustainability is responsibility - responsibility to understand the cultural, social and economic realities Pakistan finds itself in. People will only accept concepts like sustainability if it is in the interest of both their country and company. We strive to find the perfect balance, which is challenging yet exciting. This is largely due to our zero tolerance for violation of state laws, human rights and international business ethics, such as bribery and corruption.

Packages finds itself in a powerful position due to its continuous efforts of bringing the new and the best to our customers and the people of Pakistan. This requires us and our stakeholders to be open-minded. We need to understand the cultural sensitivities and local realities before taking any step for the betterment and we invite everyone to collaborate with us to do so. The gradual process of understanding and making small meaningful improvements has been and will be our strategy to growth in all areas of our business, including responsibility.

# ABOUT THE REPORT

We are proud to present our first Sustainability Report, which covers the Sustainability performance of four of our group companies: Packages Limited, Bulleh Shah Packaging, DIC and Tri-Pack Films. Our Sustainability Action Team which has put this report together comprises of representatives from each of these companies and covers the fiscal year 2018





01

# PACKAGES LIMITED

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## MESSAGE FROM DIRECTOR & HEAD OF PACKAGING

Sustainability of our people, environment and business is an integral part of our operations strategy. To ensure a prosperous future for our organization we realize that it is imperative to have long term ethical and responsible value chain that can benefit all stakeholders positively. In all packages companies, we have such values embedded in our DNA.

**ASGHAR ABBAS**

**DIRECTOR AND HEAD OF PACKAGING  
FOR PACKAGES LIMITED**



## MESSAGE FROM HEAD OF CONSUMER DIVISION

We need to consistently continue our efforts in addressing all three pillars of Sustainability – economic, environmental and social in order to meet the needs of today without compromising the ability of future generations to meet theirs!

**SHAIHEEN SADIQ**  
HEAD OF CONSUMER DIVISION  
PACKAGES LIMITED

## KEY SERVICES



### Art and Design:

We bring together the best in design, science and advanced manufacturing to always stand out with eye catching, consumer friendly packaging for our customers' brands.



### Research and Development:

We strive for new and innovative solutions with all our products and services using state of the art technology gaining the trust of our customers.



### Quality Control:

We comply with the most stringent quality standards and rigorous inspection to deliver our promise of unmatched solutions and services.

Packages Limited serves the Food and Beverages, Confectionery, Pharmaceuticals, Chemicals, Personal Care, Tobacco, Hygiene, Textile, Tires sector

**TOTAL EMPLOYEES: 2701**

PERMANENT EMPLOYEES: 1423

THIRD PARTY CONTRACTOR EMPLOYEES: 1178

CONTRACTUAL EMPLOYEES: 91

Packages Limited is Pakistan's leading packaging solution provider. Our job is to deliver high quality packaging in the most efficient, profitable and sustainable way.

We are primarily a business to business company and our customer base includes some of the best-known national and international brands.

We are also a leading manufacturer of tissue paper products. Our leadership position in tissue products is a result of our ability to offer products manufactured under highest standards of hygiene and quality to meet the needs of our consumers. We provide a complete range of tissue paper products that are convenient, quick and easy to use. Packages Limited has three Business Units:



### BUSINESS UNIT FLEXIBLE PACKAGING (BUFP):

Every day, millions of people use products made in our Flexible packaging. With high quality detail graphics, we accommodate an increasing demand for sophisticated packaging with this one stop packaging solution that is cost effective for all our customers.

### BUSINESS UNIT FOLDING CARTONS (BUFC):

We provide various industries with our wide range of folding carton board packaging solutions. With state-of-the-art machinery and top-notch quality, our dedicated and qualified workforce works around the clock to give our customers innovative packaging solutions that enhance their business.

### BUSINESS UNIT CONSUMER PRODUCTS (BUCP):

Our quality products and services are focused on providing consumers with reliable, safe and hygienic solutions. We lead the tissue industry with our premium tissue products, keeping our brand's promise of uncompromised quality.





## COMMITMENTS TO EXTERNAL INITIATIVES



Packages Limited is a Corporate Member of WWF Pakistan since 2009. Being a corporate member, Packages ensures that it is committed to WWF's case of a better environment and contributes annually towards their conservation and scientific projects.



Packages Limited is also a member of Pakistan Business Council's Centre of Excellence in Responsible Business (CERB). CERB Membership provides opportunities to learn about building our company into responsible, inclusive and sustainable business via expert webinars, practitioner's workshops, and so on throughout the year.

## CERTIFICATIONS AND AUDITS

Packages Limited has below mentioned certifications which are audited every year by third party:

- First Certification Occupational Health and Safety Management System ISO 45001:2018
- Environmental Management System ISO14001:2015
- Energy Management System (En-MS ISO 50001: 2011)
- Food Safety System Certification (FSSC 22000)
- British Retail Consortium Certification (BRC)
- Quality Management System (QMS ISO 9001:2015)
- Forest Stewardship Council Chain of Custody (FSC CoC, FSC – STD-40-004)
- Halal Management Certification
- Green Office Diploma
- Corporate Social Responsibility (CSR) related certifications (URSA, SMETA)

## ENVIRONMENT, HEALTH AND SAFETY

Packages Limited is a responsible company which considers wellbeing of its employees and the nearby community to be its foremost priority. We ensure the satisfaction of our employees and customers and make efforts to ensure that the nearby community is not affected through our operations by any means. For this purpose, we have a central EHS Department along with EHS Coordinators in all Departments.





# PACKAGES Limited

## IMS POLICY

**We intend to be a world class company that not only delivers quality products & services but also takes care of its personal wellbeing, safety, environment, energy & overall sustainability of the community.**

**We are committed to achieve this by:**

1. Complying with all applicable laws and regulatory requirements
2. Setting objectives and targets for reviewing and continually improving management systems as we are upgrading our IMS, BRC, HFMS and En-MS in perpetuity.
3. Developing an effective IMS, BRC, HFMS and **En-MS** to reduce waste, eliminate hazards, hazards, environmental impact mitigation, prevent incident / accident, ill health & pollution & conserve all natural/synthetic resources.
4. Ensuring that all food related packaging material is procured, stock up, produced, stored and delivered in safe and hygienic condition as per customer requirements.
5. Creating a safe and work friendly environment for all stakeholders
6. Implementing individual compatibility to comply with IMS, BRC, HFMS, and **En-MS** requirements
7. Managing our social impacts, such as human right impact and supply chain sustainability throughout our product life cycle
8. Working with our suppliers to mitigate potential risk for continuous improvement
9. Ensuring the peace of mind of our consumers by providing Halaal Packaging and Consumer Products and effective communication on Halaal food issues with our suppliers, customers and relevant interested parties in the food chain.
10. **Improving the organization's energy performance through implementation of energy management system by avoiding energy wastage, continually improve our energy performance, upholding legal and other requirements regarding energy and we will also ensure information and resources necessary to achieve energy objectives and set targets. We also support the purchase of energy-efficient products, services and design for energy performance improvement**
11. **Leading by example and committing to keep our own carbon footprint to an absolute minimum.**
12. **Reducing our water foot print along with its conservation considering it as an asset of nature.**

This policy is applicable to each individual whether employee, contractor / sub-contractor, supplier, visitor and all other stakes holders of Packages Limited. It is available for all via printed copies, intranet and internet postings

Approved By  
HOP

Approved By  
HOCP

## پالیسی برائے ذاتی حفاظتی سامان (PPEs)

### دائرہ کار:

- 1- یہ پالیسی ہیکٹر لمیٹڈ کی حدود کے اندر کئی قسم کے کلچر کو فروغ دینے کے لئے تشکیل دی گئی ہے۔
- 2- اس پالیسی کا اطلاق ہیکٹر لمیٹڈ کے تمام مستقل اور کنٹریکٹور کر، سوپر وائزر، مینجمنٹ اسٹاف، انٹرنز اور وزیٹر پر ہوگا۔ وزیٹرز کے ہمراہ متعلقہ ڈیپارٹمنٹ کے نمائندے کا ہونا لازمی ہے۔ وزیٹر کو کسی بھی ٹیکسٹری ایریا میں اکیلے جانے کی اجازت نہیں ہوگی۔ اس کے علاوہ ہر وزیٹر کے لئے وزیٹر کارڈ پینٹا لازمی ہوگا۔
- 3- اس پالیسی کا اطلاق تمام پروڈکشن فلورز، ورکشاپ، اسٹور ایریا، پمپنگ پلانٹ، سروسز ڈیپارٹمنٹ، سروسز ڈیپارٹمنٹ اور تمام وہ جگہیں جہاں پی ایچ ای (PPEs) پہننا ضروری ہیں سب پر ہوگا۔
- 4- یہ پالیسی ہیکٹر لمیٹڈ کی حدود میں ہونے والی تمام معمولی اور غیر معمولی سرگرمیوں پر لاگو ہوگی۔

### اہم نکات


**سولونٹ ماسک:** سانس کی بیماریوں سے بچنے کے لئے ہیکٹر پروڈکشن کی حفاظت بہت ضروری ہے۔ اس لئے وہ تمام جگہیں جہاں کام دوران سولونٹ استعمال ہوتا ہو، ان تمام جگہوں پر کام کے دوران سولونٹ ماسک (Solvent Mask) پہننا لازمی ہے۔




**ایسٹیک چارج:** ڈسٹیکیزے مٹا شہور ٹیس یا جیکٹ وغیرہ مٹین میں پھنس کر یا پھر اسٹیک چارج (Static Charge) کی وجہ سے ماسکے کا باعث بن سکتے ہیں۔ اس لیے ان خطرات سے حفاظت کے لئے تمام پروڈکشن فلورز پر کام کرتے وقت بوقت بیٹا م پینٹا لازمی ہے۔




**سیٹھی ٹیک:** آنکھوں اور ان کی جراثیمی کی حفاظت کے لئے وہ تمام کام جن کے دوران مٹی یا کوئی اور ذرات اڑتے ہوں یا اڑنے کا خطرات ہوں، ان تمام کاموں کے دوران سیٹھی ٹیک (Safety Goggles) پہننا لازمی ہے۔



**سیٹھی شووز:** پاؤں کی حفاظت کے لئے تمام پروڈکشن فلورز، ورکشاپ، اسٹور ایریا، پمپنگ پلانٹ، سروسز ڈیپارٹمنٹ کے مستقل اور کنٹریکٹور کرز سوپر وائزر اور ٹیکسٹ اسٹاف کے لئے تمام معمولی اور غیر معمولی کاموں کے دوران سیٹھی شووز پہننا لازمی ہیں۔




**سیٹھی بیلٹ:** بلند (6 فٹ یا اس سے زیادہ کی اونچائی) سے گرنے کا جان لیوہ یا پھر معذوری کا باعث بن سکتا ہے۔ اس لئے بلندی پر کام کرتے وقت سیٹھی بیلٹ (Safety Belt or Safety Harness) پہننا لازمی ہے۔



**سر ڈھانپنے والا ماسک:** فیکسیبل اور کاربن ڈی آکسائیڈ اور دیگر مٹین صحت دانے پر ڈاکس مٹا شہور ٹیس (Facial Tissue) اور ٹیبل نپکین (Table Napkin) وغیرہ کے اندر ہاتھوں کے جانے کے خطرات سے حفاظت کے لئے تمام پروڈکشن فلورز والی ٹوٹی (Head Net) پہننا لازمی ہے، چاہے ہاتھوں کی مرض سے جانیں یا پھر ہاتھ سے گزر کر کسی دوسری جگہ پر ہی گریں نہ سہا ہو۔



**سیٹھی ہیلیمٹ:** بلندی (6 فٹ یا اس سے زیادہ کی اونچائی) سے گرنے یا پھر بلندی سے کسی بھاری چیز کا گرنے کی وجہ سے ہاتھ ہونے کا باعث ہو سکتا ہے، چاہے ہاتھوں کی معذوری کا باعث بن سکتی ہے۔ اس لئے بلندی پر کام کرتے وقت سیٹھی ہیلیمٹ (Safety Helmet) پہننا لازمی ہے۔



**دراستی ڈھانپنے والا ماسک:** فیکسیبل اور کاربن ڈی آکسائیڈ اور دیگر مٹین صحت دانے پر ڈاکس مٹا شہور ٹیس (Facial Tissue) اور ٹیبل نپکین (Table Napkin) وغیرہ کے اندر ہاتھوں کے جانے کے خطرات سے حفاظت کے لئے تمام پروڈکشن فلورز والی ٹوٹی (Bread Mask) پہننا لازمی ہے، چاہے ہاتھوں کی مرض سے جانیں یا پھر ہاتھ سے گزر کر کسی دوسری جگہ پر ہی گریں نہ سہا ہو۔




**سیٹھی دستانے:** ہاتھوں کی جگہ جگہ پر کام کرنے کی وجہ سے ہاتھوں سے ہونے والی کوئی بھی کام جس کے دوران ہاتھوں کو کوئی اور چیز یا کوئی اور مٹین صحت دانے سے ٹکراتے ہوئے یا پھر اس کے ساتھ ساتھ وقت حفاظتی دستانے (Cut Resistant Gloves) پہننا لازمی ہے۔ اس کے علاوہ کئی کام کی صورت میں کئی دانے حفاظتی دستانے (Electrical Safety Gloves) یا دیگر رنگ یا گھونٹنگ کے دوران ہاتھوں کے حفاظتی دستانے (Rubber Gloves) پہننا لازمی ہے۔




**کانوں کا حفاظتی آلہ:** کانوں کی صحت محفوظ رکھنے کے لئے وہ تمام جگہیں جہاں شور 85 dB سے زیادہ ہو، وہاں کام کے دوران کانوں کا حفاظتی آلہ (Ear Plugs or Ear Muffs) پہننا لازمی ہے۔



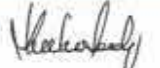
**ویڈنگ شیلڈ:** ویڈنگ کے دوران ٹھنکے والی خطرناک شعاؤں کو دیکھنے سے آنکھوں کی جراثیمی متاثر ہوتی ہے۔ اسی لئے ویڈنگ کے دوران ویڈنگ شیلڈ پہننا لازمی ہے۔



**ڈسٹ ماسک:** سانس کی بیماریوں سے بچنے کے لئے ہیکٹر پروڈکشن کی حفاظت بہت ضروری ہے۔ اس لئے وہ تمام جگہیں جہاں کام کے دوران مٹی یا کوئی اور ذرات اڑتے ہوں، ان تمام جگہوں پر کام کے دوران ڈسٹ ماسک (Dust Mask) پہننا لازمی ہے۔



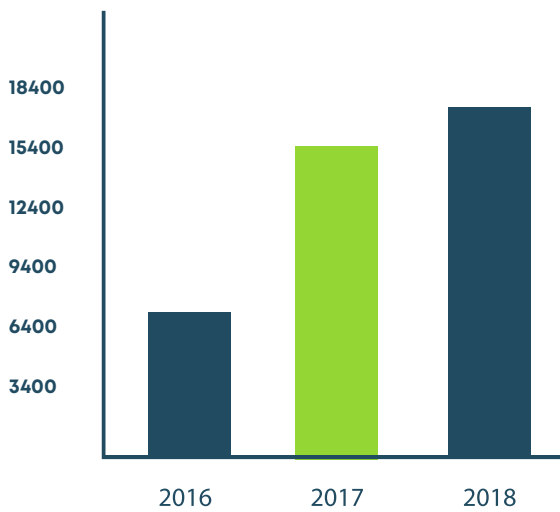
Approved By HOP 

Approved By HOC 

## EHS TRAININGS

Safety is a mindset which is built through continuous training and education of employees. This, in return, instills a collective safety culture within the organization. Rigorous trainings were done throughout the year which included Mock Drills as well as Seminars with the help of leading organizations like IGI Life, SGS, Recue 1122, Pakistan Oxygen, Fatima Group, OSALP etc. Total EHS training man-hours have increased by 15% in 2018 as compared to 2017.

EHS TRAINING MANHOURS		
2016	2017	2018
5400 hrs	15133 hrs	17435 hrs



## WORLD EARTH DAY CELEBRATION



Packages Limited believes to instill a sense of responsibility in its employees, not only towards their work but also, on a broader perspective, towards our Planet Earth. On 22nd April 2018, Packages Limited Celebrated World Earth Day to resonate with the global efforts being carried out to save our planet. Theme globally followed this year was “End Plastic Pollution” and Packages Limited, in this regard, collaborated with WWF and organized an awareness session along with the tree plantation activity. All participants were asked to sign the Earth Day pledge giving them a sense of moral and social duty to chord their behaviours with more careful approach towards home planet.

## WORLD WATER DAY CELEBRATION



Water scarcity is one of the biggest challenges that Pakistan is facing now. Packages Limited has responded well to this need and has decided to take measures and create awareness among its employees to take water saving initiatives both at individual and collective level. An awareness session was conducted with the help of WWF on World Water Day, 22nd March 2018, which engaged employees and opened their minds towards the need of this hour. Employees were educated about how they can save water and how they should be culminating this behaviour in their families and friends as well.

## HAND SAFETY CAMPAIGN



Carelessness during work can lead to major and minor accidents. Packages Limited realized that most of the injuries during the previous year were related to hand. Therefore, it was important to address the issue and an extensive awareness session was held with the help of OSALP which involved hazard identification, hazard controlling and hazard rating as major learning topics.

## HEALTH AWARENESS CAMPAIGNS

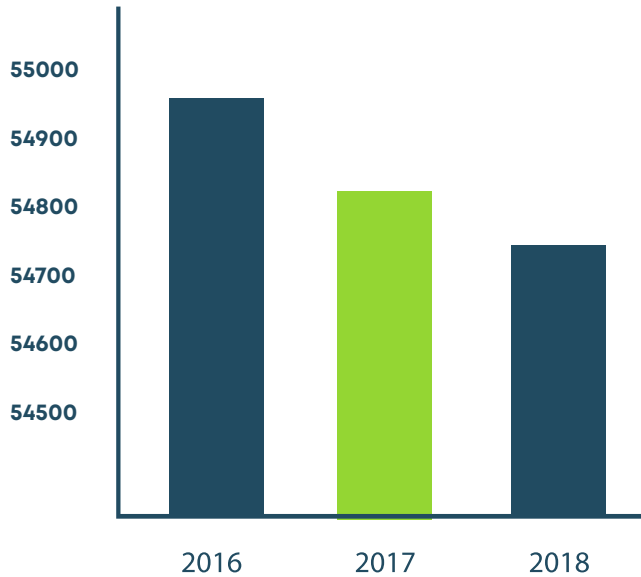


Packages Ltd has taken various initiatives to promote wellbeing, nutritional health & healthy lifestyle of the employees and workers by arranging various campaigns. Many awareness sessions have been organized by team EHS by various experts with an idea of improving the overall health of the employees. World Hand Wash Day, World Diabetes Day and World Hepatitis Day were organized in 2018 which included awareness sessions and free medical screening for all the employees.

# ENERGY PERFORMANCE

## OVERALL FACTORY'S ENERGY CONSUMPTION (MWhs)

2016	2017	2018
<b>54958</b>	<b>54838</b>	<b>54609</b>

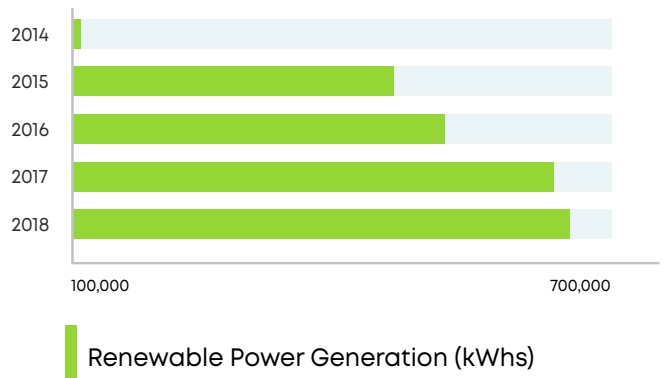


# RENEWABLE ENERGY GENERATION

Realizing the importance of renewable energy, Packages Limited installed Solar Panels of 302kW capacity in October 2014. The company gradually increased the solar power capacity and in November 2016, and installed another 207 kW to its Solar System. Packages Limited is now planning to install additional 2.4 MW of Solar Power to its system in the coming years.

## RENEWABLE POWER GENERATION (kWhs)

2014	2015	2016	2017	2018
<b>13,048</b>	<b>231,212</b>	<b>311,082</b>	<b>593,150</b>	<b>602,106</b>



# SAFETY PERFORMANCE

Sr.No.	Parameters	2016	2017	2018
1	Lost-Time Frequency rate in MMH	1.58	2.24	1.05
2	Total Recordable Incident rate in MMH	7.64	6.98	4.48
3	Fatalities Recorded	0	0	0
4	No of LTA	12	17	8
5	Total Recorded Incidents	58	53	34
6	Near Misses Reported and %age Closed	15/15	30/30	20/20
7	Fire incidents	13	14	6
8	Transport Accidents	0	0	0
9	Fire Drill Record	24	36	0

## Fire Alarm and Supression System Details

Sr.No.	Type	Quantity
1	Fire Alarm System	Factory wide covered
2	Fire Supression System (FM 200)	2
3	Fire Supression System (CO2)	16
4	Fire Supression System (DCP)	1
5	Clean Gas Agent	9





## **INITIATIVES TO REDUCE ENERGY CONSUMPTION**

### **VFDS INSTALLATION**

Variable Frequency Drives (VFDs) are used to control AC motor speed and torque by varying motor input frequency and voltage. VFDs have been installed at 8 different machines and Air Handling Units in PM9, BUFC and CPD Department in 2018 which will help to save 220,241 kWh of energy annually.

### **INVERTER ACS INSTALLATION**

Phase 3 of Inverter ACs Installation has been completed in 2018 in which 65 conventional Air Conditioners have been replaced with Energy Efficient Inverter based Air Conditioners. With the completion of Phase 3, all ACs in the factory are now inverters. Phase 3 of the project has enabled to save energy up to 144,000 kWh.

### **LIGHTING AND AIR CONDITIONING**

All conventional Lights on the floor and offices have been replaced with modern energy saving LEDs and we were able to save 173,425 kWh energy through installation of LED Lights in 2017 and 2018.

### **MOTION SENSORS INSTALLATION**

Lights of all offices are being controlled through motion sensors, eliminating the chance of human negligence for switching off lights while leaving offices and thus saving 12,981 kWh of energy in a year.



## **WATER SAVING INITIATIVES**

### **SOAKAGE PIT**

Previously, water used for ablution in mosque was being drained out. Now approx. 4000 litres per day is being routed into a soakage pit which will be helpful in increasing the underground water table.

### **WATER SAVING TAPS**

Mosque in Packages, being one of the most significant water users, has been installed with button operated water saving taps which is expected to save water in Mosque up to 50%.



## **PRODUCT CARBON FOOTPRINT**

Being an environmentally responsible company, Packages Limited has taken its carbon footprint calculation to product level. One product, Surf Excel 45gm, from Flexible Packaging (BUFP) and second product, Walls Ice cream 800ml Brick Pack, from Folding Cartons (BUFC), was selected and their carbon emissions right from the cradle till the dispatch to the customer were calculated.





# 02

## BULLEH SHAH PACKAGING





## MESSAGE FROM THE CEO

Our commitment to  
Sustainability is in essence  
our commitment to the future!

**SYED ASLAM MEHDI**  
CEO Bulleh Shah Packaging (Pvt.) Limited

In 2005, Packages Limited invested in a Green Field Project in Kasur by the name of Bulleh Shah Paper Mills. The plant, spread over 225 acres of land expanded its product lines to Liquid Packaging Board, Folding Box Board, White Line Chip Board, Writing Paper and Photocopy Paper, Test Liner and Fluting/Corrugated medium paper. The current plant has the capacity to produce 240,000 tons of paper and board and 210 million corrugated boxes annually. Bulleh Shah Packaging (Pvt.) Limited, provides responsible packaging solutions for the top brands in Pakistan including Textiles, Dairy, Snacks, Electronics and many more. The Company's team of over 1200 employees is spread between offices in Karachi, Lahore, Islamabad and Kasur.

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



## PAPER AND BOARD BUSINESS UNIT

### Consumer Board

Our board is used for various packaging purposes such as Confectionery Cartons, Food Cartons, Ice-cream cartons, Book Titles, Matchboxes, Tea Cartons, Paper Cups, Paper Plates, Cigarette Packaging, Pharmaceutical Packaging, and Liquid Packaging.

- FOLDING BOX BOARD (FBB)**  
*(Also known as Bleach Board)*  
*(Coated – 208 gsm, 240 gsm, 270 gsm, 300 gsm)*  
*(Uncoated – 192 gsm)*  
*(Folding Box Tobacco Board- 208 gsm, 225 gsm)*

Folding Box Board is primarily used in coated form mainly by the Tobacco industry, followed by Pharmaceutical, Cosmetics and other high-value packaging solutions.
- SOAP STIFFENER**  
*(Uncoated – 130 gsm)*

BSP's Soap Stiffener possesses the strength to protect the soap moisture and prevent fungus growth. It is produced as per the requirements and specifications given by soap manufacturers and aims to protect the soap during transit.
- CONTAINER BOARD**

We produce different types of high quality liner and fluting, primarily used for Corrugated Boxes. Bulleh Shah Packaging has developed special, high performance fluting with moisture barrier for packaging of fruit and other similar end-uses
- LIQUID PACKAGING BOARD (LPB)**  
*(Coated – 1506 mm, 1574 mm)*  
*(Uncoated – 1506 mm, 1574 mm)*

Bulleh Shah Packaging takes pride in being the sole producer of Liquid Packaging Board in Pakistan. Produced in a highly sanitary environment, this board is used for the packaging of milk, juices, and other liquids and is made with extensive care so as to keep consumers safe and healthy.
- WHITE LINE CHIP BOARD (WLC)**  
*(Also known as Duplex Board)*  
*(Coated – 230 gsm, 250 gsm, 300 gsm)*  
*(Uncoated – 210 gsm, 230 gsm, 280 gsm)*

White Line Chip Board is predominantly used for the packaging of Match Boxes, Tissue Papers, Biscuits, Tea, Cosmetics, and Pharmaceutical Products.
- PAPER**

Bulleh Shah Packaging uses 100% fine quality imported wood pulp in order to provide premium quality paper products to its customers.



## CORRUGATED PACKAGING BUSINESS UNIT

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

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

# SUSTAINABILITY

The Sustainability team works closely with the management, staff and supply chain partners to integrate responsible behavior and a caring culture into every business function across all the business units.

The approach to Sustainability at BSP is an overarching set of values that drive all our actions and long-term decisions, from the board-room right down to routine transactions.



## Environment & Energy Efficiency

- Responsible Efficiency
- Resource Management
- Waste Management Recycling
- Carbon Footprint Emission
- Climate and Energy
- Material Efficiency
- Water Management



## Responsible Sourcing

- Responsible Branding
- Supplier Risk Level Assessment
- Pre-screening Suppliers
- Responsible Procurement Procedure
- Internal Audits
- External Audits
- Reporting



## Human Rights & Responsible Business

- Rights and Responsibility
- Code of Conduct
- Anti-Corruption Policy
- Gift & Hospitality Policy
- Gender Policy
- Grievance Procedure
- Women & Land Rights
- Working Environment Process
- Ethical Business Principles Trainings
- Child Labour



## Stakeholder Engagement

- Responding to Diverse SH
- Disclosure to investor & Customer
- Sustainability Report
- Research for Realities at root
- Strategic Collaborations with ILO
- LSK schools for Supply Chain Communities
- Sehat Mobile for agriSC communities

## UNGC AND SUSTAINABLE DEVELOPMENT



BSP, since 2013, is a signatory on the UN Global Compact (UNGC), which is a voluntary initiative based on CEO commitments to implement universal sustainability principles by having a multi-year strategy to drive business awareness and action in support of achieving the Sustainable Development Goals by 2030. These SDG's are aligned with all operations of the company.

## IMS POLICY

### INTEGRATED MANAGEMENT SYSTEM (IMS)

١٠٠٪ امانت اور صحت کے ساتھ  
 100% Safety and Health with  
 100% Quality and Environmental  
 Protection



ہمیں ضرورت ہے کہ ہر ایک کو اپنی ذمہ داری سمجھنے اور اسے نبھانے کی ترغیب دی جائے۔  
 We need to ensure that every individual understands their own contribution to the safety, health and environmental protection of the company.  
 ہمیں ضرورت ہے کہ ہر ایک کو اپنی ذمہ داری سمجھنے اور اسے نبھانے کی ترغیب دی جائے۔

#### ACHIEVING IMS GOALS THROUGH:

- ❑ Creating a safe and sound working environment for all stakeholders, safety and always take the highest priority over all other activities.
- ❑ Complying with all applicable legal and regulatory requirements.
- ❑ Training and developing the competence of all our employees relevant to their subjects.
- ❑ Setting objectives and targets for reviewing and improving our management systems.
- ❑ Developing an effective management system to prevent incidents, accidents, ill health, pollution, waste generation, hazards and environmental impacts to our facilities.
- ❑ Ensuring that all facilities (including customer's production sites) and relevant results and systems conditions as per relevant requirements.
- ❑ Continuously reviewing our management systems for regular effectiveness.
- ❑ Implementing individual accountability in synergy with IMS requirements.



- ہمیں ضرورت ہے کہ ہر ایک کو اپنی ذمہ داری سمجھنے اور اسے نبھانے کی ترغیب دی جائے۔
- ❑ ہمیں ضرورت ہے کہ ہر ایک کو اپنی ذمہ داری سمجھنے اور اسے نبھانے کی ترغیب دی جائے۔
  - ❑ ہمیں ضرورت ہے کہ ہر ایک کو اپنی ذمہ داری سمجھنے اور اسے نبھانے کی ترغیب دی جائے۔
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## CERTIFICATIONS

### • QUALITY MANAGEMENT SYSTEM

ISO 9001-2015



PK12/03918  
Validity: May 2021

### • ENVIRONMENT MANAGEMENT SYSTEM

ISO14001-2015



PK10/05316  
Validity: June 2021

### • FOOD SAFETY SYSTEM FSSC (VERSION 4.1)



CH17/00198  
Validity: May 2020

### • FSC CoC



SGS-COC-010469  
SGS-CW-010469  
SITE: Karachi/ Kasur  
Validity: April 2020

### • SEDEX



S200642962127  
P00000012987  
P00000112991  
Site: Karachi/ Kasur  
Validity: June 2022

### • FSC Mix



SGS-COC-010469  
SGS-CW-010469  
Site: Karachi/ Kasur  
Validity: April 2020

### • OHSAS 18001-2007



CH12/0767.00  
Site: Karachi/ Kasur  
Validity: March 2021

## SAFETY IN NUMBERS

S.No	Parameters	BSP 2015	BSP 2016	BSP2017	BSP TARGETS 2018	BSP 2018	BSP TARGETS 2019
1	LTA Rate	1.23	1.72	1.73	<1.2	1.40	<1.2
2	TRI Rate	11.48	9.37	8.9	<8.9	7.9	<7.9
3	Fatalities Reported	0	0	0	0	0	0
4	Lost Time Accidents	11	13	13	<11	11	<11
5	Total No. of Accidents	103	71	67	<67	63	63
6	Near Missed Reported	2750	2150	1826	1/Per	1596	1/Per
7	Fire Incidents	16	19	15	0	15	0

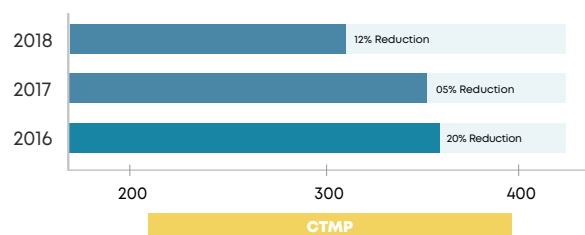
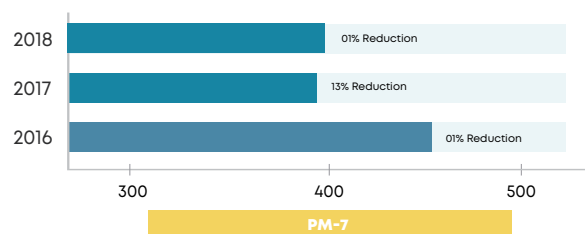
## TRAINING ON SAFETY

Topics	Audience	Attendees	Duration (hrs)	Man Hours
Best Practices	IMS Coordinators	15	2.5	37.5
Risk Assessment	IMS Coordinators	15	2	30
Internal Audit	IMS Coordinators	15	2	30
Permit to Work	PM6/ PM7	25	2	50
Defensive Driving	ARM/ DEC	30	2.5	75
EMS Transition Changes	IMS Coordinators	15	2	30
LOTO	PM6	25	16	400
Crane Safety (KONE)	Transport Drivers	20	8	160
Permit to Work	E&I	40	2	80
HVAC Hazards and PTW Protocols	Maintenance/ Planning	15	1.5	22.5
Use of Blade Cutter	CTMP/ ETP	35	1	35
Safety Ambassador (HIRAC)	All Shift Leaders	15	2	30
Safety Ambassador (HIRAC)	All Shift Leaders	15	2	30

**Total Man Hours: 1010**

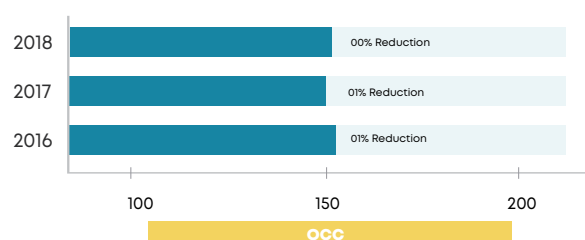
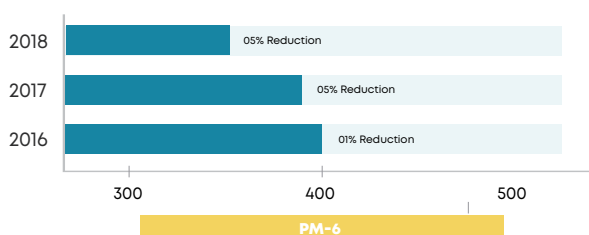
## ENVIRONMENTAL PERFORMANCE

Kasur (tonne CO <sub>2</sub> / yr) 2017- 2018	
Fossil GHG Emission from Electricity Generation	169481
Fossil GHG Emissions from Purchased Electricity (calculated with Average Grid Mix)	20,327,000
Fossil GHG Emissions from on-site Transportation	2240

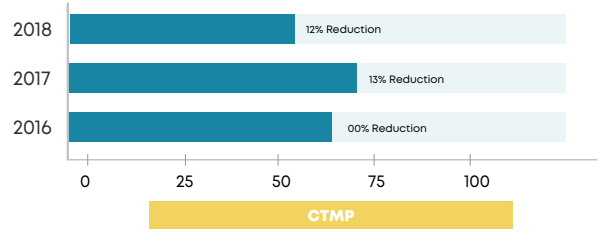
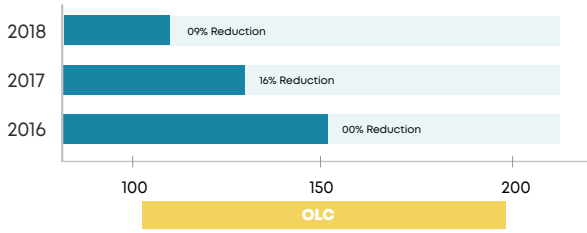


## RESOURCE EFFICIENCY

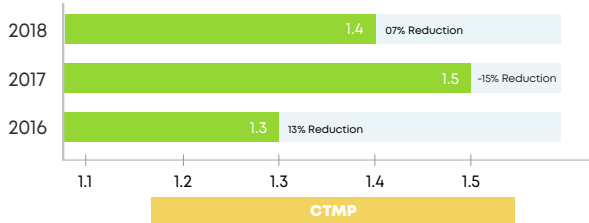
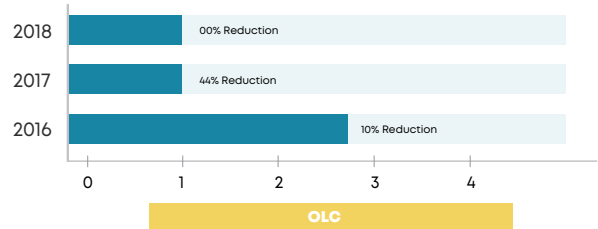
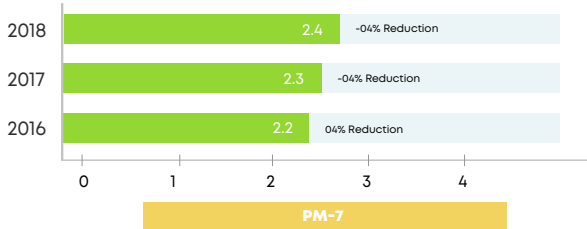
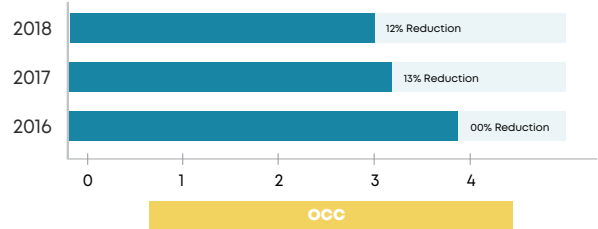
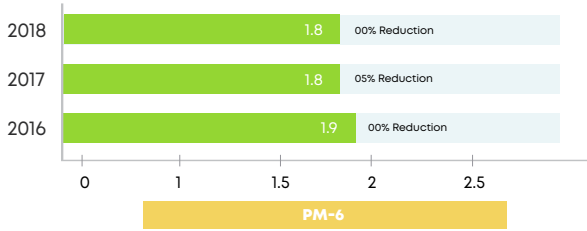
### Electricity (kwh./ton)







### Steam (ton/ton)

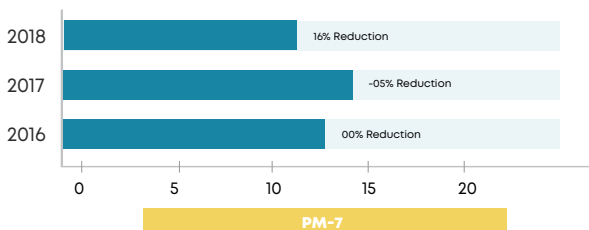
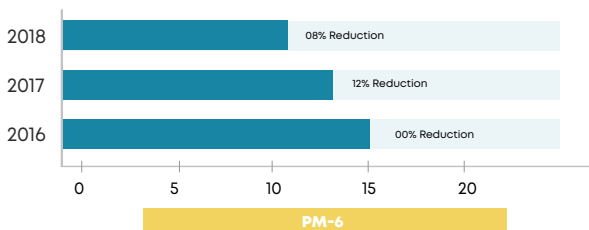


### FIRE SAFETY TRAININGS AND EMERGENCY RESPONSE MANAGEMENT



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

### Water (m<sup>3</sup>/ton)



BSP Kasur site has a wide-ranging fire-fighting system which is majorly comprised of hydrant system in all areas and automatic sprinkler system on Paper machines and biomass plant. BSP Fire Safety team is responsible for spreading awareness among employees concerning fire hazards and how to deal with such risks rapidly and effectively. The team is carrying out this task very efficiently and they have developed and

implemented an in-depth emergency response program which covers comprehensive trainings and mock drills on regular frequencies concerning Fire, Earthquake, Gas leakage and Chemical spill threats.

A large number of BSP employees and contractual staff including female staff is participating in these ongoing sessions and emergency drills. These trainings and drills are not limited to factory staff only; the Fire Safety team also covers the nearby community schools in Kasur and LSK (Life Skill for Kids) schools in Lahore to educate children about importance of Fire Safety at a basic level. Moreover, Fire Safety team extends its training scope to all purchase centres (located in interior Punjab) as well where biofuel is being stored in bulk quantity posing severe fire hazards. Overall more than 4,000 trainings man-hours have been covered by Fire Safety team in 2018.

### GREEN ENERGY AND THE BIOMASS PLANT



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

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

The ash produced from this boiler is being offered free of cost, which can be used as a fertilizer for

crops at the time of cultivation, in the brick making process and can be used as an alternative to sand while fixing tiles for flooring. As a responsible corporate citizen, the plant's fuel supply come from responsible supply chains that will benefit our sustainability agenda, the environment, agricultural sector and local communities. Not only does it bring a huge reduction to BSP's CO2 emissions but also creates shared value for farmers in terms of additional income and jobs in collection and transportation.

### EFFLUENT TREATMENT PLANT



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

### TREE PLANTATION FOR CLIMATE ACTION



BSP continuously conducts plantation drives throughout the year at various locations as a contribution to improving the atmosphere around its surrounding and the quality of air. We encourage plantation by donating thousands of plants every year to nearby communities and schools as well as spread awareness on climate changes and global warming as a stakeholder engagement initiative.

PLANTATION DETAILS IN BSPL		
	No. of Plants in BSPL	Tentative Cost of Plantation
<b>UPTO 2015</b>	More than 20,000 (Permanent Trees)	Approximate 2 million
<b>2016</b>	1500 Trees Added	Approximate Rs. 50,000
<b>2017</b>	1800 Trees Added	Approximate Rs. 60,000
<b>2018</b>	2100 Trees Added	Approximate Rs. 65,000
<b>TOTAL</b>	<b>25400 Trees</b>	

## RESPONSIBLE SOURCING (FSC-COC)



The Forest Stewardship Council (FSC) is an international multi-stakeholder organization established to promote responsible management of the world's forests. The FSC does this by setting standards on forest products, along with certifying and labeling them as eco-friendly. FSC Chain-of-Custody certification traces the path of products from forests through the supply chain, verifying that FSC-certified material is identified or kept separated from non-certified material throughout the chain. BSP is the only paper & board mill in Pakistan that has FSC certified products. We take great pride in manufacturing environment friendly products made from responsibly sourced raw materials. Bulleh Shah Packaging does not willingly solicit/manufacture from or sell products made from:

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

All fiber in BSP comes from sustainable & ethical sources. We can therefore provide;

1. FSC Controlled Wood Liquid Packaging Board.
2. FSC 100% Recycled Shipping boxes, liner & Fluting.
3. FSC mix credit white boards.

## ETHICS AND COMPLIANCE



The focus of many organizations worldwide has been changing from greater productivity and profit maximization to sustainable development. The basis

of organizational ethics is an integration of ethical climate and culture at BSP and has an important impact on ethical decision-making and outcomes, which in turn leads to sustainable development. Our company Code of Conduct is governed by our Core Values – Lead, Care, Respect, Honesty and Courage.

Mill wide awareness and training sessions are conducted on Code of Conduct, ethical values, business ethics, prevention of harassment, corporate etiquette as well as professional grooming and dealing with the opposite gender. These trainings are driven by our training effectiveness system through which training needs on Ethics are identified each year.

## GENDER EQUALITY



Gender Equality is a crosscutting theme and considered as an integral part of all BSP policies, rules, procedures, and systems. BSP recognizes gender equality as equal valuing of similarities and differences between men and women. For us it means that all genders enjoy the same status and have equal opportunity to reach their full potential to contribute to corporate decisions, productivity, development and corporate success, and to benefit from the results. The concept of equality acknowledges that women and men may sometimes require different treatment to achieve similar results, due to different physical, life and mental conditions. Harassment and discrimination of any forms is strictly prohibited and an effective Whistle Blowing Procedure as well as a Grievance Policy is in place to raise a concern if needed.

## ACTS – ACTIVELY CARING THROUGH SHARING



ACTS is a Stakeholder Engagement Initiative to bring together women from the Packages group where they share ideas, experiences and life journeys over a cup of coffee. Through ACTS, we have provided our women a platform to discuss the challenges in the life of a working woman and helping each other in dealing with those through the experiences of someone who has made it despite all the difficulties. In addition this platform is also used for gender sensitization and awareness on gender issues across the organization as well as trainings on different policies and laws.

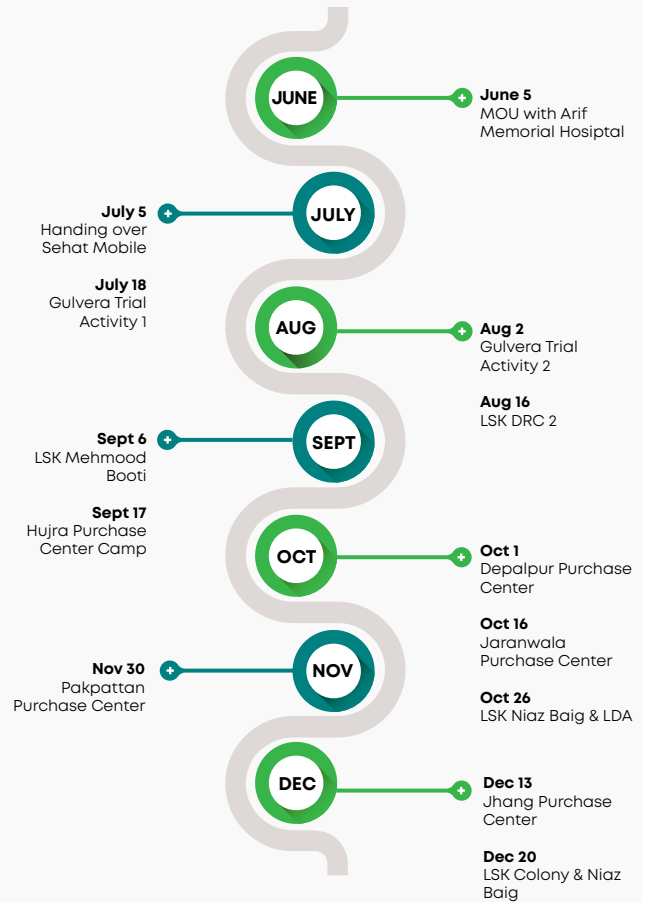
## SEHAT MOBILE PROJECT



As a part of BSP's commitment to community welfare and outreach program, a mobile clinic named as Sehat Mobile has been launched. This state of the art vehicle has been designed with the help of Asian Institute of Technology and is anchored on the principles of universal health care for all persons of concern within the scope of BSP community outreach and wellbeing program. BSP operates this mobile clinic with the help of Arif Memorial Hospital, to help provide uniform basic minimum primary health care services, targeting targeting the people within the scope of BSP community outreach program, including persons residing in the communities around the purchase centers of BSP with difficult or no access to static health care facilities, underprivileged children from the various waste yards around Lahore and local community around the BSP mill.

No.	Place	Date	Doctors	Patients
1	Gulwera Village	18 July, 2018	2	150
2	Gulwera Village	02 Aug, 2018	3	180
3	LSK School DRC 2	16 Aug, 2018	3	44
4	LSK School Mehmood Booti	06 Sept, 2018	3	44
5	Purchase Center, Hujra Shah Muqeeem	17 Sept, 2018	2	343
6	Purchase Center, Depalpur	01 Oct, 2018	5	466
7	Purchase Center, Jaranwala	16 Oct, 2018	5	397
8	LSK School Niaz Baig/ LDA	26 Oct, 2018	4	224
9	Purchase Center Pakpattan	30 Nov, 2018	3	494
10	Purchase Center Jhang	13 Dec, 2018	5	628
11	LSK School Colong Campus/ DRC1	20 Dec, 2018	4	153
<b>Total: 11 camps</b>				<b>3123</b>

## PROJECT TIMELINE JUNE – DECEMBER 2018



## LSK SCHOOL PROJECT



With the help of a local NGO, Idara-e-Taaleem-o-Agahi (ITA), BSP has started 6 schools named as Life Skills for Kids (LSK) schools, which are aimed at providing free education and life skills opportunities to around 600 underprivileged children from various waste yards around Lahore to help them maximize options for safer livelihood. These six flexible day-long schools are structured to cater to the special needs of these children and are operating in double shift. These schools are located at a walking distance from the community and in case the location is far from the community, free transport is provided to the students. Children studying in these schools are provided with books, bags, stationery, uniform and food free of charge. Moreover, interesting extracurricular and sports activities are also arranged frequently to encourage a safe environment to learn, play and enjoy recreation.

## LSK REPORT-REPORTING YEAR 2018

Month: December	Niaz Baig Campus (Basti Niaz Baig)	LDA Campus (Talli Wala Khoo)	Defense Road Campus 1 (Chandraya)	Defense Road Campus 2 (Engineers Town)	Colony Campus (Gujjar Colony/ Toba Pind)	Ring Road Campus (Mahmood Boti)	Total	Comments
<b>Kids Attendance (Monthly Average)</b>								
Class 1	78%	82%	95%	97%	84%	82%	86%	
Class 2	75%	60%	73%	85%	87%	94%	79%	
Class 3	89%	80%	81%	70%	79%	88%	81%	
Class 4	91%	93%	97%	91%	79%		90%	
<b>Class wise Enrolment</b>								
Class 1	43	38	9	11	23	20	144	
Class 2	50	67	19	16	27	18	197	
Class 3	16	28	15	10	35	17	111	
Class 4	15	20	17	9	24	-	85	
<b>Teacher's Training</b>								
Number of trainings planned								
Number of trainings organized								
Course related Trainings	2		2	2	2	2	2	1 training on replication of topics covered in teacher's conference, use of tablet new applications and how to prepare lesson plans according to SLOs. 1 orientation workshop in greater Iqbal park on Truck Art.
Skills development Trainings								
<b>Uniform/ Shoes/ Bags</b>								
Shoes/ Socks/ Sweaters/ Caps issued to Students	124	149	54	46	106	45	524	
<b>Food/ Lunch</b>								
Lunch provided to students	124	153	60	46	109	45	537	
Food provided during events	0	0	0	0	0	0	0	
<b>LSK Staff (Principal, Teachers, Support Staff, School Incharge)</b>								
Principal	1	1	1	0	1	1	15	
Full time Teachers	2	3	0	0	1	0	6	
Part time Teachers	0	0	2	2	3	1	8	1 teacher resigned from Ring Road Campus.
Support staff	2	2	2	2	2	2	12	1 Support staff replaced in Niaz baig Campus.
TVET Instructor	1	0	0	0	1	0	2	
School Coordinator/ Incharge	1	1	1	1	1	1	6	
# on new hiring	1	0	0	0	0	0	-	
<b>Community Involvement</b>								
Community meetings at school	1	1	1	1	1	1	6	
Meetings at community	3	3	3	2	2	3	16	
<b>Playing/ Extracurricular Activities</b>								
# of Planned Activities	-	-	-	-	-	-		
Recreational trips	0	0	0	0	0	0		
Sports/ Extra curricular Activities	1	1	1	1	1	1		Usual activities of Friday and Saturday.
<b>Security &amp; Safety Measures</b>								
Security guards (SG) (as per requirement)	1	1	1	1	1	1	6	
<b>Medical Checkup</b>								
Students who are medically examined	0	0	53	0	90	0	143	LSK Students went through medical check-ups by mobile health camp in DRC1 and colony. Regular checkups also included.
<b>Kids Transportation</b>								
Transportation provided? (Yes/ No)	Yes	No	No	Yes	Yes	Yes	-	
Trips per day	4	0	0	2	2	4	12	
<b>ITA Management (Field Coordinator, Project Coordinator, Management Representative)</b>								
Visits by Field Coordinator	7	11	6	9	20	4	57	Field Coordinators are also managing campuses in the absence of school coordinators that is why their visits are in high numbers.
Visits by Project Coordinator	4	6	1	4	6	2	23	
Visits by Management or other Representative	2	19	8	9	20	8	66	Line Managers, Admin, Training Coordinator and ITA Coordinator and (ASER team for Pilot Survey in LDA, NBC and Colony).
<b>Enrolment (Boys &amp; Girls)</b>								
Boys	70	70	32	22	52	15	261	
Girls	54	83	28	24	57	30	276	
total	124	153	60	46	109	45	537	
# of Dropout Students								
<b>Enrolment (TVET)</b>								
Stitching	20				20		20	
Stitching							20	

## RESPONSIBLE SUPPLY CHAIN



To strengthen its global policy and promote decent work and proactively work on child labor remediation in its value chain, with the cooperation of ILO, BSP has arranged orientation and sensitization sessions of relevant BSP management which aims to promote decent work and to combat child labor in the value chain of BSP.

Various sessions have been conducted at different locations including Lahore, Multan, Tandlianwala, Jhang and Chiniot. These sessions on Decent Work Practices with a focus on child labor included participants from executives, workers, suppliers, contractors and transporters associated with BSP. In addition to this ILO has conducted a baseline study and will implement pilot interventions in selected communities to remediate child labor, which includes building model purchases centers in selected locations.

Work on strengthening the value chain is in its full swing now. From accepting the realities to addressing the problems, the long and fruitful journey of BSP has now become a successful model to incorporate as best working practice among its suppliers.

## PUBLIC PRIVATE PARTNERSHIP (PPP)



ILO technical specialists, in consultation with SE and BSP management spelled out a clear roadmap for interventions that was successfully implemented in the year 2018.

- In 2018, 12 general orientation sessions were

organized on the importance of children and youth education and skill development (TVET) in different areas across the country. Apart from BSP's biomass collection centers, main cities of Punjab, Sindh, Quetta and remote areas were targeted in collaboration with relevant Public functionaries (approved by all partners) for the BSP waste paper and biomass supply chain suppliers, sub-suppliers, farmers and workers.

- In order to have model suppliers with distinguished practices and working environment compliant to applicable international standards, assessment and validation of 16 suppliers in Lahore, Islamabad, Karachi, Quetta and Multan was also conducted.
- Spreading the benefits; show-casing of the ILO-SE PPP, including summary of interventions in BSP operations and resulting good practices were shared with the stakeholders in order to share the success stories and lesson learned. This will help other organizations to not only replicate the model but also to boast the positive image of the country.

## UN DAYS AND CAMPAIGNS



To spread awareness, Sustainability Department of BSP conducts campaigns for various UN Days throughout the year, including Zero Discrimination Day, World Water Day, International Women's Day, World Environment Day, World Day Against Child Labour, Earth Day, World Day for Safety and Health at Work, World Hepatitis Day, World Diabetes Day, International Literacy Day and many more including a month long campaign for Breast Cancer Awareness.

These UN Days have been celebrated across BSP with a variety of internal and external activities including training and awareness sessions for BSP employees as well as community. Banners and posters are displayed all over the premises as well as online campaign is also carried out for awareness.

## STAKEHOLDER ENGAGEMENT



Stakeholder engagement is a key part of Corporate Social Responsibility and companies engage their stakeholders in dialogue to find out what social and environmental issues matter most to them about their performance in order to improve decision-making and accountability especially when they want to develop understanding and agree to solutions on complex issues or issues of concern.

An underlying principle of stakeholder engagement is that stakeholders have the chance to influence the decision-making process. This differentiates stakeholder engagement from communications processes that seek to issue a message or influence groups to agree with a decision that is already made.

As a part of our Stakeholder Engagement activities, we have an effective Grievance Mechanism in place where our stakeholders can reach us through suggestion boxes placed at various locations, email and phone number.

## MOTHER AND CHILD HEALTHCARE CENTER AND OTHER LOCAL INITIATIVES

BSP focuses on operating as a responsible company by not only implementing responsible business practices but initiating efforts to act responsibly in the community that it operates in. In efforts to provide health care facilities for women and children residing in Kasur District, BSP has a Women and Child Health Care Center. For a nominal token fee, a variety of OPD services, including general health care, ante-natal care, ultrasound, first-aid, bandaging etc. are provided along with free medication to over a 100 patients daily.

In addition to this BSP has a number of other local community initiatives which includes providing various facilities to local schools such as clean drinking water, felts which are used as mats for seating, building washrooms etc. and building infrastructure e.g. roads which are in use by the community as well.

## BRING YOUR CHILD TO WORK DAY



When there is an alignment of philosophies, ethics and beliefs in a service, sustainability becomes the norm and has a positive impact on children's learning and the wider community. Therefore extending our stakeholder engagement activities within the BSP family, every year we invite our internal stakeholders to bring their children to work and spend a day with us at sustainability, where they learn about various aspects of sustainability and its importance. Moreover, they learn about this unique industry of Paper and Board making and what their parents do at work. It is a fun-filled day with our future sustainability ambassadors on a tour of the Kasur mill and Karachi plant respectively, along with a fire and safety drill, lunch with their parents and interviewing their parents.

## OUR PARTNERS IN SUSTAINABLE DEVELOPMENT

BSP firmly believes in collaborating and working together to achieve its Sustainability Goals. We work with a number of organizations including private organizations, government organizations and departments, local bodies, NGO's and many others for sustainable development. Some of the organizations we work with are:



and many more along with some of our esteemed customers.







# 03

## DIC PAKISTAN

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## MESSAGE FROM THE CEO & MD

We at DICPK totally believe in triple bottom line: Profits, People and Planet. To achieve this we ensure that our employees work in a safe and secure environment and take care of their health.

We strive to our carbon footprints by conserving water and energy. We try to contribute to the society by spreading awareness through seminars for students and customers on healthy and safety.

**MS. HUMAIRA SHAZIA**  
CEO and MD DIC Pakistan (Pvt.) Limited

## ABOUT THE COMPANY

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

Today DIC Pakistan Ltd is not only the largest ink manufacturer of Pakistan but also the first printing ink manufacturing company of Pakistan to attain the ISO 9001, ISO 14001, OHSAS 18001 certification. The company employs around 165 people and focuses on performance based printing inks for the Sheet fed Offset, Flexographic and Gravure printing industries located all over Pakistan i.e. from Karachi to Peshawar.

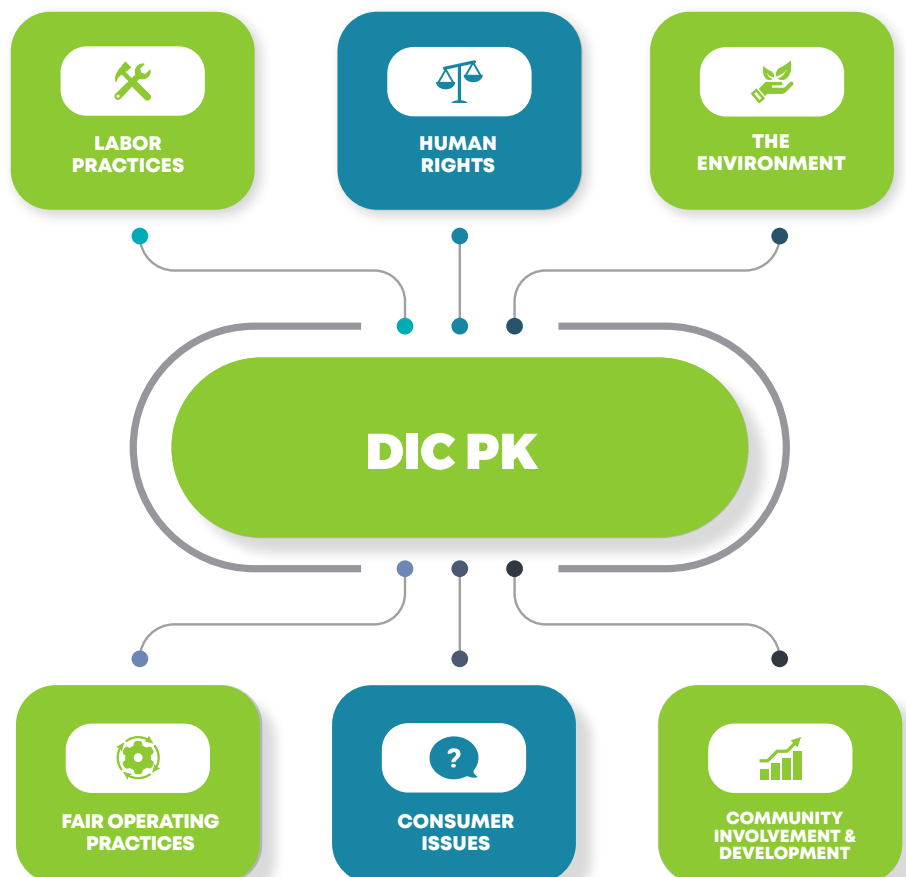
DIC Pakistan Ltd. also supplies inks for food packaging that have been carefully formulated to exclude materials known to be toxic. It excludes all materials on BCF (formally SBPIM) and CEPE exclusion lists. In addition, the selected pigments have high bleed resistance and materials with low migratory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

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

Its policy is not to supply inks for application where the printed surface will be intentionally in contact with the food.

## DIC SUSTAINABILITY AGENDA

“SUSTAINABILITY IS MOST OFTEN DEFINED AS MEETING THE NEEDS OF THE PRESENT WITHOUT COMPROMISING THE ABILITY OF FUTURE GENERATIONS TO MEET THEIRS.”



The first step taken was to engage DIC's work into the SDGs through the road map/ CSR Policy 2015. This led to 8 SDGs directly relevant to DIC initiatives and impact that are now being endorsed by the company.

## CERTIFICATIONS

DIC Pakistan is certified in **ISO 9001, Quality Management Systems, ISO 14001, Environmental Management Systems and OHSAS 18001, Occupational health & safety management system**. Along with this DIC is also present on SEDEX (Supplier Ethical Data Exchange) Platform and gone through its 4 pillars SMETA (SEDEX members Ethical Trade Audit) audit based on ETI code.

## GOOD HEALTH & WELLBEING

DIC ensures that the health and safety of employees remains the top focus of not just the management but also its operational KPI's.

Sr.No.	Parameters	2016	2017	2018
1	Loss Time Accident Rate in million Hrs	0	1.95	1.57
2	Total Recordable Incident Rate in million Hrs	0	5.86	1.57
3	Fatalities Reported	0	0	0
4	Lost Time Accidents in Number (Contractor vs Employees)	0	1 CL	1 CL
5	Total Number of Accidents including First aids (Contractor vs Employees) attach record	0 vs 9	0 vs 12	11 vs 9
6	Near Misses Reported & percentage closed	50	54	70
7	Fire Incidents in numbers and loss per each incident	0	0	0
8	Total Number of lost hours and cost	0	32 hrs	96 hrs
9	Accident Severity Rate in Millions hours	0	6.33	18.86
10	Transport Incidents recorded	0	0	0
11	Fire Drills record	8	8	8



From toolbox talks to safety trainings, the Managing Director ensures that every Monday is started with an in depth overview of safety performance followed by a walk around audit. Monthly safety meetings are held regularly with all area in charges and their floor workers.

As evaporation rate of all solvents get increased in summer season so it becomes necessary to ensure proper indoor environment for workers. The areas of high concentrations of VOCs, where solvents are being handled, are identified and suction systems have been installed at all such areas. Periodic health surveillance (Lung functioning test, Blood test, urine test) of all workers working in high VOC areas being done to ensure

that they are healthy and fit for their assigned task.

To ensure that drinking water is 'as safe as boiled water', DIC has also installed RO plant at our both Lahore & Karachi factory. It removes harmful viruses, bacteria, parasites and pesticide impurities to give us safe drinking water

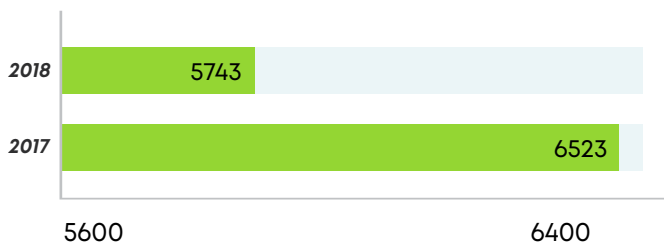
## FIRE SAFETY AND DRILLS

DIC has automatic suppression systems installed on all its units with a comprehensive network of foam trollies and extinguishers in place. Recently DIC has updated its hydrant system at Lahore premises as per the NFPA standards. Operations at Printing and Solvent handling businesses involve many hazards related to Chemicals due to their volatile organic nature. And their flammability is also a big safety concern to deal with. For this purpose, DIC PK conducted a seminar for its valuable customers. It was a good opportunity to share information on international Safety standards. The core subjects covered in this seminar include:

- 1) Fire Safety
- 2) 5S- a housekeeping technique
- 3) Chemical Safety
- 4) Static Charge control
- 5) Other industrial hazards
- 6) PPE usage

## **REDUCED ENERGY CONSUMPTION**

Special consideration has been given to the reduction of water at the plant. Initiatives at DIC have resulted in 15% reduction in water consumption. For water conservation, DIC has made changes in our operations to recycle water. Water efficient fixtures also have been installed to reduce water footprint.



Yearly comparison of total tons of water consumed

## **ENVIRONMENT**



Amid the current world-wide movement to reduce CO<sub>2</sub>, DIC PK has gone through major revisions in their operations.

Striving to reduce 10% CO<sub>2</sub> from fiscal year 2016 through management of energy consumption and energy usage analysis (0.924 tons or 90.8 kg of CO<sub>2</sub> /ton of prod-GHG emissions calculated with average grid mix). Some of the steps include:

- Eco friendly Air conditioners
- LED lights installation
- Operational control on utilities
- Solid waste recycling
- Solvent recycling

- By planting trees, not only help absorb CO<sub>2</sub> from atmosphere, but also provide food and habitat to multitude native species. These activities helped us to raise awareness among employees and reinforce our message via social media that we are serious and committed to protect our environment.

## **TRAININGS AT DIC**



DIC believes in constantly upgrading its employee skills and develop them into better roles. An extensive training program is carried out each year based on their training needs identified from last year's performance, results, audit findings and incidents. These training programs are both internal and external and extended to various stakeholders as well e.g. UET, PA&G and MITI students.

## **RESPONSIBLE SUPPLY CHAIN**

As a socially responsible company, DIC support suppliers with a high level of compliance management at their production plants. Our EHS team regularly audits their premises, checking to ensure that environmental response and occupational safety meets international standard.

## **A SOCIALLY RESPONSIBLE DIC**



DIC has long contributed to society through its main business to support and serve nation's precious asset. We believe that a happy employee makes a prosperous company.





04

# TRI-PACK





## MESSAGE FROM THE CEO

I am delighted to share with you, Tri-Pack's first Sustainability Report. In this report, we seriously take our role as a corporate citizen, and we are proud to showcase our progress across three key dimensions: economic, environmental and social responsibility.

Sustainability is part of what we do every day, throughout our value chain, wherever we operate. TPFL is making positive long-term changes to the communities in which we operate by finding efficiencies in our Sustainable Supply Chain, supporting the successful Operations of our supplier / partners and Customers, and contributing to worthwhile community organizations through volunteering and other types of support.

To focus on what is important and beneficial for customers; TPFL shall work on Recyclability, Tonnage reductions, Bio degradability and Carbon footprint reduction which is what customers mainly focus on.

Now, more than ever, stakeholders expect more of us. They want us to help find solutions and to make a measurable and meaningful difference in the market. Our sustainability efforts shall always be strengthened by open dialogue with many stakeholders, our own employees, end consumers, customers i.e. printers, suppliers, government regulators, local communities and shareholders. These diverse perspectives shall continue to help shape our actions and how we implement initiatives around the corporate sector & market as we move forward on our journey.

Because end consumers are at the heart of our business, everything we do starts with our passion for providing the quality food and Nonfood grade films that meets customer requirements. Achieving growth requires giving people more satisfaction by innovating environmental friendly films they desire. We're also successfully achieving our wastes reduction targets by recycling, reusing & reducing film wastes. Installation of another higher capacity recycling unit is a true example of these initiatives.

Our journey and dedication to being a responsible corporate steward of our communities continue, and we are committed to remain a valuable contributor to our many communities. Throughout this sustainability report, we place emphasis on transparency. We hope to accurately reflect our position and bring our customers, staff, suppliers and many other stakeholders, with us on this journey towards a more sustainable future.

I personally invite all parties and stakeholders to provide feedback on TPFL's actions and progress by providing their valuable feedback on our official website [www.tripack.com.pk](http://www.tripack.com.pk)

**NASIR JAMAL**  
CEO TRI PACK (Pvt.) Limited



Tri-Pack Films Limited (Tri-Pack) – a joint venture between Mitsubishi Corporation of Japan and Packages Limited of Pakistan was incorporated as a Public Limited Company on April 29, 1993 to produce Biaxially Orientated Polypropylene (BOPP) Films in Pakistan. Its head office is based in Karachi and regional offices are located in Karachi, Lahore and Hattar where focus is to provide customers with dependable, economical and quality films backed by strong customer services. Tri-Pack is indeed proud of making distinctive contributions to the packaging industry in Pakistan.

### SAFETY PERFORMANCE

Sr.no	Parameters	2017	2018
1	LTR	0.25	0.48
2	Fatalities Reported	0	0
3	Total number of incident including First Aid	23	23
4	Total Learning incidents reported (near miss, unsafe condition & unsafe act)	3868	5507
5	Fire incident in numbers	8	5

The Company is continuously growing since inception and has touched the country's ever highest production of BOPP films in the year 2013 through the commissioning of new BOPP line.

The project of Cast Polypropylene (CPP) with a capacity of 9,000 MT per annum was completed and commissioned in March 2014. This has increased the combined CPP production capacity of the company from the present 7,200 MT per annum to 16,200 MT per annum.

Keeping in view the needs of our customers, Transparent, Pearlized and Metallized films are



produced in different varieties and thickness ranging from 12 to 60 micron.

We also make specialized films having unique characteristics to suit specialized applications while creating a niche market. The most valuable property of our film is its versatility as a packaging material. We carefully craft our films to ensure good barrier properties against moisture, gas and odors.

Tri-Pack has long been involved in exercising their citizenship in society, including sustainability, corporate philanthropy, corporate governance and corporate social responsibility. Tri-pack sets and strives to achieve long-term strategic objectives in pursuit of the organization's commitment.

### GOOD HEALTH & WELL BEING AT TRIPAK

At Tri-Pack we verily believe that prevention is better than cure; prevention of our employees from NDCs and infectious diseases are very vital to us and although we are in the development phase of devising a mental health policy, mental & physical well-being is important to the organization, therefore we have designated a company doctor and a medical team on plant and office premises to cater to the wellness & health of our staff.

Category 2018	Female			Male				Grand Total
	Karachi	Lahore	Total	Hattar	Karachi	Lahore	Total	
Injury	-	-	-	-	6	-	6	6
Occupational Diseases	-	-	-	-	-	-	-	-
Lost Days	-	-	-	-	293	-	293	293
Absenteeism	-	-	-	-	-	-	-	-
Work-related Fatalities	-	-	-	-	-	-	-	-
<b>Grand Total</b>	-	-	-	-	299	-	299	299

Annual medical examinations are conducted for all staff, followed by physical examination & 1-on-1 consultancy by our company doctor for improving overall health of our people. Internships for Potential Tri-Packers.

### **INTERNSHIPS FOR POTENTIAL TRI-PACKERS**

Tri-Pack offers internships and Management Trainee programs which focus on enabling our trainees to gain exposure of different parts of the business while growing and expanding their skill sets. A rotation plan is in place for all trainees in the workplace covering planned rotations and defined learning objectives for each movement. Following are various Trainee Programs offered at Tri-Pack:

- Finance Trainee Program: 03 Years, ICAEW Training Certified for ACCA finalists & affiliates
- Commercial Trainee Program: 02 years for Graduates majoring in Marketing, HR & Commercial
- IT Trainee Program: 02 years program for Computer Sciences / Eng. Grads.
- Management Trainee Program: 02 years program for Engineering Graduates

### **TRAINING & DEVELOPMENT OF EMPLOYEES**

Furthermore internal and external trainings are arranged, yearly L&D calendar is launched, based on development needs identified during training need analysis by all Line managers and head of departments, to communicate and facilitate all internal, in-house via consultant and external training. Following are the types / categories of programs delivered:

2018	No. of Participants	Man Hrs
External	33	1038
In-house via Consultant	254	1895
<b>Total</b>	<b>287</b>	<b>2933</b>

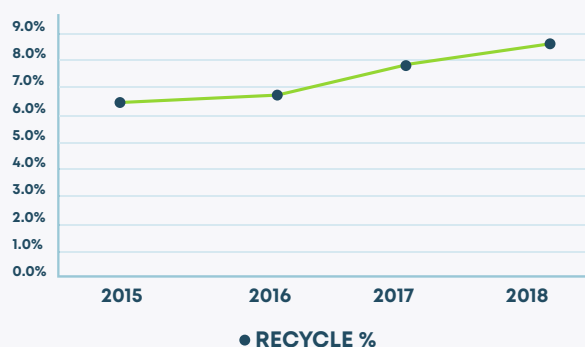
Leadership, Function-Specific, Personal Development, Soft Skills, Business Expertise / Acumen, Compulsive, and Safety are a few of the categories of trainings provided to the employees.

S.No	Leadership	Duration	Training Body
1	Leadership Grid	1 wk (5 days)	Conflu Core- Usman Ghani
2	Leading High Performance Teams	2 days	KBL
3	Leading & Managing Change	4 days	KSBL/ LUMS
4	Mentorship: Mentoring 2.0	1 day	Learning Minds Group
5	Building Effective Workplace Teams	2 days	IBA
6	Developing future Leaders	1 wk (7 days)	LUMS
7	Development Course for Supervisors	1 day	Learning Minds Group
<b>Functional</b>			
8	Cost of Quality	2 days	IBA
9	Certificate in Best Maintenance Practices	2 days	Octara
10	Supply & Demand Planning Skills	2 days	PSTD
11	B2B Selling Skills	2 days	IBA
12	Inventory Management & MRP	3 days	NED
13	Productivity Improvement & Efficiency	2 days	NED
14	Waste Management & Control	2 days	NED
15	Balanced ScoreCard- HR	2 days	IBA
16	Management Development Program	12 day	LUMS
<b>Soft Skills/ Personal Development</b>			
17	Emotional Intelligence	1 day	Rahila Narejo- PSTD
18	Managerial Comm Strategies	2 days	IBA
19	Corporate Etiquette	1 day	PSTD
20	Problem Solving and Decision Making	4 days	LUMS
21	Time Management	1 day	PSTD
22	Stress Management	1 day	PSTD
23	7 Habits of Highly Effective People	2 days	Franklin Covey
<b>Safety</b>			
24	Root Cause Analysis & Investigations	2 days	URS
25	Standard First Aid Certification	1 day	Consult & Train
26	Crane Operations	1 day	Pak Safety Solutions
27	Forklift Operations	1 day	Pak Safety Solutions

## TRI-PACK AND RECYCLING

Tri-Pack's ultimate goal is to create a circular economy, which is producing no waste and no pollution, by design or intention – not just by re-using and recycling things – but also designing them to last longer and finding more sustainable business models. Extending product life, reusing, re-manufacturing and recycling products both reduces the need for new resources and reduces the impacts from waste disposal.

We are using EREMA machines to recycle the polymer waste and responsibly consume the waste for reproduction. Graph below shows an increasing trend in recycled material consumption over the years. We also plan to install another recycling machine which will further increase our recycling capacity. Some of our plastic producing machines utilize up to 30 percent of recycled material.



## RESPONSIBLE SUPPLY CHAIN

Tri-Pack being a responsible company is compliant with all of Pakistan's laws and international standards by being ISO certified. We promote this practice by only selling and buying products from companies that hold same values and are certified by governing authorities.

## SOCIAL ACCOUNTABILITY AT TRIPACK

Code of conduct, values and ethics training and refreshers are deployed once each year, aimed at covering all staff. All new hires are given an orientation by HR which also covers company's significant policies, statement of ethics and company values. We have a whistle blowing policy ensuring that employees can raise a concern against misconduct or malpractice or speak up against harassment or discrimination. Furthermore, by employing high safety standards it is made sure that our staff is not just educated to for work life but also for personal life outside work environment.

## CORPORATE SOCIAL RESPONSIBILITY AT ITS BEST

Description	Year	Amount (PKR)	Institution	Sector
Blood Donation Drive with Indus Hospital	2017	N/A-31 Donors	Indus Hospital	Health
Donation paid to Student societies- IBA	2017	150,000	IBA	Education
Donation to Pakistan Foundation Fighting Blindness	2017	100,000	PFFB	Community
Donation to Indus Hospital	2017	300,000	Indus Hospital	Health
Inclusive Cricket Match with NOWPDP	2017	N/A	NOWPDP	Community
Workplace Sensitization Workshop by NOWPDP at Tri-Pack in Support of individual with special needs	2017	N/A	NOWPDP	Community
Donation for Ladies Horticultural Club	2017	100,00	Ladies Horticultural Group	Social/ Community
Donation Ladies Horticultural Club Karachi	2017	21,212	Ladies Horticultural Group	Social/ Community
Donation of refurbished laptops to NOWPDP for training of individuals with disabilities	2018	Qty: 10 Laptops - 528,600	NOWPDP	Community
Crowd-funding to BINAIE via NOWPDP for Braille Printer	2018	369,000	BINAIE through	Community
Funding of retro-fitted rickshaws to NOWPDP to support job creation for the community	2018	1,250,000	NOWPDP	Community
Donation to Pakistan Foundation Fighting Blindness	2018	100,000	PFFB	Community

## CERTIFICATIONS



## FUTURE

Tri-Pack is committed to doing more for Sustainability in the future; currently we are in a preliminary stage to attaining work place gender equality and clean water and sanitation. Our retention rate for female staff has increased to upto 75% in 2018. At the same time the organization intends to ensure clean water and sanitation by 2019 as we already are using RO plants to clean ground water and use it for production and domestic purposes, within the next months we shall be able to fully achieve this goal as well.





## Index



Figure1.1

**WE AS A GROUP OF COMPANIES ENDORSE THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS**



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