

SUSTAINABILITY REPORT

As a company that practices Triple-Bottom-Line reporting, we at Morison PLC believe that sustainability plays a vital role and continuously endeavour to embed it to the culture of how we do business. We are proud of our heritage in remaining dedicated and committed to doing sustainable business primarily focusing on nurturing our employees, winning consumer trust, giving back to the community we operate in and maintaining optimal environmental resource utilisation.

Our Employees

We understand that our employees are a key resource to our organization and that a well engaged employee is a priceless asset to our company to achieve our long term company goals. For this, our company has passionately facilitated driving a year-round events calendar with various team trainings and motivation programs, employee bonding, knowledge sharing, wellness programmes and social events.

Inculcated by our top management, we maintain an open-door culture in the workplace, which allows any employee to voice their concerns, grievances and suggestions to the management which has greatly influenced in being proactive to the market. The management has adopted a transparent approach in keeping employees well informed of the future of the organisation by organising quarterly townhall meetings. Activities such as these have been key to sustaining team momentum during challenging years.

In the year under review, the Company did not record any incidents of industrial disputes, signifying the prevalence of a harmonious work environment. We are proud to have continuously ensured to make it our utmost priority to assure the Health and Safety of our team. The Health and Safety Committee regularly reviews operational risk factors while taking continuous preventive and corrective action to minimise workplace accidents. In the factory floor, safety trainings, regular observation tours, workshops and refreshing programmes for employees on preventive maintenance are conducted in to prevent health and safety hazards.

At Morison, we are committed to function as an equal opportunity provider, where measures are taken to improve equality and diversity by avoiding discrimination based on gender, age, religion, race or physical ability.



In the wellness space, our team has actively provided numerous awareness sessions on health issues such as non-communicable diseases which reduce workforce health, happiness and productivity over time throughout the year. Keeping our employees and their families well informed is an act of a responsible corporate citizen. These activities were spanned out for several months over the past year. Awareness programmes which include programmes on blood pressure, hydration, mental well-being, tobacco and alcohol cessation management and dengue monitoring sessions were conducted during office hours with active employee participation. The culture of wellness and a healthy life was introduced by team activities such as the “Morison Wellness Club” which provide an opportunity for wellness conscious members to get together and to promote a wellness driven culture across the company. The management has also taken steps to renovate the entrance, the recreation area at the factory premises and introduce a Learning Center for the Kelaniya office.

The year-round social event calendar has also provided an opportunity to keep employees well engaged in their busy schedules. Religious events and celebrations such as the Christmas and Thai Pongal celebration, Annual Dharma Deshana, Pirith ceremony, New year celebration, Casual Social events and all staff events such as the Annual Department Trips, brought the Morison family together during the past year. Initiatives such “Morison’s got Talent” was a novel initiative organized this year which captured everyone’s hearts. Graced by renowned artists in the country, it provided an opportunity to showcase the talents of our very own Morison employees in the singing, dancing, instrumental, poetry and drama categories.



Winner of Morison's got Talent

This year too, the glorious "Annual Morison Awards Night" was organized to recognise & celebrate our Star Performers Service Excellence, Brand of the year, Best Sales Representative and Best Agency were a few of the forty awards that were distributed on this occasion.



Morison Finance Team won Group Finance Award at Hemas Award Ceremony

All the above efforts have been well acknowledged and appreciated by our employees and the management has been able to secure a positive increase in the engagement scores conducted independently by AON.

Our Customers

As depicted in our purpose, we strive to offer our customers wellness and better quality of life through trusted products that are efficacious and of high quality, that provide value for money. The factory at Mutwall was approved by the NMRA for Good Manufacturing Practices (GMP) with zero non-conformities and renewal of the certification for further two years. This is a tribute

to strictly adhering to all regulatory testing and evaluations for its products portfolio and not compromising patient wellbeing. We have a humble pride as a local pharmaceutical manufacturer that supplies quality drugs, at a cost competitive drugs with a longer shelf life to the Sri Lankan community through the Health Ministry of Sri Lanka.

Another outstanding social activity sponsored by Morison PLC during the Kataragama Perahera time was to aid mothers to provide a secure place to feed their child in the zone.

A consumer hotline as well as a digital media platform are open for customers in case of queries, and we have promptly reacted to consumer complaints with immediate attention. Constant customer insight is being drawn from various market researches to develop new products which appeal to needs of the modern customer.

Our Community

Morison PLC has always committed to maintain cordial relationships with the Local Authorities, Public Health Inspectors, Local Police, nearby Religious places and the Neighborhood. We believe that these relationships have placed great emphasis on maintaining harmonious relations and giving back to the communities around the organisation. In an effort to fulfill our social responsibility, the company organised several CSR projects during the year. A medical camp was organised in October 2017 at Paramananda Purana Viharaya, Kotehena. Generous sponsorships was given for the Annual Kelaniya Temple Perahera, and supported PHIs of the Kelaniya Area. Another successful key initiative proactively taken by our own Engineering department was to find ways to reduce noise caused by specialised industrial machinery.



Community projects conducted to serve our surrounding residents: Medical Camp at Paramananda Purana Viharaya, Kotehena

Sustainability Report (Contd.)



Pharmaceuticals and OTC products are manufactured at our GMP certified plant, ensuring the highest standards

Our Environment

A forward-thinking approach to the environment is of paramount importance in a regulated environment and we constantly endeavour to improve our systems to maintain excellent records. With a bold intention to achieve a higher clarity in waste water being discharged from the Effluent Treatment Plant (ETP), our team has installed advanced equipment (such as activated carbon filters and activated media filters). This investment has made it possible to ensure effluent released from the plant to record Chemical Oxygen Demand (COD) and Biological Oxygen Demand (BOD) levels much lower than the required level set by the Central Environment Authority Act no. 47 of 1980. The team aspires to use this water for other than drinking purposes in the years to come.

In designing of Morisons new manufacturing plant in Homagama, our design consultants have also considered zero discharge of waste water, emission controls, and energy efficient systems.

As a proactive measure, we introduced the Air Flushing system for the bottle washing operation which helps in eliminating water usage for bottle washing.

Under energy conservation, implementation of energy efficient technologies such as completely installing LED lighting systems, inverter driven motors and insulation of steam lines was initiated as a means of reducing the energy consumption to reduce the carbon foot print.

Sound proofing of the main motor compressor and isolation of the dust extraction system initially in the production area were key initiatives taken to reduce the noise pollution. Further, installation of wet scrubbers and coating systems have assisted in further reducing emitting of polluted air.

In both locations Mutwal and Kelaniya, a proper waste segregation method for waste disposal has been introduced. This process of sorting enabled selling of discarded raw material and packing waste. We have also been closely working with Insee- EcoCycle Company Limited to safely dispose hazardous chemicals ensuring the least harm to the environmental system.

Continuous training and awareness building among our team and providing training and support to our stakeholders have been a continuous practice at Morison.

As a responsible corporate citizen, we aspire to continue our efforts with a constant look out for opportunities to enhance our sustainability initiatives towards stakeholders in the value creation process.

