

SUSTAINABILITY REPORT



Dear Shareholder,

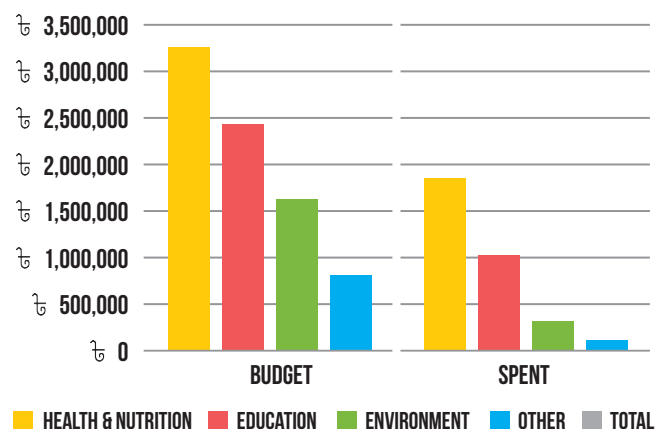
The following section will outline this year's successes and lessons learned as our Sustainability program continues to grow. In early 2016, we identified our key stakeholders and conducted a thorough assessment of our stakeholders' needs, the company's capacities, as well as our brand values. Since then, we have started implementing projects in earnest. We have come a long way this financial year, and we have still a long way to go. Our position as one of the first companies in Bangladesh to implement such an extensive sustainability program, we are faced with both the opportunity to shape the sustainability narrative, paving the way for other companies to do good by doing well, as well as with the challenge of going in blind. This past year has been a part of the learning process, during which we have experimented with various good ideas, and have put them to the test of experience.

As mentioned in our mission statement, our goals are to improve health & nutrition, education and gender equity amongst our workers, as well as reduce our environmental impact. We had initially planned on focusing on "food & nutrition security" as our main focus area. We quickly

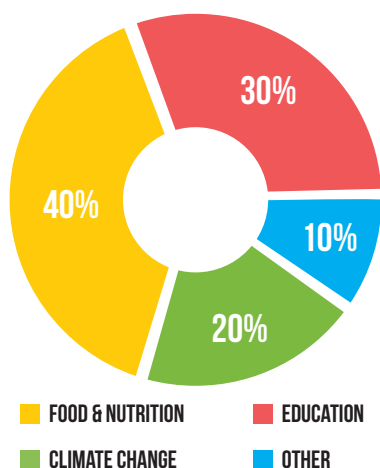
realized how focusing only on nutrition without combining it with health was limiting our ability to create substantial change in our stakeholders' lives. From the moment we decided to broaden our scope to "health & nutrition", we were able to better allocate resources. For example, we were able to initiate our Health & Nutrition Centre, a project which is detailed further in the following pages.

Another realization was that our ambitions were higher than our capacity, and so we could not fully spend our budget as initially envisioned. The primary reason for this is that the learning process is a protracted one, and we are determined to invest in projects that make good fiscal sense. We realized that certain projects come at a low cost and show high returns on investment. The Maya Apa Health & Rights Awareness Outreach is the best example of this. Inversely, some projects we were enthusiastic about showed much lower ROI and unexpectedly high costs, which is why we had to move in another direction. Finally, getting to the launching phase of new projects was often more challenging than we anticipated. We face unique limitations by virtue of doing business in Bangladesh, where certain services and technologies are just not available. For example, as we are keen to increase our use of clean energy, we explored the biogas industry. We learned that despite our intentions and dedication to seeing this project through, the biogas industry is largely underdeveloped in Bangladesh. Solar energy is virtually our only option, even though it comes at a higher cost and lower ROI compared to biogas. Circumstances led us to rethink our assumptions and redesign the way we approach projects on climate change.

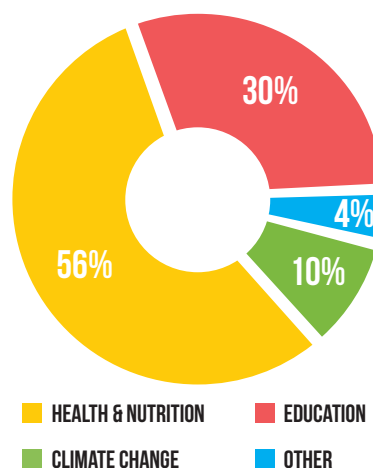
2016-2017 Budget vs. Actual



2016-2017 Projected Focus Area Allocation



2016-2017 Actual Focus Area Allocation



Based on these experiences, we learned which direction most of our projects will be taking, and we gained a better sense of which types of projects will work and which will not. While we still anticipate changes to focus area allocations in terms of budget, we are confident that we will be in a much better position to use our resources to their full capacity. It should be noted that as we are working to reach the recommended expenditure according to SDG 17 (0.7% of Net Profit after Tax) by 2020, the budget for the FY 2017-2018 will increase from 0.5% to 0.55% of NPAT. More important than consistent focus area allocations, we are committed to spending this budget in the most efficient and sustainable way.

Our biggest success for this year is discovering what we are capable of, as an organization, when we are all are

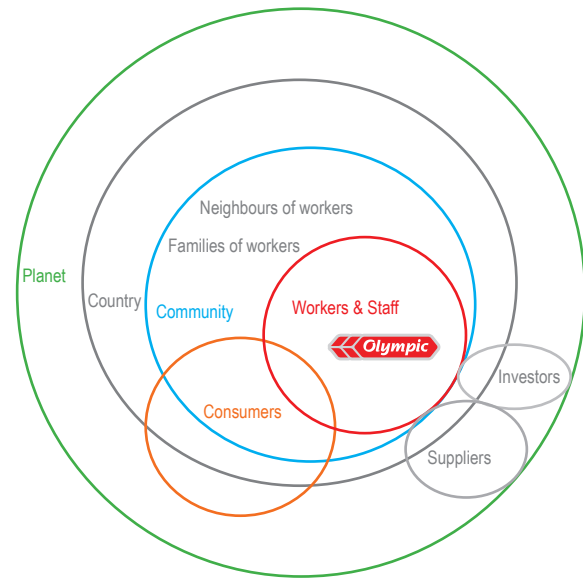
truly motivated to make a better Bangladesh. We believe that this year will see more projects come to fruition, especially as we further develop our department's standard operating procedures. Once sustainability becomes a repeatable process, one which primarily requires scaling and the occasional new project, only then will we be confident that our program is truly successful.

Marion Pellegrin
Head of Sustainability

Sustainability Mission Statement

At Olympic, we believe that being a good business means contributing to the well-being of our workers, our customers, our community, and our planet. We believe that our business can, and should, aim to add value to society and operate in a sustainable way. We want to add value by making good products that nourish people, all the while creating jobs and contributing to the Bangladesh economy. We know that one company cannot by itself fix the world's problems, but we want to make sure we do everything we can to make this world a better place. This is why we have decided to introduce a Sustainability program.

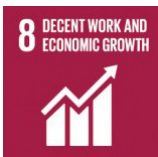
As a company, our goals are to a) be the employer of choice by providing our employees with an exciting and fulfilling work environment; b) be stewards of social responsibility in Bangladesh through our initiatives; and c) instil confidence in our external stakeholders that our practices are aligned with their social responsibility values. We believe that a good business must be sustainable. We want to take on goals that not only give back to society, but that also hold us to a higher standard as corporate citizens. We are committed to sustainability for the long-run, and we welcome accountability for our actions.



We believe that any good program needs stable funding. This is why we aim, in the long run, to align our funding with the Sustainable Development Goals' recommendations on donor country spending. By committing to this number, we hope to contribute in a meaningful way to our country's development, and to set an example for our peers.

In order to better guide our decisions, we have tied all of our projects to the Sustainable Development Goals set out by the United Nations. We have chosen goals which are most applicable to our line of work and which are closest to our employees' hearts; those which relate to health & nutrition, education, equity, and climate change.

We are committed to providing our workers with a better life by providing them the working conditions they deserve. We aim to achieve this by complying with labour laws, implementing programs focused on skills and knowledge development, and creating new opportunities for our workers. We want to build a working environment which helps our workers thrive and be proud to work in.



Achieve full employment and decent work for all women and men, and equal pay for work of equal value. (8.5)

Protect labour rights and promote safe and secure working environments for all workers. (8.8)

We are committed to providing our customers with products which are both healthy and delicious. Why compromise? We aim to improve our customers' nutrition by providing them with fortified products they will actually want to eat. We also aim to eliminate unfair business practices by creating and enforcing marketing policies which protect the rights of children and vulnerable people.

End hunger and ensure access by all people to safe, nutritious and sufficient food all year round. (2.1)

End all forms of malnutrition. (2.2)



3 GOOD HEALTH AND WELL-BEING



Achieve universal health coverage and access to quality essential health-care services for all (3.8)

We are committed to giving back to our community by contributing to their good health and nutrition, and increasing access to education. We have chosen these goals because, as we are in the food industry, we believe it is our duty to ensure that our country has access to good nutrition and has the education necessary to make healthy decisions and to lift themselves out of poverty. We are aware of the virtuous cycle of education and nutrition, where children can only succeed in their studies if they are well fed, and if they are educated, they tend to eat better and be healthier.

4 QUALITY EDUCATION



Ensure that all girls and boys complete primary and secondary education. (4.1)

Ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university. (4.3)

We are committed to ensuring that our planet stays healthy and plentiful. We believe we have a duty to ensure that our children will have a flourishing planet to live on for generations to come. In order to make this happen, we plan to reduce our impact on climate change by reducing waste and greenhouse gas emissions, increasing our use of renewable materials and energies, and mitigating climate change's impact on our communities.

Promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally (15.2)

15 LIFE ON LAND



7 RENEWABLE ENERGY



Increase substantially the share of renewable energy in the global energy mix. (7.2)

Double the global rate of improvement in energy efficiency. (7.3)

Substantially reduce waste generation through prevention, reduction, recycling and reuse. (12.5)

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



In undertaking all our projects, we commit to considering gender issues and to actively contribute to the elimination of discrimination against women.

5 GENDER EQUALITY



Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in economic, political and public life. (5.5)

Finally, we commit to holding ourselves accountable for the way we conduct business and for the projects we engage in. In designing our projects, we will strive to remain independent and to make a wise cost-benefit analysis based on our key goals, all the while ensuring that our work is measurable, sustainable, efficient and relevant. We also aim to ensure that our projects are not duplicating the work of another agency, but rather that our projects are unique and complementary. We commit to continuously monitoring and evaluating the projects that we fund or take on. We commit to producing detailed reports that are accessible to all our stakeholders on a frequent basis.

We are committed to building a sustainability program we can all be proud of.

Our Key Initiatives



Occupational Health & Safety

At Olympic, we are committed to being a better company in every possible way. This includes the way we treat our workers. From a clean working environment to generous profit sharing mechanisms, we provide everything workers need to be as satisfied and productive as possible.

WATER & SANITATION

We provide safe drinking water on every floor of every factory, as well as Oral Rehydration Saline during the summer months, to ensure that our workers are well hydrated. As water is the source of life, we need to ensure its quality. We have our water tested by SGS annually, and by ICCDR, B weekly. We provide and clean workers' uniforms daily, and provide them with clean shoes to wear inside the factory. Workers have access to spotless gender-designated bathrooms, and separate changing rooms. We are committed to rigorous pest control in these areas and throughout our facilities, and have contracted an independent third party to maintain, monitor, and document the hygiene and sanitation of our factories on a weekly basis.

HEALTH

All of our workers are over 18 years old and certified as fit to work by a doctor before they are employed. We always have a first aid team on the premises, a certified paramedic available, and an arrangement with a local hospital for our workers to have access to 24-hour care in the event of an accident. Sick and injured employees have access to free medical healthcare and paid medical leave. All of our factory and field force employees are covered by a life insurance paid for by the company.

All of our workers are trained for seven days when they join our company. They receive training specific to their position, as well as various trainings on topics such as proper hygiene methods, and safety procedures. At the battery factory, workers have protective gloves and have hearing protectors at their disposal. We actively monitor air quality in our factories, regularly cleaning and maintaining a series of filters, dehumidifiers, and auditing devices to ensure a safe, consistent, flow of air. Thanks to all these preventive measures, we pride ourselves on having low accident rates.

BUILDING SAFETY

We are determined to provide the safest work environment our workers could hope for. Before commencing the construction of our earthquake-proof factories, we acquire approvals for construction by the local authorities (union parishad), and soil samples are tested through an external laboratory. Our building pile loads are tested through external assessors to fit the ASTM D 1143-81 standard and our loads test pressure gauge is tested by the Bangladesh University of Engineering and Technology. We hold licences for loads up to five times our actual requirement, for which our consultants issue a certificate in accordance with the Bangladesh National Building Code.

FIRE SAFETY, EMERGENCY PREPAREDNESS & RESPONSE

We hold a Fire Licence, certifying that we follow all the fire safety rules applicable to us, and we have assembled a fire marshal team of 40 employees trained by the local fire service, at least 13 of which are on duty at any given time. We are equipped with state of the art fire detection, evacuation and monitoring technology, including multiple extinguishers, heat and smoke detectors, fire hydrant boxes, and fire alarms on every floor. We have built in several fail-safe redundancies, including automatic transition between electrical, diesel and manual (jockey) pumps.



We have also assembled a disaster management committee that designs our disaster management and fire safety plans. We have developed safe evacuation methods, which we practice with workers weekly during our randomized fire drills. Every quarter, we organize a refresher training on fire safety with the Bangladesh Fire Service and Civil Defence Agency, as well as a general health and safety refresher training, and earthquake preparedness training sessions and simulations.

WAGE & BENEFITS

Our workers not only work in a safe and friendly environment; they are also well-compensated for their hard work. We share 5% of our profits with our workers, the majority of which is distributed to our workers directly, with the remainder being split between our company's worker welfare fund, and the government's Worker Welfare Foundation Fund. We are proud to follow the Bangladesh Labour Act when it comes to all financial matters, including termination benefits and gratuities.



We provide two annual festival bonuses to our workers, as well as systematic cash incentives for workers who come to work regularly and to those who work night shifts. We pay overtime and grant festival, medical, casual and maternity leave as mandated by the Labour Act.

All of our factory and field force workers have life insurance, including our third-party construction workers through a very comprehensive construction all risks policy. Always seeking to set new standards, we are proud to be the first company in Bangladesh to insure the lives of third-party workers.

FACILITIES

To make our staff's life easier and more enjoyable, we provide dormitories for technical staff and supervisors who need to work at night and/or live far away. We provide meals for all officer-level employees and above, as well as a canteen for regular workers. Finally, we have established "green areas" composed of planted flowers and plants in various places around the factory, and we play classical music at night at our new biscuit factory as a way to motivate workers and create a good working atmosphere. Our facilities go above and beyond what Bangladesh law requires.



Environmental Impact

ENERGY

The majority of our energy comes from natural gas, government-supplied electricity, and diesel. We have one solar panel at each factory, which supply energy for lighting and ventilation. We have switched over 95% of our light bulbs from less efficient CFLs to LEDs. To further reduce our energy consumption, we have installed frequency converters for most of our motors.

MATERIALS

100% of our carton boxes, plastic trays and jars are made with recycled materials.

WASTE

We have already managed to reduce our solid waste to very small amounts. We produce over 1,500 metric tons of goods weekly, for which our total waste (including canteen and cleaning waste) amounts to only 2 metric tons.

EMISSIONS

To reduce both noise and pollution, we use canopies and special chimneys with our gas and diesel burners. We calibrate these burners regularly to ensure that no sulphur oxide, nitrous oxide or carbon monoxide are emitted into the environment. The air is regularly tested by a third party to ensure we do not emit those toxins. We are proud to adhere to all the energy safety procedures mandated by the government, and to internationally-set standards on pollution.

EFFLUENTS

We treat all our waste water according to the Bangladesh Standards and Testing Institution. We use a settling tank to separate oils from waste water at each factory, as well as two deep tube wells, an underground reservoir and an overhead tank. We adjust the water's pH level before releasing it into the pond. We partly reuse waste water after treating it with UV lights. We do not use or emit any toxic chemicals at our biscuit factories. 100% of the water we use at our battery factory is fully utilized in the production of our batteries, and as such, we produce zero effluents.



Quality Control & Product Safety

Quality is our first priority. As a food manufacturing company, our main goal is to provide customers with products that are safe, tasty and made with utmost care. From ingredients to packaging, we only source the best materials. Every new product is tested and approved by the Bangladesh Standards and Testing Institution before it is produced. We conduct a variety of tests on our raw materials as well as finished products. For instance, we test finished products for shelf-life consistency and heat resistance. We aim to use minimal yet efficient packaging, which lists all the information a consumer could need, from ingredients to nutritional facts and certifications.

We believe that quality control is intrinsically linked with our company's sustainability. By reducing risks, constantly improving business processes, and demonstrating to consumers our commitment to them, quality control contributes to sustained profitability and growth. To maintain our high business process standards, we have implemented SAP enterprise resource planning system which brings together all of our business processes and ensures proper documentation is kept, therefore reducing rates of error. We have also adopted ISO 22000, a Food Safety Management System that ensures that all materials and finished products are tested for quality, moisture and nutritional content.

Our facilities are kept with the highest health and safety standards. Production lines are equipped with highly sensitive metal detectors to prevent contamination, as well as scales to ensure weight consistency. Our employees are trained to adopt Good Manufacturing Practices, which include every type of hygiene. To reaffirm this dedication to health and safety, we contract SGS to audit our factories annually for our ISO 22000 certification.



New Initiatives in 2016-2017

We started the fiscal year by conducting a thorough baseline survey amongst our workers. We believe that projects must be informed by solid data to ensure their quality and effectiveness. This data has helped us better understand the needs, living conditions and opinions of our workers. We were then able to adjust our projects accordingly. As a result, our projects are designed to improve their work environment, contribute to workers' health, increase productivity, decrease rates of absenteeism and turnover.



Health & Nutrition

HEALTH & NUTRITION CENTRE



Too many of our workers do not have access to quality, affordable healthcare. The Lolati Health and Nutrition Centre (HNC) was designed to provide our workers and our community access to a general practitioner at one seventh of the market price, free consultations with a nutritionist for all patients, and access to medical tests at cost. The HNC is located less than 1 km away from our most remote factory, to provide healthcare to those who were already underserved. While it opened its doors in September 2017, we conceptualized this project, engaged an implementation partner, and funded the laboratory part of the project in this financial year. The laboratory is expected to start operations by the end of 2017.



As part of this project, CWCH is screening all our factory workers for diabetes, anemia, reproductive health issues, nutritional status, and other common ailments in Bangladesh. The findings were in line with the general condition of factory workers. However, we want the best for our workers. This is why we are drafting a remediation plan, where we will ensure workers will have access to the medical counsel and tests they need to live healthier lives.

BISCUIT DONATIONS FOR DISASTER RELIEF

In March 2017, the Korail Slum located in Dhaka was hit with a terrible fire. An estimated 500 families lost their homes, schools and businesses. Olympic sent 3,360 packs of biscuits to the victims in the week following the tragedy. We wish to thank the Via Lisa Foundation for their relentless dedication toward improving the conditions in the Korail Slum and for providing Olympic the opportunity to be part of their community of collaborators.



In the first few months of the FY 2017-2018, Bangladesh has been victim to multiple large scale disasters. From floods to a massive influx of Rohingya refugees from Myanmar, local organizations have been struggling to provide for everyone. Olympic has sought to help in any way we can. So far, we have provided 71,134 packs of biscuits to people in flood affected areas and to multiple organizations serving the Rohingya refugees.



Education



NUTRITION TRAINING

The foundation for good nutrition is knowledge. Our workers have little knowledge of what is healthy and affordable. We started what will become a series of peer educator training sessions with the topic of nutrition. This covered issues ranging from a balanced diet to maternal nutrition. One in every 20 workers took part in the 10-hour training, and then acted as peer educators to their colleagues. In our follow-up assessments, we were pleased to find that on average 75%

of workers could answer well or very well questions regarding the topics discussed in that month's training, and 95% of workers gained some knowledge as a result of the training. Our next training, starting in FY 2016-2017, will pertain to Sexual & Reproductive Health & Rights.

ILO APPRENTICESHIP PROGRAM



Education and career development are very important to us, which is why we enrolled 200 female and male workers from different skills and age groups in the Bangladesh Skills for Employment and Productivity Project, supported by the ILO. Through this program, workers acquired skills and technological

know-how through theoretical and on-the-job training sessions. Their participation enabled them to receive a nationally recognized certificate from the Bangladesh Technical Education Board, and climb the ranks of the corporate ladder. The increased number of workers trained according to these specific standards has increased efficiency and output.



SCHOLARSHIPS FOR FEMALE LEADERS

At Olympic, we recognize the need for women to be hired not only as casual employees, but in higher positions as well. Women can contribute to our company in a unique way, using their different mindsets, creativity and problem-solving techniques to improve our company. Olympic has initiated a pilot scholarship program aimed at providing free vocational and soft skills training for 6 women in the packaging department who wish to become machine operators.



HEALTH & RIGHTS AWARENESS OUTREACH



Information on healthy practices is hard to come by for the average Bangladeshi, especially when it is concerning Sexual & Reproductive Health & Rights (SRHR). Borrowing its name from the first birth control campaigns in Bangladesh, Maya Apa has created an online platform dedicated to answering people's SRHR, health, legal and lifestyle questions. The Maya Apa team visited Olympic factories over a dozen times to promote their free online service and provide medical consultations on the spot. They have also installed kiosks in our factories' medical centres so that workers without smartphones can easily access their services.

SUPPORTING THE STUDY OF SUSTAINABLE DEVELOPMENT

Olympic is proud to have supported the University of Liberal Arts Bangladesh's 2nd Annual Conference on Sustainable Development. Olympic's Head of Sustainability, Marion Pellegrin, participated in a panel discussion on SDG 12: Sustainable Production and Consumption.



SPONSORING LOCAL SCHOOLS

Local schools often struggle to provide their students the facilities they need and deserve. Budgets are tight, and capacity is limited. This is why Olympic is proud to sponsor schools in its community, both in Dhaka and Narayanganj, where its head office and factories are located. Sponsorship is most often dedicated towards hiring additional teachers.



Environmental Impact

ENVIRONMENTAL IMPACT ASSESSMENT



Keen to better understand the impact our business has on our planet, Olympic engaged the Centre for Sustainable Development of the University of Liberal Arts Bangladesh, to conduct a full assessment and to provide recommendations. Published at the end of FY 2016-2017, the report focused largely on Olympic's CO₂ emissions. Moving into FY 2017-2018, we will be examining the recommendations closely and determining the best course of action for Olympic within the unique circumstances of Bangladesh.



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