

Message from the CEO & Chief Coach

Creating Shared Value Sustainability through 'Creating Shared Value' (CSV)

Creating Shared Value

Central to the Mega Way in all of the 35 countries where we operate is the concept of Creating Shared Value.

To us, that means going beyond the traditional parameters of Corporate Social Responsibility. It means embracing an entire philosophy of generating economic value while achieving social value. Simultaneously it means connecting our success to the success of the communities where we operate. It means practicing what we preach in terms of caring for Human Wellness – economic wellness, physical wellness, and social wellness.

From building talent and creating jobs in the markets where we work, to spreading the wisdom of self-care and environmental certifications, Creating Shared Value is not just at the periphery of what we do: it is at the center of it.

Good Health By Yourself

Part of Mega's unique contribution to Shared Value is our ability to empower people to take care of their own health and wellness. Self-care is at the heart of our thinking on health – reducing the burden on national healthcare systems in the countries that can least afford it.

With our resources for analysis and diagnostics and our ability to build knowledge and capacity, we are in a uniquely privileged position to inspire and enable both our team and our communities to actively pursue good health. Hence the Good Health By Yourself program.

For our employees, we focus on increasing physical activity, encouraging a healthy diet and lifestyle, improving health knowledge and encouraging appropriate preventive care. We offer comprehensive medical coverage to employees in markets where this is often unheard of, with annual check-ups and individualized advice on healthy living along with incentives for pursuing healthy ways of life.

Mega shares this with our communities by regularly conducting knowledge-building workshops and detection and diagnostic camps for health conditions often endemic to developing societies. These include:

- Anemia detection camps, to identify iron deficiency in many of the impoverished communities where we work
- Bone health detection camps, to help in early detection of osteoporosis
- Diabetes and blood pressure awareness, through educating healthcare providers and reaching the wider public through activities such as diagnostic camps
- Mother and child care in high infant mortality environments, through workshops on healthy pregnancy and child development

Green Mega

Sustainability is also a cornerstone of our approach to Creating Shared Value. In Thailand, we pursued Green Industry Certification Level 3 (Green Activity) for both our plants in SamutPrakan under the Green Industry Initiative of the Ministry of Industry. We also achieved the ISO 14001 certification in April 2015.

In all of our production and storage processes we work to effectively utilize resources, reduce pollution, and reduce greenhouse gas emissions. To this end, we have implemented a number of practical initiatives in our manufacturing facilities, such as building an underground waste water treatment plant, converting to natural gas boilers and dehumidifiers, energy-saving T5 lighting / LED lamps and non-CFC air conditioning and saving energy through variable speed drive motors.

We built Australia plant with the most rigorous environmental standards, with 400 photovoltaic solar panels generating 100 kW of renewable energy, approximately one third of total peak demand. Factory lighting consists of over 300 high-efficiency, low-energy demand LED lights.

We have installed a 410 KW plant in our Distribution Center in Yangon in 2018 to further our commitment to sustainability.

Mega We Care Wellness Foundation

Creating Shared Value is not just philanthropy. Nevertheless, it makes us proud to be able to plow a significant proportion of our profits back into the communities where we work to achieve sustainable growth benefiting all. To this end, the Mega We Care Wellness Foundation set aside two percent of our profits after tax to sustainable development initiatives leveraging not only our funding but our healthcare expertise as well.

CEO and Chief Coach

Vivek Dhawan

Sustainability at Mega Lifesciences

Sustainability at Mega Lifesciences means delivering a sustainably growing operation with long term existence, an Organization that lives and grows beyond each of us, to be achieved by balancing the objective of profitable growth, human development, Environmental protection as well as conservation and Social Responsibilities.

Sustainability through CSV at Mega Lifesciences is lead and guided by the CEO and Chief Coach, Mr. Vivek Dhawan. The Company's objective since the inception has been to create an organization that lives and grows beyond each one of us and one that changes before it is forced to change.

Creating Shared Value includes proposing strategy, processes and implementation of initiatives for a sustainable organization and it is the responsibility of the Directors, Management and employees to implement sustainability through CSV.

Corporate Strategy and Long Term objectives

The Company has a 'Change by Design' framework which builds Products, Markets, Customer Experience and People on a foundation of Operational excellence and Enabling systems by installing in place policies, Key Performance Indicators (KPIs), Long term, Medium term and Short term reward systems, procedures, processes and finance.

Mega Vision

Mega's Vision is to 'Create a Thinking Organisation which will change before it is forced to Change. An Organisation which will live and grow beyond each one of us'

Mega Objective

Mega's Objective is to create value by marketing and selling medicines and medicinal supplements in developing countries.

Long Term Goals

- Maintaining our current market share.
- Double 2019 business in next 5 years ending 2025
- Growth in sub-saharan Africa termed as 'Build Africa'
- Penetrating deeper in the natural herbal products business
- To consolidate position as a health care company

Succession Planning

The Company has developed a detailed succession plan for the Board of Directors including CEO and CFO. The succession planning has also been done in respect of Key executives and senior managers too. The plan has been documented and approved by the Nomination and Remuneration Committee.

Business Continuity Planning

The Company has developed Business Continuity Plans for its key operational units and is working towards achieving an integrated business continuity plan.

The corporate strategy approved by the Board of Directors is then passed on to the Management and staff as KPIs. These KPIs are then monitored periodically and rewards are disbursed based on actual achievements against the KPIs.

Stakeholder Engagement

Stakeholder engagement is a part of Mega Lifesciences' policies, processes, procedures and reporting. It is embedded in the Business Ethics and Code of Conduct. Stakeholder engagement manifests in various forms.

Stakeholders	Engagement	Expected outcomes
Shareholders, Analysts and Financial Institutions	<ul style="list-style-type: none"> • Annual Meetings General • Quarterly Statements Financial • Annual Report • Earnings Calls • Roadshows • Questions and Answers • Complaints • Factory Visits 	<p>Sustainable Return on Investment</p> <p>Long term sustainable strategy</p> <p>Good Governance</p>
Customers	<p>Regular visits</p> <p>Knowledge building programs through keynote speakers and other programs</p> <p>Training and Development</p>	<p>Good Quality Products/ Services</p> <p>Consumer education</p> <p>Consumer feedback and reporting related training.</p>
Suppliers	<p>Regular meetings</p> <p>Supplier Code</p> <p>Supplier audits</p>	<p>Fair relationships</p> <p>Long terms</p>
Employees	<p>Newsletters (Mega Views News)</p> <p>Minds we Share meets</p> <p>Annual Trips/ picnics</p> <p>Appraisal meetings</p>	<p>Good remuneration</p> <p>Decent working conditions</p> <p>Career path, security, benefits and training.</p>
Society	<p>Regular Involvement with communities</p>	<p>Long term community and social development</p>
Government	<p>Filing reports and returns</p> <p>Responding to directives, queries, etc</p>	<p>Payment of taxes</p> <p>Compliance with laws</p>
Competitors	<p>Membership and Participating in Industry/ trade bodies</p> <p>Participate in industry surveys</p> <p>Marketing Code of Ethics</p>	<p>Industry news</p> <p>Representation to government and regulatory bodies.</p> <p>Fair Competition and business practices</p>

Mega We Care – Us

Corporate Governance

The Company has a Board of Directors from Diverse areas of expertise and carrying high level experience in their areas of expertise. The Board of the Company comprises of 10 Directors out of which 4 are Independent Directors. The Directors meeting details and roles and responsibilities are covered in the Annual Report under the section Corporate Governance.

The Board has constituted

- a) Audit Committee which oversees Corporate Governance, Risk Management, Legal Compliance, External Auditors and Internal Audits. The External Auditors' and Internal Auditors' scope and appointment is approved by the Audit Committee.
- b) Nomination and Remuneration Committee which oversees the Nomination of Directors including Independent Directors and also reviews the remuneration of the Management Board and other senior executives.

Risk Management

The Company has a Risk Management Policy which requires the company to prepare the Risk Registers and highlight the Risks in Operations at least once annually in the Annual Report. The Audit Committee is responsible for the oversight and approval of Risk Management practices of the Company.

Compliance

The Company has a full time and dedicated unit for Compliance and Risk Management. The Company has a Compliance policy and a Compliance Manual. The Compliance manual along with the related policies has been communicated to operations covering more than 90% of the businesses. The key policies have been translated in local languages and governance related forms have been implemented for signatures from employees.

Anti-Corruption, Anti-Bribery and Marketing Code of Ethics

The Company has implemented an Anti -Corruption Policy to ensure that the business is conducted with ethics, integrity, and transparency and as responsible corporate citizens. Mega Lifesciences or any of its employees, managers or Board Members acting on behalf of Mega shall not make, provide, offer or authorize any payments, gifts of any kind or anything of value, directly or indirectly, to any official or employee of any country, state, provincial or local government or any government controlled or owned agency or entity.

Mega Lifesciences further extends this policy to such dealings with health care professionals and private hospitals which shall be done as per limits and approval procedures as specified by Mega.

Mega Lifesciences shall not make any facilitating payments to any government agencies, employees, department, government, political parties to expedite or secure the performance of routine services like tax assessments, customs clearances, utility connections, gas, telephone, internet, etc.

Mega Lifesciences has ensured effective implementation by laying down the rules, Formats, procedures and training employees on the Business Ethics and code of conduct and also signatures from employees for adherence to the Code of Conduct. All new employees are provided a training for Business Ethics and Code of Conduct and are required to sign as agreed and understand.

The Company also has a practice of circulating and obtaining confirmation from management and employees on the 'Conflict of Interest' form which ensures fair dealings.

The Company conducts training on all aspects of the Anti-Corruption policy regularly for key employees.

Human Resources Sustainability

Mega People, values and Culture

"Creating Owners... Improving Lives"

MEGA is a people centric organization which believes in goodness of people and gives an opportunity to people to make careers, improve their own lives as they are improving lives of their customers and partners.

Every member of the Mega team is an owner of a way of life. Our daily lives are driven by a simple cause: To improve lives, to care for human wellness and to help people stay healthy as long as they live. It's a cause that unites our 4,500-plus strong team across the world, sparking ingenuity, passion and a zest for life. They have created a learning organization that believes in Thinking, Changing and Growing.

At the core of the Mega culture is Respect, Freedom, Trust and Truth:

- Respect: for each other's differences
- Freedom: in work and personal lives
- Trust: our people as adults who know what needs to be done.
- Truth: in everything we do.

Human Capital Development



EXCELLENCE ACADEMY

Mega Academy arranges a variety of training programs and workshops for the people at Mega Lifesciences.

‘MINDS WE SHARE ‘ at Mega Lifesciences, is an approach to organize hands-on meets with the purpose of exchanging knowledge and gain wisdom, a conclave where we invite world-renowned speakers to offer new perspectives, which participants then cascade to their worldwide teams. Recent world-renowned facilitators have included Dr. Park, Partner of Blue Ocean Strategy, Dr. Clotilde Rapaille, author of ‘The Culture Code’, Jason Jennings, Curt W Coffman, Dr. Eric De Smet, Fredrik Haren, Dr. Jody Hoffer Gittell, Robert Spector, Mr.Sam Waterfall and Dr. Robert Buist. These forums were the genesis of our passion for ‘Employee Evangelism & Ownership’, and ‘Creating Owners, Improving Lives’.

We engage our teams by enlisting their participation in workshops with management gurus and best-selling authors like Marshall Goldsmith, Ram Charan and Paco Underhill, marketing gurus like AlRies and Jack Trout, strengths coach Marcus Buckingham and The Lean Start up by Eric Ries.

Mega Academy has designed and implemented the Mega Master Management (MMM) program to provide tools to managers, to improve skills, knowledge and methods for enabling them to successfully lead a team towards Mega’s goals and aims at delivering enhanced employee engagement, empowerment, commitment, retention and productivity improvement.

70,551 hours of training in 2020 globally at various locations of Mega Lifesciences



Skill and knowledge development programs are designed to deliver leadership, behavioral and technical skills making Mega’s human capital ready to meet business challenges and reach organizational goals.

Executive education and leadership development at mega is a one on one approach driven by the immediate coach. Colleagues undergo various trainings in the organization as well as with external bodies and universities. Few to name are Minds We Share at Mega, SASIN Thailand, IIM-Ahmedabad India, Institute Of Directors (IOD), Thailand, Mahidol University Thailand and more. The executive education and leadership development interventions aims at developing future leaders by bring them knowledge, skills and experience to lead influentially and enhance business results.

More than 4,700 employees worldwide including 44 % Males and 56 % Females.

Employee remuneration and benefits

• Allowances	• Awards based on years of service
• Bonuses	• Benevolent funds
• Incentives	• Protective equipment
• Share based payments	• Overtime payments
• Provident Fund	• Support for employee and family bereavement
• Social Security	• Diet planning and healthy living
• Employee education	• Accident Insurance

Employee Rights

The Company respects Human rights and provides healthy and hygienic working conditions. Mega Lifesciences respects and observes the labour laws of the country of its operations and files the reports as required by law within due dates. The Company's Business Ethics and Code of Conduct bars discrimination on any grounds.

TRAINING ACTIVITY

Mega Thailand



Coaching for Performance @ Mega Thai: Managerial training was conducted professionally by Coach Jo (K.Suchai) and Coach Noi (K.Chariya) during 19th-20th Nov 2020. Participants enjoyed the fun filled session & had a great time learning the interesting concept of Coaching. The program focused on improving the professional conduct by using GROW Model where Goals can be co-created before checking Reality of the situation. Later, Options can be explored before agreeing on the Will to act. The objective was to build capability among managers to drive thinking, ownership, accountability within their teams.



TRIP – Trainer Readiness Internship Program @ Thailand

Key Account Managers and representatives from OTC team learned Communication with Mega Academy Trainer with the aim to deliver the content and conduct this workshop for OTC colleagues. The experience in Sales & Marketing can add lots of value to this workshop, integrating with strong & comprehensive framework provided by Mega Academy systems & processes.



Living Mega Values workshop: An interactive module of Mega Academy is closely connected to the core values and belief system of Mega. The focus in this program is to enhance awareness of colleagues to reflect on their personal values and how those values can be aligned to the Mega values of Truth, Trust, Respect and Freedom. The program is focussed on new joinees and promotion candidates. The participants are encouraged to reflect through an experiential activity, “*Walk through my Gallery*”, in which they draw meaningful pictures and diagrams which reflect their personal values. Later, colleagues share their perspectives on the drawings with the audience in the batch.



Mega Academy's E-learning platform is helpful in facilitating the online learning journey of our colleagues in Thailand Factory. The LMS(Learning Management system) administrators - K Nat and K Koi, work closely with the subject matter experts to create online learning modules based on learning needs. The online modules are a combination of curriculum and assessments. More than 100 colleagues got enrolled in the online modules which were assigned to them as per schedule. The online modules that were developed are Overall Equipment Effectiveness(OEE), 5S, Kaizen, Introduction of MBTI, Living the Mega Values, Customer Service Excellence and Communication. 80% of online learners have successfully cleared online curriculums and assessments. Further, the remaining 20% of the learners would be followed up and subjected to re-assessment of the modules based on their scores.

Mega Vietnam



Book Review –Mega Vietnam shared the content from the book “The Enzyme Factor”. The presentation was on the role of enzymes in the human body. The participants gained insights, especially on the importance of enzymes in our bodies.

MMM series – Mega Master Manger’s program: Based on training needs identified, Mega Academy initiated capability building sessions through Mega Master Manager’s(MMM) program for managers & frontline colleagues. Participants understood the fundamental concepts of basic psychology of people – why we behave the way we do – their personality types. The session facilitated in better communication with colleagues and assisted in arriving at Individual Development Plan(IDP) through self reflection. Colleagues understood the importance of 5 keys to build strength based teams – Select for talent, Define right outcome, Motivate by focusing on Strength, Finding the right fit and Relational coordination. In order to enhance team engagement Focus 12, based on Gallup12, helped in understanding the interpretation and application of Q1 to Q12 while working with teams.

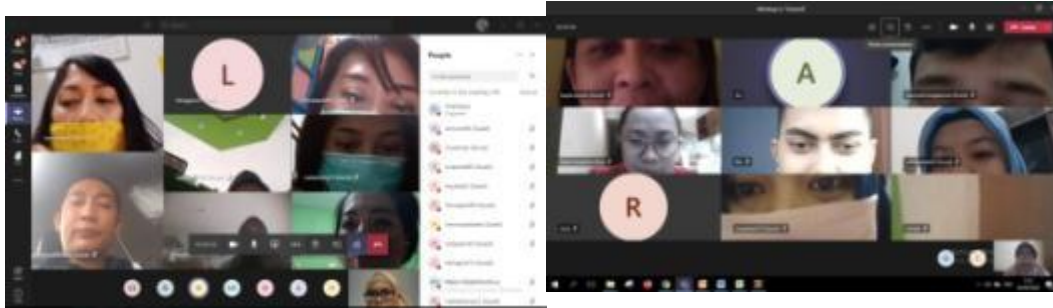
Mega Cambodia



Communication: Mega Cambodia organized communication workshop for frontline sales and marketing colleagues. Everybody likes a confident individual who can express their opinion well and stand up for themselves and others. But how do you strike a balance such that you are not seen as aggressive or Submissive and yet are taken seriously and treated with respect? The participants learned the difference between aggressive, submissive and assertive behaviours;

identify their own style and learn to communicate assertively. They learned to say 'No' where it needs to be said and do so without offending others. This was facilitated through role-playing.

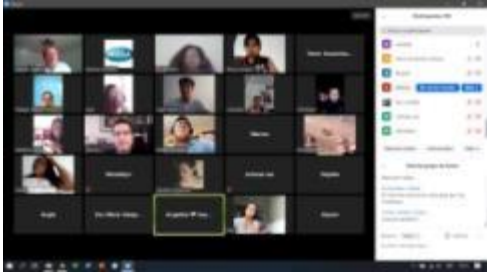
Mega Indonesia



For training that we usually hold is product knowledge training for field force provided by the marketing team. These training includes product knowledge, role play and pre and post test. We also provide training for new employees where the training is about all products from Mega Lifesciences and we also give them an induction of the company profile and some company Regulations. We make sure the employee get all the training needed both in ETC and OTC division.

In addition, [Mega Academy](#) conducted [Mega Master Managers\(MMM\) program & 5 Keys of Strong Managers](#) in order to facilitate colleagues help understand their own personality type and other colleagues. The objective was to align their thinking to the Mega way and help enhance their working relationship with each other

[Mega Peru](#)



2020 has been a year of many challenges and sacrifices. Social distancing made us adapt to new forms of training such as virtual. We did so, twice this year, with Personal Effectiveness and Leading Self courses.

Personal Effectiveness: During March, we held this training in order to making the best use of our time and all other personal resources at our disposal. All of our sales teams and colleagues from other departments joined this training, with excellent results and motivation. A total of 24 Mega Peru workers attended this course.

Mega Nigeria



Mega Nigeria conducted annual sales meeting in two tranches, one for each of the Wellness and Chronicare teams at the Ogere Training Resort for one week each in January/February 2020 before the outbreak of the COVID19 in Nigeria. We had daily games, a lot of learning and a gala night with awards.

Good Health By Yourself (GHBY)

Mega Lifesciences wants to create good health ambassadors by promoting good health among all the employees and desires that each of the 4,700 plus employees is an evangelist for prevention of disease achieved through healthy life.

The company encourages regular health checkups and counseling for all employees. The company conducted various activities across its locations:

Global covid awareness campaign: With the objective to sensitize colleagues to maintain covid precautionary measures and follow protocols/guidelines, HCD initiated photo frame campaign. Colleagues clicked their pictures along with a message promoting safety and posted it in the internal social media(whatsapp) group of Mega GHBY. The momentum of this activity got our employees excited and inspired everyone to participate in this awareness campaign.



Mega Thailand





GHB Y program for Healthcare professionals @ Wellness we care center

The Medical personnel (doctors, pharmacists, dietician, nutritionist) joined Good health by yourself program at Wellness wecare centre during Nov.'20. In this course, delegates learned about the concept of lifestyle modification from Dr.Sant . Even though, the participants were associated in healthcare industry, the concept of life style modification enlightened them. They enjoyed the session and glad to know value added insights related to the evidence based total life style modification, Plant Based Whole Food (PBWF) guidelines, workshop of food shopping, balance and flexibility exercise , one mile walk test, Tai chi etc.

From this course, Mega hopes the delegates will use the GHB Y concept to adapt or improve their lifestyle and also could recommend/advise their NCDs patients for healthier quality of life.



Music for your wellness Episode1 @ Wellness we care center

Mega Thailand initiated the event: Music for your wellness EP1 at Wellness we care centre on 14th November 2020. This concert was organised along with the concept of Good health by Yourself(GHB Y)which highlighted how Music therapy helps in maintaining & improving good

health and through this Mega can promote Wellness wecare centre to consumers. There were about 250 customers who participated in this event which was very well covered by local press. Live streaming of the event was done on Facebook which included Live talk from Dr.Sant about the GHBV concept & Concert from top singer. Healthy & delicious Plant Based Whole Food(PBWF) menu was served to delegates & knowledge of PBWF demonstration was shared. There was a Wellness wecare centre station to educate GHBV concept along with Thai massage relaxation station.



Mega Lifesciences(Thailand) organized a cooking class to improve awareness & the importance of healthy eating. This is a part of Food is Thy Medicine activities and the recipes can be easily adopted in daily life to cultivate healthy eating habits. More than 40 colleagues participated and everyone had a chance to prepare power balls & healthy smoothies.

Mega Myanmar



Mega Myanmar organized Art of Living program for Key Heads and their spouses. The second batch was organized for Managers, Assistant Managers, and their spouses. The program focused on eliminating stress and concepts which are based on breathing techniques. Trainer S.Kumar Acharya explained what is happiness program (also called Art of Living) and its benefits to mega colleagues who are interested in the health program at the Training Center, Yangon Shwe Gone Daing Office on February 29.

Mega Cambodia



Health check-ups: Mega Cambodia has done a annual health checkup to employees 1 time in the year. This is as a part of GHBY initiative to facilitate health awareness among employees. This events was followed by health advise from healthcare experts.



Bicycle Race: Mega Cambodia has a dedicated cycling team who regularly engages in cycling early morning during weekend & public holiday. Such initiatives improves team bonding and relationship among co-workers and promote a culture of healthy lifestyle at workplace and in personal lives.

Mega Vietnam



2020 marked the 5-year milestone of Mega Vietnam's Yoga journey. It is our great honor to bring Yoga performance to the party stage to strengthen the spirit of Yoga and spread the message of GHBY to all the colleagues in Mega Vietnam. Employees enjoyed the performances and were amazed by the flexibility of the Yoga performers.



During the initial days of the Covid-19 pandemic, Mega Vietnam initiated action plans to educate our colleagues on the precautionary measures required to keep themselves and their family members safe - "Our People Come First". With online and offline workshops, e-learning platform was also used to reach all employees. Working in shifts, working from home and online meetings became part of our daily routine. Precautionary guidelines, hand sanitizers

and face masks were made available for our colleagues to use. Recordkeeping and temperature checks were followed.

Mega Uganda



Mr. Sandeep training the staffs on the protective measures of preventing Covid- 19 as part of the GHBV. Mr. Varun Illustrating to the team on how to properly wear the face mask _



Field team having a brief before they embark on their calls with emphasis on protective gears and safe distance to minimize exposure to Covid.

Why would you like to work for Mega Lifesciences?

The Company not only provides good career by developing, encouraging and empowering employees to attain their potential through a remuneration under a wide spectrum of salaries, incentives, allowances, variable incentives, long term rewards like Stock Options and Share Warrants but also provides a platform for relationships and engagement at a personal and family level. Workplace relationships are encouraged by organizing activities and events like water festival, merit making, charity trips, yearend parties, etc

Health and Safety.

Mega Lifesciences maintains safety records for reporting to the Ministry of Labour and also to the Management and Board of Directors of Mega Lifesciences.

The Company has a dedicated Safety team for its manufacturing locations and has safety code for its manufacturing as well as logistics facilities which mandates the employees to adhere to strict standards of safety.

‘Zero’ Cases of dismemberment have been reported in Mega Lifesciences globally.

Mega We Care – Communities and Society

Mega Wellness foundation

Mega Lifesciences encourages its offices worldwide to identify means of engagement with the society. The Company has aside approximately Twenty Five Million Baht for various activities under its ‘Creating Shared Value’ drive.

CSR / CSV Activities

Mega Thailand



During COVID-19 situation, Mega Thailand showed our care to customers and society by offering NAT-C to the shopkeepers in the same building and giving face shields to the drug stores.



Mega Thailand conducted covid-19 screening as a part of precautionary measures which includes self-health monitoring, providing free vitamin supplements, masks and thermometers. Staff and visitors were screened before entering the factory and office premises. Further, hand/respiratory hygiene and maintaining physical/social distancing protocols were followed. The covid-19 information center was formed to create awareness among colleagues and to share updates related to covid-19. NAT-C was distributed to colleagues and customers. Face shields were given to drug store owners



Mega Thailand organized a flu vaccination drive on 3rd July 2020 by Ladprao Hospital. There were 250 colleagues, who got vaccinated in this event. There are several types of vaccines which include H1N1, H3N2, B/Victoria lineage and B/Uamagata lineage

Mega Philippines



arranged blood donation campaign. Despite the covid pandemic, we were able to contribute 45 bags of blood at Philippine Red Cross in 2 batches March 2 and December 10. We also have employees who directly visited blood donation site to be part of our activity. Hopefully we can continue this tradition and be part of our yearly initiative.

Mega Cambodia



Tree Plantation: Mega Cambodia has always been supporting society with its CSR initiatives like tree plantation in a school where it caters to around 1000 students.



Reduction in Plastic Consumption: Mega Cambodia has taken action to remove plastic wastes along the beaches of Phnom Penh. This initiative was highly appreciated by the citizens of Cambodia. Colleagues also pledged to reduce plastic consumption at personal level.



Contributed money to the committee against COVID-19: Mega Cambodia took initiative in contributing cash to National Committee for Combat Covid-19, Kingdom Of Cambodia.

Mega Tanzania



As mega corporate social responsibility, we have distributed books, toys and colors to needy children belonging to Al madina orphan home located at dar es salaam. We have been doing this activity from couple of years at this home. Children's were happy to get the presents.

Mega Vietnam



Going Green is one of the top priorities at Mega Vietnam in 2020. All employees were aligned with the common objective and helped in spreading the message of Green Mega to the wider community under the leadership of the Managing Director. As a part of the Green Mega initiative, Mega Vietnam organized a trip to Can Gio beach to collect garbage by using less plastic & sharing the message to save paper and energy. Finally, Mega Vietnam took a pledge of Green Mega at the office & in this way colleagues did their part of contributing to the environment.

Mega Peru



We have visited one of the shelters with our team to know more about their labor in kids' lives. They maintain a philosophy of safety, respect and care between the people. During the time we were with them, we could play together, talk about them, and also eat some fruits to maintain the energies high as keeping the image of Mega as enterprise that is to keep a healthy body and mind to go further that our dreams.

Mega We Care- Environment We Conserve

Green Mega

Green Industry

The Company had received Level 4 Green Industry Certification awarded by the Ministry of Industry for both the manufacturing locations in Thailand.

The Company achieved ISO 14001 in April 2015

Green project

The Company has set up energy saving team to implement project and monitor energy consumption per unit of product produced (Specific Energy Consumption).

The Company has started using LED lamps (20 Watt) to save energy and protect environment. The Company has replaced 56% of lighting to T8 lamps.

The Company continues to use chilled water for air conditioning system (non CFC) to reduce the green house gas emission.

The insulation material of ducts has been changed from fiber glass to polyethylene foam to help reduce the reinstallation and also prevent spread of small glass particles in the environment.

The Company has installed video conference facilities to reduce carbon footprint.

The Company has started a practice to send print copies of annual report only to shareholders who request by return letter and has reduced printing by 50%.

Company has installed a 420 KW roof top solar project in its Yangon Distribution Center in Myanmar. The project comprises of 1,206 Solar panels avoiding 260Kg. of CO2 per day and saving almost 50 liters of diesel per hour.

Maxxcare Myanmar aims to eliminate shrink wrapping. Maxxcare Myanmar has launched bio-degradable bags for delivery of products to customers.

Mega Lifesciences, manufacturing operation in Thailand plans to

- Reduce energy consumption by 5% in 2021 Vs 2019
- 15% of energy consumption shall be Green energy within 2021. The proportion was 7.8% in 2019
- Implement high stretch wrapping machine which will reduce pallet over wrapper by 30%
- Plastic water bottles have been stopped.

