

PICFARE INDUSTRIES LIMITED



Simply the Best

SUSTAINABILITY REPORT 2019



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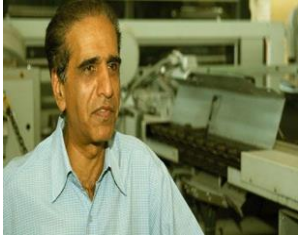
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MESSAGE FROM THE CHAIRMAN



On behalf of the Board of Directors of Picfare Industries Limited, I welcome you to this sustainability report for the year 2019. As Picfare, we find this a very important initiative and we are very optimistic that it will benefit the management of the company and its stakeholders. We also find this report important since it will help us in tracking our annual activities and goals, particularly the SDGs. We have been organising CSR awards for the past years and when we learnt from

UMA on how to develop this report we found it important to prepare one for this year and the years to come.

I thus use this opportunity as well to thank all board members, management, stakeholders, staff and our esteemed customers who have always made it a point to support us.

The story of Picfare, now proud to be Uganda’s largest printed paper-products solutions provider began in 1981 in small premises in 2nd Street, Kampala. In 1992, we began producing exercise books and catering to the import substitution in local markets. After learning the importance of education in Uganda, and acquiring Nytil, we moved to Njeru, Jinja to expand our capacity and consolidate synergy. Now, we are on a rigorous development track – increasing our product range by the day. We have ventured into the printing business and have appeared as the first government approved “Security Printing Company”.

We have developed our own design studio with a highly qualified team. Today our products are not only available across the country but also cater to neighbouring countries. To serve our growing clientele needs, we have acquired a state-of-the-art Flexo printing press which has substantially expanded our printing services.

Chairman

Mr Kishor Jobanputra

13March 2020

ABOUT PICFARE INDUSTRIES LIMITED

Our beliefs

Our vision and mission statements unify our capital, and human resources in making Picfare a name to reckon with – all it takes to be a leader.

What we provide

Secure packing to protect against pilferage during transit as well as our tie-up with accredited logistics services for fast and reliable delivery.



Excellence

With a total accumulated experience of more than two decades.



Variety

With diverse offset printing capabilities catering to commercial demands.

Our vision

“In our business of stationery and printing we shall attain market leadership within East Africa through total customer satisfaction, excellence in technology and quality.”

Our mission

"To achieve total customer satisfaction by providing them quality products, prompt deliveries and best customer care."

“To maximize our production capacity by bringing latest technology, minimizing production waste and maintaining eco-friendly atmosphere.”

Our Activities

School stationery

A wide range of quality product offerings at various price levels has made Picfare the undisputed market leader in the stationery category. Our journey to the current position of having become a generic brand in the stationery segment is the result of our continuous investment in technological and product innovation, and maintaining excellence.

Industrial products

Bopp Tape Across the world, BOPP self-adhesive tapes are considered as one of the most important materials for packing a product. From carton box sealing to stationery purposes, they are used across small-scale to large-scale industries and homes, and are very economical and cost effective.

Commercial printing

Having become a generic brand in the stationery segment Picfare ventured into the competitive and quality-conscious arena of “Commercial Printing”. With its philosophy of giving only the best, over the years Picfare invested heavily in state-of-the-art printing machinery with the latest being the installation of a six-colour Heidelberg Printing Machine. With printing size as large as 700 mm X 1020 mm to the smallest size and with the maximum printing speed, Picfare can deliver jobs of all sizes tailor made to customers’ requirements and at the shortest turn-around time. Among our vast range of products are posters and calendars.

Security printing

This was the ultimate test of trust for us, when the Government of Uganda granted us our first license for security printing. Since that precious grant, we have retained the trust of all our clients by providing the latest and most secure features to secure all their valuable documents.

Office stationery

In 2003, Picfare understood the vast potential of office stationery and expanded. Since then, a continuous addition to our product range has enabled us to offer a complete product basket catering to all office needs – from papers to pads, and more.

Business forms

Two enriching decades into the stationery market, and our experience is enough to gauge what our customer requires. In the business and organisational printing services, for instance, precision in reproduction and timely delivery become key – and that is what we deliver.

Processing

Being a leading printed paper-products solutions provider for an entire nation is no mean task. We always attempt to simplify the printing process, to not only deliver the fastest, but the best results. This combines digital workflow with leading state-of-the-art hardware and software, at every stage.

Pre-press process

Coupled with dedicated, skilled manpower, our prepress facility is considered one of the finest in the East African Community.

Machines - The approval cycle is based on PDF-based soft proofing and colour-calibrated inkjet proofing on state-of-the-art latest EPSON proofing machines.

Once approved, the final PostScript or PDF is generated.

- It is put through our in-house colour separation and plate-making process.
- A thorough pre-press check mechanism is developed for quality adherence.

Manpower

Our manning team is well trained and adept in high-quality scanning, complex colour retouching and colour matching, fixing errors and fine-tuning customer-supplied files.

Our lab facilities include:

- Scanners

Proofing devices

- Colour Management system.

- Archiving system.
- Software - Popular Desktop Prepress applications including Adobe InDesign, QuarkXpress, Adobe PageMaker, Adobe, Illustrator, Adobe Photoshop, Macromedia FreeHand, CorelDraw and Adobe Acrobat on Apple Macintosh G5s and Pentium 4 PCs.

Press Process

Printing Facility

Our state-of-the-art printing machines from Heidelberg and Rotattec have helped expand our capacity manifold.

- They can print up to 5 colour-printing plus online coatings in a single pass.
- Sheets up to a maximum size of 700mm x 1020mm can be printed.
- Bilomatic machines form the back-bone for our stationery printing division.

Thus, precision and automation make for fast make-readies and turnaround times. Our skilled and experienced press-crew can handle demanding jobs, with care and professionalism.

Products

- Writing pads
- Spiral pads
- Accounting books
- Duplicating books
- Pre-printed office stationery
- Box files
- Typing paper
- Envelopes

Books



Some of our book products and crayons

Personal care products



Our other products include:

- Posters
- Calendars
- Annual reports
- Flyers
- Customised books
- Certificates (birth, death)
- Magazines
- Text books
- Rulers
- Ruled paper reams
- ATM rolls
- Ballot paper
- Reams etc.

Location of headquarters

Picfare Industries Limited headquarters is located at 37 Jinja Road, Kampala-Jinja Highway, Kampala. The story of Picfare, now proud to be Uganda's largest printed paper-products solutions provider, began in 1981 in small premises in 2nd Street, Kampala. By 1992, we were producing exercise books and catering to the import substitution in local markets. After learning the importance of education in Uganda, and acquiring Nytil, we moved to Njeru, Jinja to expand our capacity and consolidate synergy.

Now, we are on a rigorous development track – increasing our product range, by the day. We have ventured into the printing business – commercial and security – and have been recognised as the first Government-approved “Security Printing Company”.

We have developed our own design studio with a highly qualified team. Today our products are not only available across the country but also cater to neighbouring countries.

Location of operations

Our factory is located on Yusuf Lule Road Njeru Township ,P.O.box 1025 Jinja –Uganda.



Paper processing in Jinja

Ownership and legal form

Picfare Industries Limited’s paid-up share capital is Ugandan Shillings 30Billion. The paid-up share capital is subscribed by two members:

Name	Number of shares
M/s Picfare Industries Limited, Hong kong	98.00%
M/s Crampton Holdings Limited, Zurich, Switzerland	2.00%
Total	100.00%

Picfare Industries Limited is a 100% privately owned company. The majority of shares are owned by the Jobanputra family. Mr Kishor Jobanputra the Chairman is a renowned Industrialist of East and West Africa having several other companies under his leadership. The Chairman has a vision to start exports to developed countries and is putting great emphasis on this. He is well aware of the markets and a widely travelled person and is committed to take steps to increase exports from Picfare Industries Limited. The daily operations are headed by the Managing Director, Mr Viren Thakkar, who is a Chartered Accountant and who has handled the company’s affairs for the last six years. Each department – i.e. school stationery, industrial products, commercial printing, security printing, office stationery, purchase, stores and dispatch, business forms, and processing – is headed by qualified experienced expatriates. The Ugandan staff below them are fully trained to carry out their jobs.

Markets served

Ranging from telecom to NGOs, and education to many others, we prize our clients and their satisfaction above all else. Below we present a complete list of reputed organisations we have serviced with our timely quality and excellent services.

Banks <ul style="list-style-type: none">•Barclays Bank•Bank of Baroda•Bank of Uganda•Bank of Africa•Cairo Bank•Crane Bank•Centenary Bank•DFCU•Diamond Trust Bank•Kenya Commercial Bank•Orient Bank•Stanbic Bank•Standard Chartered Bank•Tropical Bank•Housing Finance Education <ul style="list-style-type: none">•Makerere University•Kyambogo University•MUBS•LDC•UMI•UIRI•JCRC	Manufacturing <ul style="list-style-type: none">•Unilever•Bidco•Mukwano•Britannia•BAT•Century Bottling•Crown Beverages•City Tyres•Crestanks•Kampala Pharmaceuticals•Roofings•Rwenzori•Sadolin•Tororo Cement•Hima Cement Telecom <ul style="list-style-type: none">•Uganda Telecom Ltd•Airtel Uganda•MTN	Government Agencies <ul style="list-style-type: none">•URA (Uganda Revenue Authority)•UIA (Uganda Investment Authority)•Ministry of Finance•Ministry of Education•Ministry of Justice•Ministry of Public Service•Ministry of Health•Ministry of Defence•Ministry of Internal Affairs•Ministry of Foreign Affairs•Electoral Commission•Kampala Water•NW&SC•UMEME•CDA•COJ•JCRC•JMS•PPDA•DPP•NSSF•Parliament of Uganda•NEMA•UPDF•UETCL
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Information on employees and other workers

The company's employees are believed to be our main strength and today over five hundred workers are putting in their sincere efforts to the growth of the company including both females and males since, at Picfare Industries Limited, we are not gender-discriminative.

Significant changes to the organisation

The company is currently considering extending its export base to the entire East and Central regions of Africa and improving its human resource development.

Supply chain

Through 22 years of operation, the company has recognised distribution across all possible sales points as a key priority. Be it a big town or a small village, dedicated town-wise presence via our

channel partners servicing local requirements has meant that Picfare’s products and services are available across the whole of the East African region.



Picfare initiated the “Delivery Van Operations” to ensure that its products can reach the remotest and smallest retailers. The company now enjoys the confidence of customers in Uganda, and across East African Countries such as South Sudan, Congo, Rwanda, Tanzania, Burundi and North Sudan, among others. Today it is the highest exporter of paper products and has received the Platinum award for excellence in export performance – testimony to its massive reach in the entire region.

Members of association and external initiatives

We are members of the Uganda Manufacturers’ Association.



Precautionary approach

More modern service vans have been purchased to reach out to the entire East and Central Africa. We also take care of our employees, their families and providing them with the best training and growth opportunities.

Governance structure

Picfare recognises the importance of its corporate governance framework and its importance to the evolving and dynamic nature of Picfare's businesses.

The Board has a defined organisational structure to ensure proper segregation of duties and accountability at all levels. In addition, the Board has approved a Code of Conduct which is applicable to the Directors, Executive Management and all Picfare staff members. This Code binds signatories to the highest levels of professionalism and due diligence in discharging their duties, outlines areas of conflict of interest and confidentiality, and sets out the responsibilities of signatories to adhere to regulatory and global best practice. The Board is supported by various management committees. A minimum of four Board meetings are scheduled each year.

The Board

Picfare has a highly experienced Board of Directors with many years of experience in the paper conversion, security and other printing and consumer products distribution businesses in Africa and beyond.

The Board of Directors consists of Executive Directors and the company is currently looking to appoint a minimum of two non-Executive Directors. The Directors act in a way that they consider, in good faith, would be most likely to promote the success of Picfare. In doing so, the Board is responsible to shareholders for creating and delivering sustainable shareholder value through the management of Picfare's businesses. It therefore determines the goals and policies of Picfare to deliver such long-term value, providing overall strategic direction within a framework of rewards, incentives and controls. The Board aims to ensure that management strikes an appropriate balance between promoting long-term growth and delivering short-term objectives.

The Board is also responsible for ensuring that management maintains a system of internal controls that provides assurance of effective and efficient operations, internal financial controls, and compliance with laws and regulations. In carrying out this responsibility, the Board has regard to what is appropriate for Picfare's business and reputation, the materiality of the financial and other risks inherent in the business, and the relative costs and benefits of implementing specific controls.

The Board is also the decision-making body for all other matters of significance to Picfare as a whole because of their strategic, financial or reputational implications or consequences.

Non-Executive Directors' Independence

A Non-Executive Director is defined as "A Director not involved in the day-to-day management and/or is not a full-time salaried employee of Picfare and/or any of its affiliates, or subsidiaries or parent companies."

In determining the independence of the Directors the Board will consider all relevant information, facts and circumstances. It is not possible to foresee all circumstances that will indicate a conflict of interest or a material relationship that could, or could be perceived to, materially interfere with the exercise of the objective, unfettered and independent judgment of the Directors.

Directors must provide the Board with all information in relation to their interests or relationships relevant to determining independence and must inform the Board of any change in their position.

All Directors must report any changes in their circumstances to the Board in case there are any material changes in their circumstances that may conflict with their commitments as a Director of Picfare, or that may impact their independence. The Board will assess the independence of Directors when any new relevant interests or relationships are disclosed by a Director.

Board Committees

The Board has five approved committees:

- The Executive Committee
- The Audit Committee
- The Risk Management Committee
- The Nomination Committee
- The Remuneration Committee

The Committees of the Board of Directors derive their authorities and powers from the Board.

Executive Committee

The Executive Committee is appointed to discharge responsibilities delegated by the Board, including investment decision and policy matters. The Committee consists of two Board members.

The primary function of the Executive Committee is to review and formulate Picfare's investment policies, strategies, transactions and performance, and oversee its capital and financial resources; assist the Board of Directors in fulfilling its oversight responsibility for its investment portfolio, and support the overall administrative framework of Picfare. The Executive Committee reports its activities to the full Board of Directors on a regular basis.

Audit Committee and Risk Management Committee

The Audit Committee and the Risk Management Committee assist the Board to execute its responsibilities relating to Picfare accounting policies, internal controls and compliance procedures, financial reporting and liaison with regulators, and external auditors.

The Audit Committee and Risk Management Committee each consist of two Board members. The Audit Committee assists the Board in fulfilling its statutory and fiduciary responsibilities with respect to internal controls, accounting policies, auditing and financial reporting practices. The Audit Committee and the Risk Management Committee both assist the Board in its oversight of

- a) the integrity and reporting of Picfare financial statements
- b) compliance with legal and regulatory requirements
- c) the independence and performance of Picfare internal and external auditors.

The Audit Committee and Risk Management Committee both assist the Board in ensuring that adequate, effective, comprehensive and transparent corporate governance processes are in place.

The Audit Committee and Risk Management Committee also recommend to the Board the selection and compensation of Picfare’s external auditors, and ensure their independence.

The Audit Committee and the Risk Management Committee further review the activities and performance of the internal audit function and supervise the implementation and enforcement of Picfare’s Code of Conduct. The Audit Committee and Risk Management Committee maintain an open avenue of communication among the Board of Directors, Picfare’s management, and Picfare’s internal and external auditors.

The Audit Committee and the Risk Management Committee assist the Board in fulfilling its oversight responsibilities with respect to setting parameters and limits within which Picfare conducts its activities.

The Audit Committee and the Risk Management Committee ensure that Picfare has an effective risk management framework in place and that all risk controls operating throughout Picfare are in accordance with regulatory requirements and best practice standards for management of risks. They also ensure that realistic policies in respect of management of all significant risks are drafted and approved appropriately.

The Audit Committee and Risk Management Committee review Picfare’s risk profile and significant risk positions. The Committees also approve the overall Investments policy limits proposed by management. The Risk Management Committee ensures that roles and responsibilities for risk management are clearly defined, and that they remain independent of business development.

Nomination Committee and Remuneration Committee

The Nomination Committee and the Remuneration Committee assist the Board in authorising and managing Picfare’s compensation arrangements and recommending the remuneration of Directors for approval by the shareholders in their Annual General Meeting. Each Committee consists of two Board members and assists the Board in fulfilling its responsibilities for Picfare’s nomination and remuneration policies. It also ensures that Picfare’s remuneration levels remain competitive for Picfare to continue to attract, retain and motivate competent consultants to achieve the strategy and objectives of Picfare. The Committees monitor the overall remuneration structure of Picfare and also review Picfare’s succession plan report for submission to its regulators.

Management

Senior Management is responsible for the day-to-day management of Picfare entrusted to it by the Board.

Management Committees

Three management committees assist the Chief Executive Officer in managing day-to-day affairs of Picfare:

- Investment Committee
- Assets and Liabilities Management Committee (ALCO)
- IT Steering Committee

These committees derive their authority from the Chief Executive Officer, based on the authorities and limits delegated by the Board of Directors.

Stakeholder engagement

Our stakeholders are very important towards the growth of Picfare Industries Limited and we work seriously towards serving them to the best of our potential.

Our engagement approach is based on a set of core principles as noted below:

- **Consistency:** We always maintain regular and consistent communication and meaningful engagements.
- **Accountability:** We always inform stakeholders on how their feedback influenced the outcome of decision and business strategies.
- **Transparency:** There is respect for the diversity of views and values that stakeholders present, and to engage openly in providing the information they need in making meaningful contributions to our decision-making processes.

Below is a list of our stakeholders that we engage whenever there is need and this usually happens once a month. Our engagement with them is always determined by the concerns raised by our different customers in the supply chain.

1. Uganda Manufactures Association
2. The Government of Uganda, particularly the Ministry of Trade, Uganda National Bureau of Standards, Uganda investment Authority, and the National Environmental Authority.

REPORTING PRACTICES

Entities included in consolidated financial statements

Picfare has no other entities.

Defining report content and topic boundaries

This being our first ever sustainability report, our market presence cannot be left out because we are proud to be the largest printed paper-products solutions provider in Uganda where we provide our products for the local markets and some for exportation to some East African countries such as Kenya, Rwanda and South Sudan, among others. Under the material topics, our market presence broadly explains what we continuously do to ensure that we maintain our large market share so as to reduce the pressure from competitors. Our local communities have also been included in this year's report because we believe that, as we continuously grow, we should ensure that the people in our communities also benefit from our growth. That is why we always come up with different activities such as the Annual Medical Camp where we treat the local people for free.

List of the material topics

Market presence and local communities are our material topics in this year's report.

Restatements of information

Not applicable.

Changes in reporting

This is the first sustainability report to be prepared by Picfare Industries Limited.

Reporting period

1 January 2019 to 31 December 2019.

Date of most recent report

This is the first sustainability report to be prepared.

Reporting cycle

Annually

Claims of reporting in accordance with the GRI standards

This report has been prepared in accordance with the GRI standards: Core option

External assurance

This sustainability report has not been externally verified. However, the following aspects are externally audited: Quality Management System, Environmental Management System and Occupational Health and Safety Management System.

MATERIAL TOPICS

GRI 200: ECONOMIC IMPACTS

Management approach (GRI 103) -2016

As Picfare Industries Limited, we considered *market presence* as our material topic because our ever-growing market share has made us the biggest paper products manufacturer and distributor in Uganda and some parts of East Africa. Throughout our 22 years of operations, we have been recognised for distributing our products across all possible sales points be it in a big town or a small village with dedicated town-wise presence via our channel partners servicing local requirements, and this has widened our market share across the whole of East African region. In order to improve on our market presence, our management approach involves:

Raw-material Inventory

Being the largest manufacturer of paper items, we maintain large paper inventories to support operation. One can find large volumes of paper stocks at any given point of time at our production facility, ensuring readiness for whatever the customers want.

Quality Adherence

As a ISO 9001: 2000 certified quality manufacturer and printer, we take extra care to thoroughly check every job, small or big, for adherence to set standards. We have the requisite process to test paper quality, ink and all the other intermediaries.

Logistics and Distribution

Our in-house logistics division ensures faster delivery of your ordered items, saving on precious timelines.

Personal Service

Customers feel at home the moment they enter our business premises. Feel it even more when you work with our managers, supervisors, artists, layout designers and staff.

Competitive Price

Our large-scale operation and effective process control enables the best quality output at “the most competitive price” for our job.

Variety

With diverse offset printing capabilities catering to commercial and security printing requirements, we cater to a range of printing needs.

High Tech Facilities

Our latest computer and design facilities are all state-of-the-art, opening up limitless possibilities in graphics, layout and publication design.

Quick Time Turnaround

Thanks to our modern printing machines and fast processes, we always deliver on time, without fail.

Excellence

With a total accumulated experience of more than two decades, we deliver nothing less than “Excellence.”

GRI 202: Market presence 2016

Due to the fact that there is no standard minimum wage in Uganda, as Picfare, we ensure that we do not take advantage of our employees and that is the major reason as to why we put in place a local minimum wage at our areas of operation which is 150,000 Uganda Shillings which varies according to the work and job position of an individual. Our wages are not gender-based because we treat all genders equal apart from a few production activities which require significant physical strength, which means the male gender is more likely to be favoured compared to the female gender. Being a very large manufacturing/processing company, we employ temporary workers in fields such as loading products on the distribution trucks, cleaners, and machine technicians among others, who are mainly compensated based on the amount of work done and time taken.

At our headquarters located along Jinja Road Kamapla, 40% of our senior management are recruited from the local communities in the different regions across Uganda. Senior management is mainly comprised of the top Directors who are responsible for decision making and ensure efficiency of our day-to-day activities. By *local*, we refer to the different local communities located in the different regions of the country – i.e. Western, Eastern, Northern and Central regions. This is mainly because our recruitment policy does not discriminate based on region.

GRI 400: SOCIAL IMPACTS

Management approach (GRI 103) -2016

As Picfare Industries Limited, we have considered *local communities* as our material topic because we believe that we must, even as we grow, embrace our responsibility to people, to processes and to our planet. Only this total commitment can bring sustained and collective value to our shareholders, our employees, our customers and our society so much so that we have made it one of the core values of Picfare. We always ensure that we strengthen our relationship with the different local communities across Uganda because, in return, they act as our customers and ambassadors who buy our products on a daily basis. Our management approach to local communities involves ensuring that we are committed to giving back to our communities through very many different activities and practices.

GRI 413: Local communities 2016

At Picfare Industries Limited, we first carry out a social impact assessment where we identify the local community needs and later come up with different development programmes based on the needs and these include the following.

Scholarship Programmes: Starting in 2001 with the permission of Ministry of Education and Sports, we award Uganda's five top-scoring students of Primary Leaving Examination (PLE) from Central, North, West and East Uganda an annual scholarship of 1.1 Million Ugandan Shillings (US\$630 every year. In fact, now this programme has become one of the greatest motivations for PLE students to excel in their examinations.

School Badminton Tournament in partnership with Ministry of Education and Sports: We have initiated the National School Badminton Tournament to promote and nurture sports talent in our country. We organise and sponsor the whole tournament from logistics to prizes; this speaks much to our sporting spirit. The event is now part of the national curriculum of the Ministry of Education and Sports. What is more, we also donate education-related material to many schools, NGOs and universities on a regular basis.

Picfare Industries Limited along with our other group company SRNL sponsors an 11-day Medical camp at our factory premises every year between 12 and 22 August. The Picfare Medical Camp is always visited by eminent doctors and medical professionals from the USA, Canada, the UK and India along with doctors from Uganda. A total of 6760 patients benefit from the free Medical Camp and many patients are operated on free of cost. The expenses towards medicines and hospital stay during recuperation were all taken care of by the Medical Camp. Although the organising of the Medical Camp is a very expensive proposition running into millions of shillings, Picfare Industries Limited has decided to have this as an annual activity by which the organisation actively contributes to the society.



One of the nurses at work during the 2019 Medical Camp

The location of our operation in Jinja district has brought up more positive impacts than negative impacts because we have created very many employment opportunities for both the educated and uneducated, both skilled and unskilled people and through this, we have greatly reduced the poverty levels in the Eastern region of Uganda.

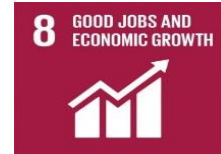
Air pollution is one of the major negative impacts of our operations; however, we ensure that our area of operation is located in an industrial area which is far from human settlement. Therefore the fumes from our plant do not cause any harm to people. We have also tried to minimise the fumes released by using more advanced machines which release less gases.

THE UN SUSTAINABLE DEVELOPMENT GOALS

Picfare Industries Limited has joined the global community in an initiative to contribute to Uganda's achievement of the SDGs. Therefore, through our business processes, activities and targets, the following goals are being achieved.



Through our market presence, we are contributing to Uganda's achievement of the 1st Goal of 'No Poverty' where we have created employment opportunities for over 500 workers, both skilled and unskilled, with wages ranging from 150,000 Ugx to 3.5 Million Ugx and this has drastically reduced the poverty levels in both the Eastern and Central regions of Uganda. We are also contributing to Uganda's achievement of the 8th Goal of 'Good Jobs and Economic Growth' where we are among the best tax payers in Uganda. This tax money is used to develop other sectors of the economy such as the infrastructural sector. Being an exporting company, we are also directly improving the Balance of Payment position of Uganda.



Through our activities in the local communities, we are contributing to Uganda's achievement of the 3rd goal of 'Good Health and Well-being' where we organise an Annual Medical Camp which is visited by eminent doctors and medical professionals from the USA, Canada, the UK and India along with doctors from Uganda. A total of 6760 patients from different regions across the country benefit from the free Medical Camp and many patients are operated on for free. The expenses towards medicines and hospital stay during recuperation are all taken care of by the Medical Camp. Through our different scholarship programmes for the local communities, we are directly contributing to Uganda's achievement of the 4th Goal of 'Quality Education' where we help to pay school fees for children from poor backgrounds so that they can access quality education.



ACKNOWLEDGEMENTS

We would like to thank all our colleagues, suppliers and customers for their support in providing the information required for completion of this report. In particular, we are grateful for the assistance provided by Dembe Dickens, the Research Assistant, in drafting this report and Professor Ven Taurigana of the University of Southampton, the UK for providing the technical expertise. Finally, we acknowledge the funding from the Southampton Business School Small Research Grants which made the preparation of this report possible.

FURTHER MORE INFORMATION

Further information about Picfare Industries Limited Sustainability Report 2019 can be found at our website www.picfare.com

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