

# THE REALM

## DIMO Sustainability Agenda

January 2022 - June 2022  
Volume I



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# An Introduction

## DIMO Sustainability Agenda 2030

**DIMO** Sustainability Agenda 2030 identifies the focus areas for the company, for the next eight years. It is the pathway that we have chosen to determine stability, to overcome challenges and to institute sustainable mechanisms in resource deployment and managing employees. This journey will see us diversify our workforce, diversify our products and services, and create a resilient community to build back a country full of potential and opportunities.

### Fuelling Dreams & Aspirations Responsibly

#### Being a Resilient Business

Sustainable Entrepreneurship & Innovative Product Design

Ethical Business Conduct

Sourcing & Circularity

#### Building a Resilient Community

Meaningful Employment through Diversity

A Thriving Community through Partnerships

#### A Conscious Footprint to Minimize Impact

A Conscious Footprint to Minimize Impact

Restore & Enhance

### Employee Engagement

### Governance

As a leading diversified conglomerate, sustainability at DIMO is enormously productive – influencing both human and natural resource management. The growth of the company focuses on a competent human capital to drive a responsible and ethical business – improving processes and taking advantage of opportunities. To be more sustainable, a company needs to develop the capacity, through continuous improvement with growth and a long-term focus while change will always be inevitable.



# BEING A RESILIENT BUSINESS



# DIMO Launches DIMO Ability'

The '**DIMO** Ability' internal campaign was launched on 07th April 2022 to create awareness among the **DIMO** Tribe on the importance of aligning their job roles towards a sustainable working culture. As **DIMO** continues its journey on Sustainability, the organisation wants to redefine its path while reinforcing and inculcating the culture for change.

At the launch, we also celebrated the milestone of completing 10 years of our turtle conservation efforts with the Wildlife & Ocean Resource Conservation and recognized one of our own, Thanusha Chandrasekera for her dedication in conservation at **DIMO**.

Prof. Ajith de Alwis, the Dean of the Faculty of Graduate Studies at the University of Moratuwa and the Chief Innovation Officer (Acting) of the National Innovation Agency of Sri Lanka, was our distinguished guest for the event, who took us on a journey to showcase how adapting for a sustainable strategy is relevant and important.





# The Microgrid

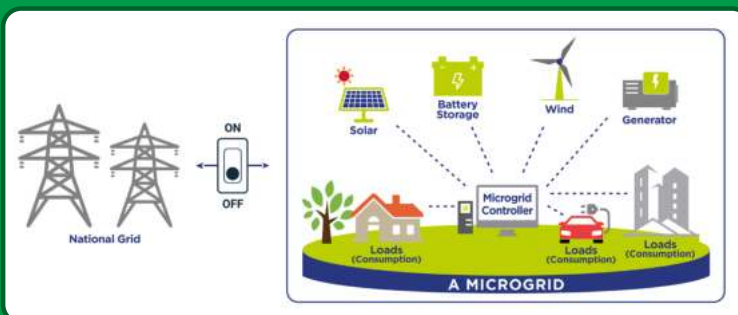
We marked the successful completion of the nation's first comprehensive grid-tied renewable energy microgrid project at the University of Moratuwa (UOM), which is a stand-alone project itself. The system will supply uninterrupted power to the university premises despite the ongoing power cuts in the country. The project was implemented at the university in collaboration with the Lanka Electricity Company (LECO) and was financially aided by the Asian Development Bank (ADB).

The completed system consists of 375kW of solar PV, 418kWh of battery storage, and a 770kVA backup diesel generator. UOM can now generate its power requirement within its own premises, without depending on the national power supply.

**DIMO** partnered with the German off-grid experts DHYBRID to design a system where energy solutions combine the power from multiple renewable energy sources with the traditional grid and diesel-run generators, while controlling to meet varied power requirements effectively and efficiently.

The microgrid system is a decentralised group of electricity sources and loads that are connected synchronously to the main power grid. It runs on two modes. The off-grid mode supplies power to the loads without the

support of the grid – whereas in the on-grid mode, the system stays synchronised with the grid. Microgrids integrate renewables into the energy mix intelligently and seamlessly balance the output of renewable energy – while enabling the system to smoothly transfer from on-grid to off-grid mode during power outages.



# The HomeBiogas Unit

HomeBiogas is a world leader in developing ground-breaking, easy-to-use biogas systems that enable people and businesses to turn their organic waste into clean energy on-site. The agribusiness team of DIMO introduced the HomeBiogas units, which are brought down all the way from Israel, as a sustainable solution for waste management.

Currently, the units have been installed in 3 different locations in the country; the Sri Lanka Army Farm at Kandakadu, the Mid Country Livestock Development Center at Digana, Manikpalama NLDB Farm at Agarapathana. where anyone can visit to look at the systems in process.

By turning organic waste into cooking gas and bio-fertilizer, the off-grid household system offers a comprehensive solution for organic waste management, renewable energy generation, and agriculture practices. HomeBiogas uses cutting-edge technologies to create a durable, efficient, and safe system. This system can be easily set up, operated and maintained. The product portfolio has 3 different capacities to fit the varied amount of waste managed.







# BUILDING A RESILIENT COMMUNITY



# Celebrating the Women at **DIMO**

Women's Day Forum 2022 themed 'You are the Magic' was held on 11th March 2022. The session was organized to celebrate womanhood, by the Human Resources Team at DIMO which was an evening of empowering and uplifting.

The event was colourful with the puppetry act by the Power of Play and the insightful conversation with Shanuki De Alwis. Healthy living is a must and for that a good diet and nutrition is essential. That is exactly what was discussed by Nutritionist Lasika Jayamaha.

Kunchana Ranasinghe – a martial arts practitioner and self-defense coach, demonstrated some useful tactics on self-defense for the ladies. All in all, it was an evening filled with so much fun, entertainment, and knowledge to share.



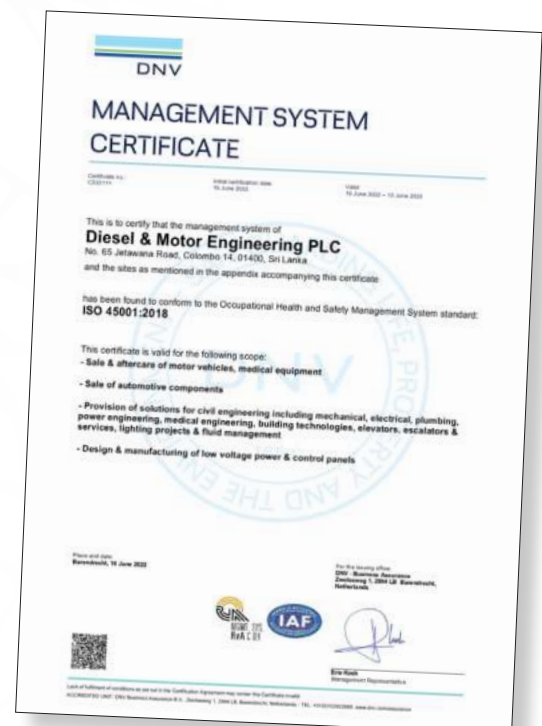
# Community Kitchen

The first activity of **DIMO** Nature Club took place on 14th June 2022 at St. Joseph's College, Grandpass. It was our first Community Kitchen. The event was an initiative by Sarvodaya and Singularity Sri Lanka. **DIMO** Nature Club members were able to support the community in cooking and handing over meals to about 1600 to 1700 communities in the area.



## **DIMO** Gets Certified in Occupational Health & Safety

**DIMO** was certified in ISO 45001: 2018 for occupational health and safety. This is an international standard and was certified by DNV Sri Lanka. In May, **DIMO**'s Occupational Health & Safety system was audited and recommended by DNV Sri Lanka for the certification. A proud moment and this was the first instance that such a recommendation was received by **DIMO**. The certification covers; **DIMO** Head Office, **DIMO** 800, and **DIMO** (Pvt) Ltd.

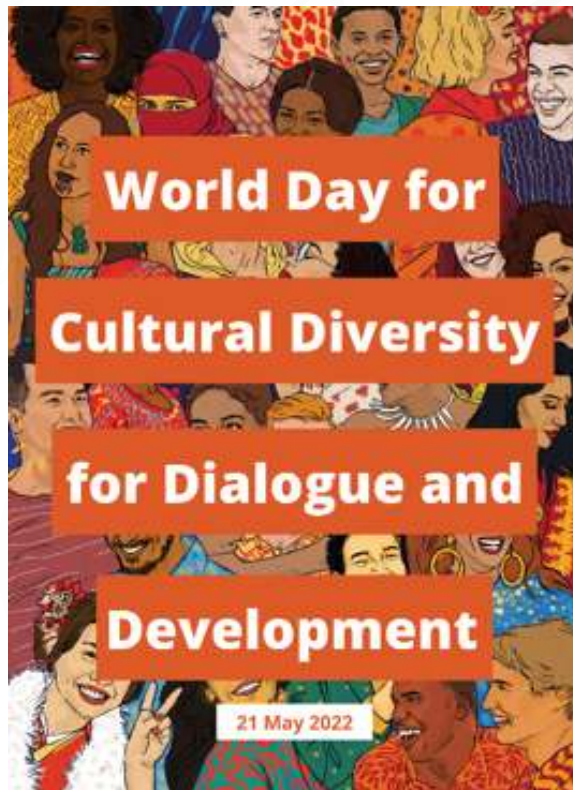




# Understanding Culture & Diversity

A cultural diversity will improve a company's reputation and a company that employs people from all types of cultures and backgrounds will be acknowledged and admired. This will also elevate an organisation's perception on certain elements in culture, accepted locally and internationally.

It is important at **DIMO** that we address all aspects in understanding the nature of our well-being. Exactly why we need to be sensitive toward a diverse group of people working for **DIMO**. Our HR Team makes sure that we create a workplace that is both safe, sensitive, and respectful. Creating awareness among the tribe is very important.



## Stakeholder Engagement

It is vital to understand the environment you work in, or you are based at. A stakeholder engagement study was conducted through an independent party to understand the requirement of the communities around the **DIMO** sites.

The stakeholder engagement survey was carried out by surveying 2 main stakeholder groups: government institutes and the community. The exercise was carried out to gather the views of community representatives and government officials on the corporate citizenship of **DIMO**.

The government institutes included the Ceylon Electricity Board, Inland Revenue Department, Ministry of Foreign Affairs, Department of Motor Traffic, Department of Bio-Medical Engineering, and National Water Supply & Drainage Board. The community survey was carried out in Head Office, Siyambalape, Weliweriya, Kurunegala, and Anuradhapura geographical areas.



# Identifying **DIMO's** Abilities



At the launch of the 'DIMO Sustainability Agenda 2030' we also unleashed a set of our very own employee abilities. We are very proud to embark on a journey that is inculcated through a discipline that leads with responsibility for change.







**DID YOU KNOW  
YOU HAVE THE  
ABILITY** TO  
**CREATE A SAFE AND POSITIVE  
WORKING ENVIRONMENT?**

*Dinelli Gurusinghe - Deputy General Manager*

**DIMO  
ABILITY**



**DID YOU KNOW  
YOU HAVE THE  
ABILITY** TO  
**PROMOTE ENERGY EFFICIENT  
VEHICLES?**

*Charlita Godigamuru - Assistant Manager*

**DIMO  
ABILITY**



**DID YOU KNOW  
YOU HAVE THE  
ABILITY** TO  
**CHOOSE SUSTAINABLE  
FINANCING SOURCES?**

*Inoka Mallewarachchi - Senior Manager*

**DIMO  
ABILITY**



**DID YOU KNOW  
YOU HAVE THE  
ABILITY** TO  
**PROMOTE SUSTAINABLE  
PRODUCTS & INNOVATION?**

*Shabeen Hussain - Product Executive*

**DIMO  
ABILITY**



**DID YOU KNOW  
YOU HAVE THE  
ABILITY** TO  
**DRIVE RESPONSIBLY?**

*Susil Premaratne - Driver*

**DIMO  
ABILITY**



**DID YOU KNOW  
YOU HAVE THE  
ABILITY** TO  
**ENSURE CIRCULARITY  
OF PRODUCTS?**

*Mahesh Karunaratne - General Manager*

**DIMO  
ABILITY**



**DID YOU KNOW  
YOU HAVE THE  
ABILITY** TO  
**ENDORSE WILDLIFE  
PROTECTION?**

*Thanusha Chandrasekera - Head of Operations Compliance*

**DIMO  
ABILITY**



**DID YOU KNOW  
YOU HAVE THE  
ABILITY** TO  
**PROMOTE FOOD SECURITY?**

*Pradeepa Jayasinghe - General Manager*

**DIMO  
ABILITY**



# CONSERVING A LIVING PLANET



# Launch of 'DIMO Nature Club'

As an initiative to engage the **DIMO** Tribe towards a sustainable lifestyle and to keep the momentum of the enthusiasm concerning conservation and community wellbeing, 'DIMO Nature Club' was launched.

Ranjith Pandithage, our very own Chairman was the first member of the club who commemorated the club membership on 7th April 2022.



To obtain the 'DIMO Nature Club' membership you can contact the Sustainability Team at **DIMO** anytime or just scan the QR Code.



## Life to Our Beaches

**DIMO** as a responsible organisation, has always strived to dive in with the potential of conservation and when it comes to our marine environment, we always make sure that it is our responsibility to conserve our coastal and marine ecosystems.

At the launch on 7th April 2022, **DIMO** partnered with a public-private-community with Biodiversity Sri Lanka (BSL) and Marine Environment Protection Authority (MEPA) to clean 2 beach stretches at Dikkowita.



# Sustainability in Communication

It is very important to keep employees up to date with relevant information, news, and updates. Sustainability in communication is the commitment of an organisation to speak truthfully and authentically on the organisation's strategy, goals and performance. Building the reputation internally is important as much as we market our efforts externally. It is important to create a tribe that believes in an approach that makes a difference and most importantly engages all employees.

This also assists to solidify the Sustainability Strategy of the company and work together to achieve targets and goals, as sustainability is a journey – a journey embarked by every single employee of the organisation.

The reason why – the Sustainability Team makes sure that Compliance, HR, Facility (Maintenance), and other departments get together to keep a recurring sustainable momentum and those employees are getting the knowledge they need to be educated in sustainability and support in conservation, protecting the environment and working in a diversified working environment.

## Protecting Our Planet Starts with You!



## So, What is Sustainability?

Everyone is talking about it... What is the big deal?

### Living

Co-existing with the **environment** & **people**, supported by the **economy**.

### Important

Sustainability **improves** the quality of our lives, **protects** our ecosystem & **preserves** natural resources for future generations. Without it, there will be no future!

### Support

Being sustainable makes sense. It can **improve health**, **increase safety**, & **save money**.





# Visit to Kanneliya

'Life Project' is a public-private project to reforest Halgahawala – Opatha, within Kanneliya Forest Reserve. The project is coordinated by Biodiversity Sri Lanka (BSL) and supported by the International Union for Conservation of Nature (IUCN). The restoration program will take place over a period of 5 years. The program will restore the degraded land by improving its ecological functions, habitat enrichment and especially focus on faunal diversity. The project will be followed up on scientific methodologies and efforts from the experts in the field with support from the community. The project has completed 4 years and will continue to show a positive impact that can be an excellent case study for future restoration projects in the country.

The **DIMO** Team with other private sector partners, visited the project site on 03rd February 2022 to observe the progress of the project.



## Juggling Hazardous Waste

Looking for the right recycler and the right solutions – especially for hazardous waste such as electronic waste, batteries and CFL (Compact Fluorescent Light bulbs) is not an easy task. The Compliance Team at **DIMO** has given an opportunity for employees at Head Office, **DIMO 800**, and Weliveriya to bring their CFL bulbs and batteries – where the office will then send it for recycling.

**DIMO HO Reception**      **Weliveriya DATS Building**

Now you can bring your used bulbs & batteries for environmentally friendly disposal.  
Collection boxes are kept at DIMO head office reception & Weliveriya reception.  
Boxes will be kept at other locations soon.

**USED BATTERIES**  
Drop your used batteries to the storage box

**USED BULBS**  
Open and place your used bulbs to the storage box

# Tips for Saving at Office & at Home

It is important that we have a responsible tribe who saves the way we use electricity, water and reduces the generation of waste at office and at home. The Sustainability Team with the support from Compliance, Facility and HR always strive s to pave the way for communicating the information needed for all employees to understand and save at office and at home.

## Do Your Part to Save... At Office

There are simple ways that you can help to protect our planet. Simple things that you can do every single day...



### Save Water

The less you use, the more others will have. Be mindful, look for leaks and fix them or inform the relevant teams.



### Bike More - Drive Less

Encourage car pooling, public transport, walk more and cycle whenever possible to cut down your carbon emission. It is good for your health as well.



### Switch Off

Be mindful to switch off when not in use. Lights, A/C, Laptops or unplug any other devices when not in use.



### Recycle

Cut down on what you throw away, use only what you really need. Pick the right bin for recycling the right type.



### Educate

Take action by educating yourself and urging your community/team to get involved in addressing environmental concerns.



## Ways to be More Sustainable at Home

- ### 1 Conserve Water

Install low-flow showers & efficient flushing and water systems. You could also harvest rainwater for flushing & gardening


- ### 2 Conserve Energy

Install LED - Go Solar - Switch Off Unwanted Lights - Use Energy Efficient Appliances


- ### 3 Compost

Compost your kitchen waste. Grow your own veggies & fruits - as to space availability.


- ### 4 Donate

There are people who do not have as much as you have. So we can donate; clothes, books, food, essentials.


- ### 5 Eco-friendly Products

You can make your own cleaning products from vinegar, baking soda than using a lot of toxic chemicals.







# Celebrating International Days - Environment

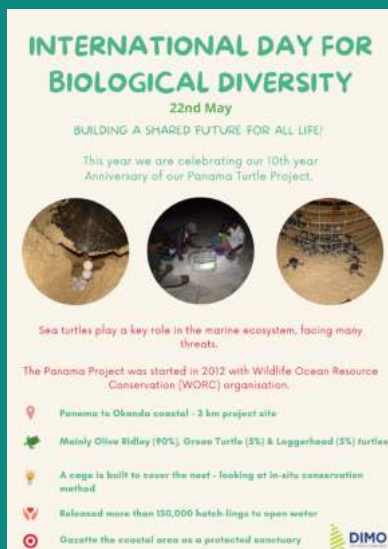
The United Nations Calendar has days internationally allocated for environmental goodwill. At DIMO, we believe it is important to educate our tribe on these days and the importance of their commemoration. Our communications play a huge role in creating awareness – we try not to miss and bring in new attempts to increase the knowledge among our employees so that they will be more equipped in protecting the world around us. We use both internal and external communications through our social media handles and other platforms to show our responsibility of being conscious.



World Wildlife Day – March 03<sup>rd</sup>



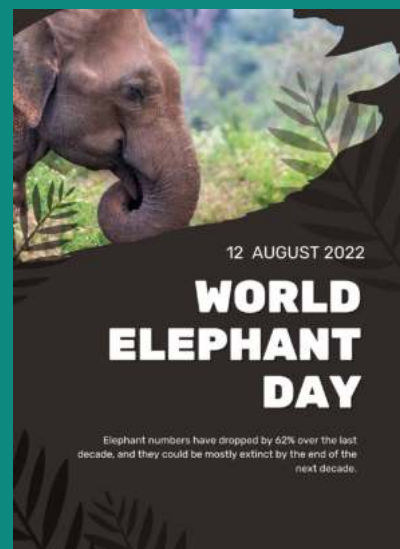
Earth Day – March 26th



Biodiversity Day – May 22nd



World Water Day – March 22nd



World Elephant Day August 12th

# Create Competition – Create Knowledge

Competing draws us to understand and have a thirst for knowledge. It is important for sustainability that we always drive for knowledge as it is a subject of which new information is disseminated all the time, globally. Innovation and creativity is important to keep the endurance of the engaging employees with day-to-day sustainable initiatives. Creating competitions is a great way of acknowledging it.



**Forest Day** – March 21<sup>st</sup>



**World Environment Day** – June 05<sup>th</sup>



**World Environment Day** – June 05<sup>th</sup>



# A Survey to Identify the Need

Survey findings plays a key role in identifying how companies capture the value of sustainability in an organisation. To value inputs from employees to drive the sustainability agenda at **DIMO** is essential as the essence of the agenda can be interpreted and add initiatives throughout the journey. As an early adaptation to understand the employee's knowledge on sustainability – the team shared a survey for all employees. This paved the way to understand the capacity of the knowledge creation that is needed internally in the organisation to drive a passionate ride towards a focused strategy.



## Let's Grow Together

This year for World Environment Day, the Theme was 'Only One Earth' - it is vital that we become more self-sufficient in our food security. The Compliance Team at DIMO together with the Agri Team, supported by the Sustainability Team, opened up a stall to sell **DIMO** Footprints, promoting vegetable seeds to grow in your own home garden. The event was a huge success that even after the event the team was able to sell more boxes of Footprints.

Stalls were initiated on 06th June 2022 at Head Office, **DIMO** 800 and **DIMO** (Pvt) Ltd, selling over 510 boxes.





Certified To



[www.dimolanka.com](http://www.dimolanka.com)



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