



Watawala Plantations PLC

Policy Document

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| Prepared by | Sustainability Team | Date of Revision- | - |
| Approved by | Chief Executive Officer | Issue No | 01 |

This policy is intended to encourage all the stakeholders of Watawala Plantations PLC to report suspected or actual occurrence(s) of illegal, unethical or inappropriate events (behaviors or practices) without bias.

A whistleblower as defined by this policy is a stakeholder of Watawala Plantations PLC, who voluntarily reports an activity that is considered illegal or dishonest and affecting one or more parties of the organization. The whistleblower is not responsible for investigating the activity or for determining culpability or corrective measures; appropriate management officials are charged with these responsibilities.

- The Whistleblower should promptly report the suspected or actual event to the management representative.
- If the Whistleblower feels uncomfortable or otherwise reluctant to report to the management representative, then the next highest or another level of management could be informed.
- The Whistleblowers are encouraged to report the event with identity or anonymously if necessary. The identity of the Whistleblower, if known, shall remain confidential to those persons directly involved in applying this policy, unless the issue requires investigation by law enforcement.
- The company promises to undertake investigations on all the cases and act fairly on the matters while giving due consideration to the seriousness of the issue raised, credibility of the matter and likelihood of confirming from supportive sources.
- The Whistleblower will not be at risk of losing employment, suffer any retribution or harassment when the report is made in a good faith even when the whistleblower has misunderstood or mistakenly reported the matter. Further, anyone who retaliates against the Whistleblower will be subjected to disciplinary action.
- However a Whistleblower confirmed of making a report intentionally for retribution is subject to company disciplinary action or other legal recourse to protect the reputation of the organization and members of its Board and staff.

Reviewed and approved by

Date

Binesh N. Pananwala
CHIEF EXECUTIVE OFFICER