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

Watawala Plantations PLC is committed to provide a safe environment for all its employees free from discrimination on any ground and from harassment at work including sexual harassment and endeavors to provide a suitable working environment which maintain and enhance the reproductive rights of its employees both females and males.

“Sexual harassment” means any unwelcome sexual advances, requests for sexual favors, and/or verbal or physical conduct of a sexual nature when:

- (a) Submission to or rejection of such advances, requests or conduct is made either explicitly or implicitly a term or condition of employment or as a basis for employment decisions; or
- (b) Such advances, requests or conduct have the purpose or effect of unreasonably interfering with an individual’s work performance by creating an intimidating, hostile, humiliating or sexually offensive work environment.

If any employee believes that he or she has been subject to sexual harassment, he or she is encouraged by the company to address the situation directly and immediately to the harasser, if possible. If the inappropriate conduct does not cease, or if the employee is unable to or uncomfortable with addressing the alleged harasser directly he or she should report the incident to his or her own supervisor or manager, or to the General Manager Human Resource (HR).

Watawala Plantations PLC understands that it is difficult for the victim to come forward with a complaint of sexual harassment and recognizes the victim’s interest in keeping the matter confidential. The company promised to undertake investigations on all the cases and act fairly on the matters.

Further no workplace should conduct any action mentally or physically breaching an employee’s reproductive rights and also include the right of all to make decisions concerning reproduction free of discrimination, coercion and violence.



The Company promises to protect the employees' reproductive rights by,

- Not interfering in the right to decide freely and responsibly the number, spacing and timing of the children.
- Assisting them in gaining awareness on highest standard of sexual and reproductive health.
- Allocating tasks to pregnant and breastfeeding female employees that are free from any hazardous/risky activity.
- Avoiding chemical spraying or tasks that involve chemical usage for breastfeeding and pregnant employees.
- Providing required break times to breastfeeding employees while working as per government directive.
- Providing suitable light work for pregnant and breast feeding employees.
- Preventing all employees attend any action/ process which may on danger to their reproductive health.

All employees of the Company have a personal responsibility to ensure that their behaviour is not contrary to this policy and are encouraged to reinforce the maintenance of a work environment free from sexual harassment and to safeguard others' reproductive rights.

Reviewed and approved by

Date


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Binesh N. Pananwala

CHIEF EXECUTIVE OFFICER