



# Watawala Plantations PLC

Policy Document

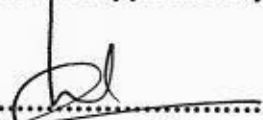
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<b>Doc Title:</b>	Equal and Fair Policy– WPL	<b>Revision No</b>	0
<b>Prepared by</b>	Sustainability Team	<b>Date of Revision-</b>	-
<b>Approved by</b>	Chief Executive Officer	<b>Issue No</b>	01

Watawala Plantations PLC is committed to provide equal opportunities to each employee. No discrimination will take place when making decisions on hiring, promotion or retirement on the grounds of employees' or candidates' race, gender, religion, caste, color, nationality, pregnancy or disability (subjected to the inherent requirement of the role to be performed) and union membership or political affliction.

- We shall comply with international conventions, laws and regulations and company subscribes on promotion of equality or discrimination.
- Establish and maintain a working environment, terms and conditions of employment, practices and procedures which ensure all existing and prospective employees are treated equally and fairly.
- Any employee shall not be engaged or compelled to leave by force. No monetary deposits or original documents will be held in company custody for any purpose.
- No child labor will be employed and the company shall ensure young persons between 16 to 18 years of age will not be impeded in following through on their educational opportunities. Further, no minor shall be engaged in the performance of hazardous activity.

**Reviewed and approved by**

**Date**

  
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**Binesh N. Pananwala**

CHIEF EXECUTIVE OFFICER