



Watawala Plantations PLC

Policy Document

| | | | |
|--------------------|--|--------------------------|-------------------------------|
| Document No | S – WPL - 004 | Issue Date | 21 st January 2019 |
| Doc Title: | Human Resource and Social Policy – WPL | Revision No | 0 |
| Prepared by | Sustainability Team | Date of Revision- | - |
| Approved by | Chief Executive Officer | Issue No | 01 |

'PEOPLE' will continue to be the most valued asset and we are committed to nurture and develop them consistently. Treating people at all levels with dignity and respect will be the key guiding principle of all our human resource management practices.

We are committed to enhance quality of life, self-esteem and moral of all our employees and create a conducive environment in which people can be creative, innovative, use their self-initiative and unleash their full potential.

Training, empowerment, motivation and recognition will be integral practices at all levels towards managing and developing talent effectively.

We adhere to international human right principles and shall comply with all applicable labor laws and industry regulations and standards on working conditions, payment of salaries, wages overtime and statutory dues.

We shall uphold and respect the freedom of association, right to form and join trade unions and bargain collectively where applicable and unless governed by other statutes or laws.

We shall provide a platform to all our stakeholders to provide their views regarding plans of new project, constructions, diversification and change of owner ship or other operational changes that affect to local communities. Their views will be considered in the decisions making process.

Watawala Plantation PLC embraces its responsibility, not just as a good corporate citizen, but to foster an economically viable community and empower people via corporate social activities and other community projects.

Reviewed and approved by

Date


.....
Binesh N. Pananwala

CHIEF EXECUTIVE OFFICER