

Gender Equality Policy

1. Purpose

Hatton Plantations PLC is committed to ensure gender equality, prevent discrimination and violence, and advance equal opportunity, participation and benefits for all genders across our operations.

2. Scope

Applies to all employees, contractors, management, suppliers, and visitors at all estates and factories.

3. Definitions

- **Gender equality:** equal rights, responsibilities and opportunities for people of all genders.
- **Gender-based violence (GBV):** any act that results in harm or suffering to a person because of their gender.
- **Discrimination:** unfair or unequal treatment based on gender, pregnancy, marital status, gender identity, sexual orientation, or caregiver status.

4. Principles

1. **Non-discrimination & equal opportunity** — Recruitment, hiring, promotion, pay, training and benefits decisions will be made without gender bias.
2. **Zero tolerance for GBV and sexual harassment** — Incidents will be prevented, investigated promptly and sanctioned. Confidential support and protection from retaliation will be provided.
3. **Gender-transformative approach** — We address structural barriers (norms, access to resources, representation) and promote women's leadership and meaningful participation.
4. **Legal compliance** — We comply with Sri Lankan law and international obligations on women's rights and equality. Where law falls short of these standards, we apply the higher standard.

5. Commitments / Policy Statements

5.1 Recruitment, Hiring & Promotion

- Advertisements and selection criteria will be gender neutral.
- Job descriptions will state non-discrimination and encourage applications from all genders.
- Selection panels will be trained to avoid bias and record selection rationale.

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5.2 Remuneration & Benefits

- HPL committed to equal pay for work of equal value. Salary scales and allowances

5.3 Maternity, Parental and Care-related Policies

- We will provide statutory maternity protection and reasonable accommodations for pregnant or breastfeeding workers. We will explore (and where possible implement) parental leave or flexible work arrangements to support caregivers. (Policy will reflect Sri Lankan statutory provisions and good practice beyond minimums)

5.4 Workplace Safety, GBV & Sexual Harassment

- A confidential, survivor-centered reporting and response protocol will operate at every site.
- Immediate protection from retaliation and access to medical, legal and psychosocial support will be available.
- All allegations will be investigated impartially and corrective actions applied.

5.5 Participation & Leadership

- HPL will promote women's and marginalized genders' representation in management, through capacity building and mentorship.

5.6 Access to Resources & Services

- HPL will facilitate women's access to training, land-use resources (where applicable), finance, inputs and extension services, and ensure they benefit equitably from premiums, incentives or cooperative services.

5.7 No Pregnancy Testing for Recruitment

- We prohibit pregnancy testing as a condition for recruitment, in line with Certification Standards and Country Low.

6. Grievance & Confidential Reporting

- A confidential reporting mechanism (multiple channels: in-person, email, letters, boxes) will be maintained. Complainants and witnesses will be protected from retaliation. Investigations will be time-bound and documented.

7. Training & Awareness

- All staff and management will undergo mandatory gender-equality and harassment prevention training at induction and annually. Management and grievance committee members receive specialized training.

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8. Monitoring, Targets & Indicators

We will measure progress using:

- Proportion of women and marginalized genders in leadership/management.
- Gender pays gap analysis results.
- Number and resolution time of GBV/harassment complaints and outcomes.
- Training coverage (% staff trained).

9. Responsibilities

- **Company Senior Management:** approve policy, allocate resources, accountability.
- **HR / Gender Committee:** implement policy, coordinate training, grievance oversight.
- **Supervisors / Managers:** ensure daily compliance, fair treatment and safe workplaces.
- **All Employees:** comply with policy, report violations, participate in training.

10. Review

This policy will be reviewed on an annual basis or sooner to reflect changes in law, standard requirements and best practices.

A handwritten signature in black ink, appearing to be 'L. M. M.', is written on a light blue background.

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Deputy Chief Executive Officer, Hatton Plantations PLC

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