

Hatton Plantations PLC

Co. Reg. No. PB5414PQ



Social Policy

The social policy of the HPL is to ensure the wellbeing of HPL workers through compliance with the Rainforest Alliance certification requirements, by adhering to national legislation and the international agreements signed by the country, such as those of International Labor Organization (ILO).

In hiring personnel, administrators will avoid discrimination based on race, color, religion, sex, sexual orientation, civil status and will not limit the workers' right to organize. in to worker councils or trade unions & recruitment would always be adhere with national age requirements, preferably employing those who are inhabitants of neighboring communities; all resident and nonresident employee families have access to education and health services.

The HPL will not hire personnel through intermediates or by contractors; all hiring of employees will be done directly through the administrators. Overtime, days off, vacations and other rights established by law are recognized for all temporary, seasonal and permanent workers.

A handwritten signature in black ink, appearing to read 'Dumich'.

General Manager Plantations

HATTON PLANTATIONS PLC

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Peliyagoda.