

POLICY ON WHISTLEBLOWING

Purpose

This Policy on Whistle Blowing Policy provides a framework to establish a vital channel for all stakeholders to report wrongdoing confidentially and without fear of retaliation. This Policy is designed to uphold transparency, integrity, and accountability within the Company, ensuring that concerns are addressed promptly and effectively.

Internal guidelines and processes shall be implemented to align with the provisions of this Policy.

Confidentiality

The Policy guarantees the highest level of confidentiality and protection for whistleblowers who report in good faith.

Implementation

All employees are informed about the mechanism to raise concerns upon joining and are reminded bi-annually, with contact details of Audit Committee members provided for reporting.

It is available in Sinhala, English and Tamil languages.

Applicability

This policy shall be applicable to the employees, directors and all other external parties.

Effective date

24.09.2024

Review and modifications

This policy shall be reviewed annually by the Board of Directors on the recommendations of the Board Audit Committee.