

## **IDL's COP for GC / Oct. '07 – Sept. '08**

*"I D Lanka Ltd, having recognized the importance of the principles of the Global Compact, is proud to be a signatory to the UN's Global Compact. We pledge to support continuously, the ten Principles of the Global Compact in all our dealings with our stake holders"*

- **Relevant Statistics :**

- |                                   |                              |
|-----------------------------------|------------------------------|
| - Turnover (y/e 30.09.08)         | - LKR 5.9 billion (US\$ 52M) |
| - Number of employees             | - 276                        |
| - Capital employed (y/e 30.09.08) | - LKR 1.5 billion (US\$ 13M) |

- **Principles Selected.**

**Labour :**

**3. *Business should uphold freedom of association and the effective recognition of the right to Collective Bargaining.***

The Company is currently in the 2<sup>nd</sup> year of the tenth Collective Agreement signed with the Union representing the blue collar workers.

The Company was able to maintain industrial harmony in the organization, having had several meetings with the union throughout the year. Discussions were held and issues raised were settled amicably during the period under review.

**6. *Eliminate discrimination in respect of employment and occupation.***

Currently, there are 12 physically impaired and speech /hearing impaired youth in the cadre out of which 08 are in the permanent employment. These youth, recruited under the " Employers' Network on Disability", a joint venture of the Employers' Federation of Ceylon (EFC) and Motivation Charitable Trust, serve in the Clerical & Allied Grades as well as in the Manual Grades. **They represent over 04 % of the total work force in the Company.**

The Company's General Manager- Human Resources was nominated to attend a Partnership Training Programme in Seoul, South Korea, arranged by the ILO with the Korea Employment Promotion Agency for the Disabled (KEYPAD). The training was arranged for a representative group from Sri Lanka to familiarize itself with the manner in which South Korean Government has dealt with issues relating to disabled persons and the laws that have been introduced to promote the employment of disabled persons.

The Company is actively involved in encouraging other organizations in Sri Lanka to offer employment opportunities to the disabled and this exposure was an extremely useful exercise.

Additionally, I D Lanka encourages all disabled persons who have the necessary qualifications to apply for vacancies in the organizations and all newspaper and web advertisements carry this message.

The company employs over 45 females in its cadre, including the contractual employees which represents nearly 15% of the total cadre. IDL employs persons from different ethnic and religious groups.

**Environment :**

7. *Business should support a precautionary approach to environmental challenges.*
8. *Undertake initiatives to promote great environmental responsibility, and*
9. *Encourage the development and diffusion of environmental friendly technologies.*

It is the policy of I D Lanka Ltd., (IDL) to minimize the environmental impact of all its operations and to comply with environmental regulations at all times. It has developed procedures to minimize the generation of waste and for the disposal of solid waste, liquid waste and gaseous emissions in an environmental friendly manner.

Continuous improvement in this area has led to IDL being the only company in the spirits industry to be certified to ISO 14001 : 2004 Environmental Management by SGS, UK.

- **Reporting Person :** Mrs. Malini Gunasekera.  
General Manager – Human Resources.
  
- Company :** I D Lanka Limited.  
“Melfort Estate”, Kotalawala,  
Kaduwela.  
Sri Lanka.
  
- Telephone No. :** +94 2417000    **E-Mail :** malini.gunasekera@idl.lk