CORPORATE SOCIAL COMPLIANCE POLICY

EW INFORMATION SYSTEMS LIMITED WILL CONDUCT IT'S BUSINESS ACTIVITIES IN A SOCIAL RESPONSIBLE WAY

EW INFORMATION SYSTEMS LIMITED UNDERSTANDS THAT SOCIAL COMPLIANCE STANDARDS ARE STILL EVOLVING AND IT IS THE POLCIY OF THE COMPANY TO ENSURE THAT THESE STANDARDS ARE FOLLOWED AND THIS INCLUDES ISO 9000 AND STANDARDS OF THE INTERNATIONAL LABOUR ORGANISATION (ILO)

ALL BUSINESS ACTIVITIES AND LABOUR PRACTISES ARE IN COMPLIANCE WITH APPLICABLE LOCAL LAWS AND REGULATIONS AND ALL OF OUR POLICIES AND PROCEDURES WILL BE RE-VISITED PERIODICALLY FOR CONTINIOUS IMPROVEMENT.

WE HAVE A COMMITMENT TO OUR EMPLOYEES AS WELL AS THE SOCIETY WE LIVE WITHIN SRI LANKA.

GLOBAL COMPACT

COMMUNICATION OF PROGRESS

2004 – 2006

E-W INFORMATION SYSTEMS LIMITED

Since we started the Company, E-W Information Systems Limited in 1986, the EWIS Group of Companies has grown and expanded, thus providing total business solutions to our customers in Sri Lanka and the developing world. Our solutions range from the most modern IT solutions, computer training to consultancy services. With establishment of our branch offices, we are able to effectively serve our Customers Island wide.

AT EWIS, we concentrate on matching Sri Lankan solutions to global problems, and global solutions to Sri Lankan problems. To this end, we have continuously increased the quality and quantity of services offered. We make constant efforts to grow in order to provide better services to our clientele.

As Sri Lanka becomes more and more sophisticated in its use of Information Technology, at EWIS we are ready to provide Sri Lanka with increasingly competitive technical solutions. Our aim is to take Sri Lanka to the global marketplace, and place Sri Lanka in a strategic position in the information super highway. I would like to pledge to our clients that we will tirelessly and diligently research global developments in information technology to provide Sri Lanka with the latest business solutions.

EWIS signed the Global Compact in July, 2003 and recognized the importance of good business practices and have been in the process of implementing goals and objectives to ensure that these standards are met. The standards we set and follow will define us as a company for our employees, customers and vendors as well as for the communities we serve.

We are committed to fulfilling our Social obligations to the people of Sri Lanka and the Company as a group has sponsored many activities involving schools, hospitals and charitable institutions, which is mainly done in the rural areas of Sri Lanka.

We believe that our commitment to Global Compact is a commitment to our Company success and to create for ourselves a workplace deserving of our continued efforts, loyalty and pride over the coming years and we will ensure that there will be further development and improvement in our Social Responsibilities.

Sanjeewa Wickramanayaka
Chairman/CEO
EWIS Group of Companies
October 2003

COMMUNICATING THE GLOBAL COMPACT TO SUPPLIERS AND INTERNAL SHAREHOLDERS

In October 2003 we communicated to our Principals, Shareholders and all Contract Business Partners of EWIS.

Further communication was done within the Organisation with the Senior Management and awareness programs were done at Department Level.

Presentations were made at the General Staff Meeting on Corporate Social Compliance and what the Organisation will be undertaking in the future.

PRACTISING THE GLOBAL COMPACT WITHIN THE ORGANISATION

HUMAN RIGHTS

PRINCIPAL 1 : SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONAL RIGHTS WITHIN OUR SPHERE OF INFLUENCE

PRINCIPAL 2 : MAKE SURE OUR OWN CORPORATIONS ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES

EMPLOYMENT

All employees of EWIS are recruited with Letters of Appointment clearly indicating terms and conditions of employment, clarifying their job role, rights and responsibilities and this includes working hours which is 8 hours per day and 45 hours per week maximum with a maximum of 60 hours overtime per month.
The Company will provide at least one day off in every seven-day period, except as required to meet urgent business needs, when required.

Vacancies are advertised and priority is given for Internal recruitment and promotions.

EWIS is a 'equal opportunity employer' and there is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

Wages and benefits paid for a standard working month is met with, at a minimum National legal Standard. All Staff are provided with proper information about their employment conditions and all particular of their wages for the pay period concerned is indicated in their payment voucher.

WORKING CONDITIONS

EWIS informs all prospective applicants, before the offer of appointment the policies and procedures and legal limitations on the normal working periods, overtime periods, vacations etc.

Working hours will comply with National Laws, with at least one day off in every seven day period.

All Workplaces are Airconditioned to ensure that Employees work in adequate comfort.

Access to medical facilities by a professional Medical Practitioner is available and this is nominated by the Organisation for employees to visit when required. Access to clean toilet facilities and if appropriate, sanitary facilities for food storage shall be provided.

Drinking water provided to all Staff complies with necessary Certificates issued by the relevant local authority to ensure that it is safe for human consumption.

Free afternoon snack is provided to all employees at EWIS.

LABOUR STANDARDS

PRINCIAPAL 3 : FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

EWIS respects the right of all Employees to exercise their lawful rights of free Association and collective bargaining.

All employees are free to enter into Unions for collective bargaining.

Best Management practices are put into force to have a healthy employee friendly work place through best employee relation mechanisms such as Employees' Council or a Welfare Council.

COMPANY IDENTITY CARD – FOCUSING ON CUSTOMER SATISFACTION

EWIS SPORTS DAY

EWIS CHRISTMAS PARTY

PRINCIPAL 4 : THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR
PRINCIPAL 5 : THE EFFECTIVE ABOLITION OF CHILD LABOUR

Recruitment of Employees will be done on their own Free will for available vacancies and will not use involuntary or Forced Labour indentured, bonded or otherwise.

EWIS or it's group Companies will not use Child Labour. Minimum age for recruitment will be 18 Years and proof of age documentation from all Staff prior to recruitment and review of documentation for authenticity will be done.

PRINCIPAL 6 : THE ELIMINATION OF DISCRIMINATION IN RESPECT TO EMPLOYMENT AND OCCUPATION

EWIS takes all steps to ensure a work environment free of harassment, abuse or corporal punishment in any form. All employees should enjoy a working environment that is free from discrimination and intimidation and adheres to all Policies that protect employees from being subject to Harassment and Abuse.

Policy on 'Discrimination' has been formulated to ensure that no Employee is discriminated.

ENVIRONMENT

PRINCIPAL 7 : SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENT CHALLENGES
PRINCIPAL 8 : UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY
PRINCIPAL 9 : ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

Ewis will fall in line with National and Municipality laws or other laws dealing with the environment, health and Safety in dealing with all Employees, Customers and the General Public.

EWIS practices a 'Safe Driving Policy' for Vehicles' and this includes Vehicle Maintenance checks, maximum carrying capacity of passengers and Non Transport of hazardous materials in Passenger Vehicles.

Water Tank Projects and Tree Planting campaigns will be undertaken by EWIS in the year 2007.

SOME OF OUR CORPORATE SOCIAL RESPONSIBILITY PROJECTS

JUNE 2004

Donated Computers to Disabled soldiers at the Regimental Centre Gaminu watch, Kuruwita

JULY 2004

Renovated the buildings, built the boundry wall, provided equipment to the playground and opened a fixed deposit for every child at the Avanthidevi Girls' Orphanage, Anuradapura

JULY 2004

Renovated and uplifted the facilities of 15 under privileged schools in rural areas.

Galkiriyagama, Anuradapura District
Kirindiwatte Vidalaya
Paravahagama Vidalaya
Paravahagama Preschool
Valpalugama Primary School
Kaluarachichiyagama Vidyalaya
Upulwehera Vidyalaya
Nelliyagama Muslim Vidyalaya
Dambewatana Vidyalaya
Ranawa Primary School
Dikwannagama Primary School
Moroththegama Vidyalaya
Budugehin Vidyalaya
Katukeliyawa Vidyalaya
Makulgaswewa 7th Post Preschool

NOVEMBER 2004

Books and Stationery were distributed among 150 School Children who obtained outstanding results at he GCE O/L examination from 10 schools in the Anuradapura District.

DECEMBER 2004

Within 48 hours of the Tsunami, a team from our Organisation visited Muttur and 10 other locations in Trincomalee and distributed food and other essential items to the Tsunami Victims.

FEBRUARY 2005

Books and Stationery were donated to a selected group of 140 School children and 40 University students in the Anuradapura District.

JUNE 2005

A free health camps was held for Tsunami Victims of Doctors and medical staff lead by Dri Lakshman Weerasena along with our Staff members participated at this free health camp.

OCTOBER 2005

Donated a Public Address System to the Mirisawetiya Temple at Anuradapura

APRIL 2006

Donated school Books and scholarships to 200 studentsin the Anuradapura Region

JUNE 2006

A Health camp was held for the People of the Puttalam District where free medicine was given. This was conducted by a Team of Doctors from Colombo.

Poson Dansala was held on Poson Poya Day in the sacred city of Anuradapura. Meals were provided to 3,500 pilgrims who visited Anuradapura on that day. Our Staff were also present to serve food and drink.

OCTOBER 2006

Donated 136 Computers, worth Rupees 10 Million to Rural disadvantaged Schools and Pirivenas in Sri Lanka, on World Teachers Day

Provided Sportswear to the National Wheelchair Basketball Team in Sri Lanka.

Donated Welfare items, such as Toiletries, to the Sri Lanka Navy.

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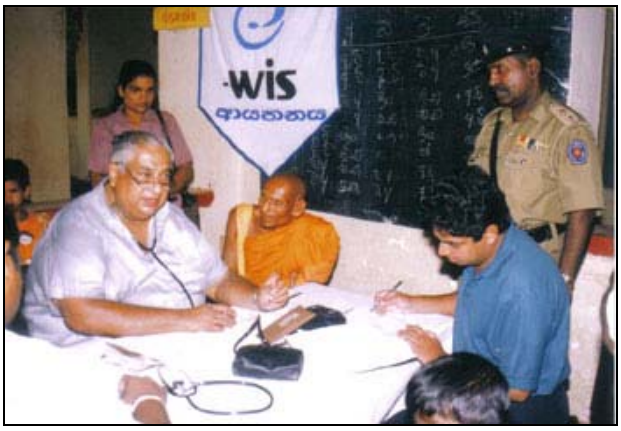
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ANTI CORRUPTION

PRINCIPAL 10 : BUSINESS SHOULD WORK AGAINST ALL FORM OF CORRUPTION, INCLUDING EXORTION AND BRIBERY

EWIS practices good Corporate Governance.

Going by good business practices a 'Code of Ethics' has been developed which is provided to all employees and this is strictly followed by the Organisation.