



*Principle No. 06. Eliminate discrimination in respect of employment and occupation.*

Currently, there are 13 physically and mentally disabled youth on the cadre of which, 08 are in 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 and Manual Grades. They represent over 04.5 % of the total work force of the Company.

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

The company has on its cadre over 45 female employees, which is nearly 16% of the total employee base. IDL employs persons from different ethnic groups and religious faiths.

*Environment :*

*Principle No. 07. Business should support a precautionary approach to environmental challenges.*

*Principle No. 08. Undertake initiatives to promote great environmental responsibility, and*

*Principle No. 09. 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. We have 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.

We have embarked on a programme for the reduction of water and electricity consumption through an ISO systems guided measure & monitor procedure to reduce the environmental impact from our business activities. We have also set stringent targets to reduce bottle breakages and increased the re-use of bottles to further reduce the environmental impact from our business.

The AGM – Quality and Q A Manager have been trained as Internal Auditors for ISO 14001 (Environmental Management System). ISO and Quality Systems awareness programmes were conducted for all employees during the year.

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

Anti-corruption :

*Principle No. 10. The promotion and adoption of initiatives to counter all forms of corruption, including extortion and bribery.*

As a business policy I D Lanka Ltd. is fully compliant with the Principle on Anti-corruption.

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