

Issue Area	Global Compact Principle	Implementation policies in place and measurement	Activities	SDG area/s covered
Human Rights	Principle 1 - Businesses should support and respect the protection of internationally proclaimed human rights	<ul style="list-style-type: none"> • Code of Ethics • Health & Safety Policy • Sustainability Commitment • https://www.mjffoundation.org/changing-lives/ • https://www.mjffoundation.org/children-charities/ • https://www.mjffoundation.org/small-entrepreneur/ 	<p>At Dilmah, human rights typically take the form of non- discrimination and diversity in personnel practices, privacy, professional development, and work-life balance. We value differences; in thought, style, culture, ethnicity and we have embedded concern for human rights in our core values, as a means of integrating respect for one another in the organization’s culture.</p> <p>Dilmah recognizes that we have a responsibility to uphold human rights both in the workplace and more broadly within our sphere of influence.</p> <p>Proposed initiatives;</p> <ul style="list-style-type: none"> • Launch ‘Dilmah Care’; A program to foster human rights and health & safety in the workplace • Establish a Human Rights Committee represented by HR, Legal, • Sustainability & MJF Charitable foundation • Design grievance system for reporting of issues relating to Human Rights and workplace harassment • Introduce ethics training to HR orientation programs • Awareness sessions • Human Rights Day communication 	SDG 4 SDG 17 SDG 1
	Principle 2 - Businesses should make sure that they are not complicit in human rights abuses			
Labour	Principle 3 - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	<ul style="list-style-type: none"> • https://www.dilmahtea.com/tea-inspired-ebooks/free/dilmah-sustainability-report-2018/index.html#page/16 • Standards and policies 	<p>Dilmah fosters and celebrates an inclusive workplace without barriers. The organization’s inclusion efforts continue to focus on factors—including gender, ethnicity, age, and disability.</p> <p>We emphasize our commitment to ethical behavior in our values and reinforce the responsibility of everyone in the organization to act with integrity. Integrity: Preference to do what is right, in line with moral and ethical convictions under all circumstances.</p> <p>Dilmah is in compliance with all applicable, Labour Laws such as those identified in section 1.6.</p> <p>Ethical tea Society: The Ethical Tea Society was</p>	SDG 5 SDG 3 SDG8
	Principle 4 - Businesses should uphold the			

	<p>elimination of all forms of forced and compulsory labour</p> <p>Principle 5 - Businesses should uphold the effective abolition of child labour</p> <p>Principle 6 - Businesses should uphold the elimination of discrimination in respect of employment and occupation</p>		<p>established by Dilmah in recognition of the importance of sharing the deep sense of fulfillment that is an indirect benefit of the process of changing lives.</p>	
Environmental	<ul style="list-style-type: none"> Principle 7 - Businesses should support a precautionary approach to environmental challenges Principle 8 - Businesses should undertake initiatives to promote greater environmental responsibility Principle 9 - Businesses should 	<ul style="list-style-type: none"> More information is available on; https://www.dilmahconservation.org/initiatives Solar dashboard dilmahconservation.org/climate-reality Environmental Policy EMS ISO 14001 dilmah-sustainability-report-2018 page/41-48 	<p>Reaching environmental excellence is a main objective. We dedicate significant efforts to address key sustainability-related issues, from biodiversity and conservation to renewable energy, climate change and emissions monitoring. Our Sustainability Strategy has specific objectives to address environmental global challenges, including:</p> <p>Climate change, resource scarcity and loss of biodiversity: We conduct external assurance for a number of our key performance indicators for our industry, including CO2, dust, NOx and Sox emissions annually.</p> <p>Following its inception in 2007, Dilmah Conservation has worked towards promoting the sustainable use of the environment in partnership with other organizations including the International Union for Conservation of Nature (IUCN), the Field Ornithology Group of Sri Lanka (FOGSL), the Sri Lanka Association for the Advancement of Science (SLAAS) and a number of professional and academic institutions including</p>	<p>SDG 13</p> <p>SDG 15</p> <p>SDG12</p> <p>SD G7</p> <p>SDG2</p>

	encourage the development and diffusion of environmentally friendly technologies		<p>several local universities. This work has been categorized into four focal areas which are sustainability, biodiversity, heritage and communications.</p> <p>During the year Rs. 60M (\$0.38M) was utilized for Dilmah Conservation with the aspiration of safeguarding the environment. Dilmah Conservation work revolves around the creation of reconciliation programmes by using nature as a catalyst, introduction to sustainable initiatives in the spheres of agriculture and the implementation of programmes on the protection of species habitat and biodiversity through public service announcements and other media.</p>	
Anti-Corruption	Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery	<ul style="list-style-type: none"> • Code of Conduct - Anti- Bribery and Corruption Policy • Annual report 2017/18: Report of the Directors • Corporate Governance Statement 2017: The Company has complied with Section 7.10 of the Rules of Colombo Stock Exchange (CSE) on Corporate Governance. • Complies with Supplier Guidance Document (SGD) Supplier Workplace Accountability (SWA) • 	<p>Ethics are at the heart of our work, people, and role in society. Wherever we may operate, we are committed to doing so lawfully, ethically and with integrity. We promote ethical practices through responsible taxation; corporate governance; and security. All company associated persons are required to comply with internal policies and anti-bribery and anti-corruption legislation that applies in any jurisdiction. We contribute to the global economic prosperity and social wellbeing through job creation and skill development, youth employment, trade and investment.</p>	SDG 16