

Issue Area	Global Compact Principle	Implementation policies in place and measurement	Activities	SDG area/s covered
Human Rights	<p>Principle 1 - Businesses should support and respect the protection of internationally proclaimed human rights</p> <p>Principle 2 - Businesses should make sure that they are not complicit in human rights abuses</p>	<ul style="list-style-type: none"> • Dilmah Business ethic policy :Business ethic/ non-discrimination • Health & Safety Policy • Sustainability Commitment • https://www.mjffoundation.org/changing-lives/ • https://www.mjffoundation.org/children-charities/ • https://www.mjffoundation.org/small-entrepreneur/ <p>Dilmah Annual Report 2018/19 Page 29,46,50 https://www.dilmahtea.com/sustainability/pdf/dilmah-ceylon-tea-company-plc-annual-report-2018-19.pdf</p>	<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. Implemented initiatives;</p> <ul style="list-style-type: none"> • Integrating Human Rights as an element to the company’s’ sustainability strategy. • Launch Cup of Kindness; 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 <ul style="list-style-type: none"> • Introduce ethics training to HR orientation programs • Awareness sessions • Human Rights Day communication 	SDG 4 SDG 17
Labour	Principle 3 - Businesses should uphold the freedom of association and the effective	<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 	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. We emphasize our commitment to ethical	SDG 5 SDG 3

	<p>recognition of the right to collective bargaining</p> <p>Principle 4 - Businesses should uphold the 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>behavior in our values and reinforce the responsibility of everyone in the organization to act with integrity.</p> <p>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 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 	<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 https://www.dilmahtea.com/sustainability/pdf/carbon-neutral-ctf1.pdf 	<p>The Group is an industry leader in environmental conservation, with substantial investments directed every year towards preserving natural resources and generating national level dialogue on environmental sustainability. Dilmah has played a pivotal role in raising awareness and propagating best practices in biodiversity conservation, emission management and addressing implications of climate change. Following its inception in 2007, Dilmah Conservation has worked towards promoting the sustainable use of the environment in partnership with other organizations</p>	SDG 13 SDG 15

	<p>promote greater environmental responsibility</p>	<ul style="list-style-type: none"> • https://www.dilmahtea.com/sustainability/pdf/dilmah-ceylon-tea-company-plc-annual-report-2018-19.pdf 	<p>including the International Union for Conservation of Nature (IUCN). A key element of the Group's carbon neutral program was the focused reduction of its dependence on fossil fuels. The Group operates 2 hydropower plants with a combined capacity of 122kw and 2 solar plants with a combined capacity of 250 kw which collectively account for 9% of the Group's total energy consumption. During the year under review, the Group's total energy consumption decreased by 4.4%. The Group marked a significant milestone during the year under review, achieving 100% carbon neutrality for its entire product range being the first Sri Lankan Tea Company to achieve such a status . During the year Rs. 36.3M (\$0.2M) 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>	
<p>Anti-Corruption</p>	<p>Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery</p>	<ul style="list-style-type: none"> • Business Ethics Policy - Anti- Bribery and Corruption • Annual report 2019/20: Corporate Governance: Page 27,28,46 https://www.dilmahtea.com/sustainability/pdf/dilmah-ceylon-tea-company-plc-annual-report-2018-19.pdf • Corporate Governance Statement 2017: The Company has complied with Section 7.10 of the Rules of Colombo Stock Exchange (CSE) on Corporate Governance. 	<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</p>	

		<ul style="list-style-type: none">Complies with Supplier Guidance Document (SGD) Supplier Workplace Accountability (SWA)	jurisdiction. We contribute to the global economic prosperity and social wellbeing through job creation and skill development, youth employment, trade and investment.	
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