

Issue Area	Global Compact Principle	Implementation policies in place and measurement	Activities	SDG area/s covered
Human Rights	<p><b>Principle 1</b> - Businesses should support and respect the protection of internationally proclaimed human rights</p>	<ul style="list-style-type: none"> <li>• Dilmah Business ethic policy :Business ethic/ non-discrimination</li> <li>• Dilmah Corporate Sustainability Strategy Page 28, DCTC Integrated Annual Report 2019/20 <a href="https://www.dilmahtea.com/sustainability/pdf/dilmah-ceylon-tea-company-plc-annual-report-2019-20.pdf">https://www.dilmahtea.com/sustainability/pdf/dilmah-ceylon-tea-company-plc-annual-report-2019-20.pdf</a></li> <li>• Health &amp; Safety Policy</li> <li>• <a href="https://www.mjffoundation.org/changing-lives/">https://www.mjffoundation.org/changing-lives/</a></li> <li>• <a href="https://www.mjffoundation.org/empower/">https://www.mjffoundation.org/empower/</a></li> <li>• <a href="https://www.mjffoundation.org/small-entrepreneur/">https://www.mjffoundation.org/small-entrepreneur/</a></li> <li>• <a href="https://www.dilmahtea.com/cup-of-kindness.html">https://www.dilmahtea.com/cup-of-kindness.html</a></li> </ul>	<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. 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>Dilmah Human Rights Policy ensures that people are treated with dignity and respect. This policy is guided by international human rights principles encompassed in the Universal declaration of Human Rights, the international Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, the United Nations Guiding Principles and local laws on Business and Worker Rights.</p> <p>Implemented initiatives;</p> <ul style="list-style-type: none"> <li>• Integrated Human Rights as an element to the company’s’ sustainability strategy.</li> <li>• Cup of Kindness; A program to foster human rights and health &amp; safety in the workplace</li> <li>• Establish a Human Rights Committee represented by HR, Legal, Sustainability &amp; MJF Charitable foundation</li> <li>• Grievance mechanism for reporting of issues relating to Human Rights and workplace harassment consists of open door policy, joint consutative commitee, townhall meetings, professional counselling services, and grievance records.</li> <li>• Introduce ethics training to HR orientation programs</li> </ul>	SDG 4 SDG 17

			<ul style="list-style-type: none"> <li>• Awareness sessions</li> <li>• Human Rights Day communication</li> </ul>	
	<p><b>Principle 2</b> - Businesses should make sure that they are not complicit in human rights abuses</p>	<p>Page 45, DCTC Integrated Annual Report 2019/20  <a href="https://www.dilmahtea.com/sustainability/pdf/dilmah-ceylon-tea-company-plc-annual-report-2019-20.pdf">https://www.dilmahtea.com/sustainability/pdf/dilmah-ceylon-tea-company-plc-annual-report-2019-20.pdf</a></p>	<p>Dilmah's comprehensive HR policy framework is designed to comply with local and international regulations, standards and industry best practices.</p> <ul style="list-style-type: none"> <li>• Dilmah conducts Supplier Capability Assessments when selecting suppliers following a stringent evaluation process based on quality, business practices, social and environmental practices and ethics including human rights and labour.</li> </ul>	
Labour	<p><b>Principle 3</b> - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p>	<ul style="list-style-type: none"> <li>• Code of ethics: Page 84, DCTC Integrated Annual Report 2019/20  <a href="https://www.dilmahtea.com/sustainability/pdf/dilmah-ceylon-tea-company-plc-annual-report-2019-20.pdf">https://www.dilmahtea.com/sustainability/pdf/dilmah-ceylon-tea-company-plc-annual-report-2019-20.pdf</a></li> <li>• Standards and policies</li> <li>• Ethical Tea Society:  <a href="https://www.mjffoundation.org/ethical-tea-society/about-us.html">https://www.mjffoundation.org/ethical-tea-society/about-us.html</a></li> </ul>	<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. We emphasize our commitment to ethical 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. Dilmah is in compliance with all applicable, Labour Laws.</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> <ul style="list-style-type: none"> <li>• Dilmah has extended the BRC food safety cultural excellence to review the overall company culture.</li> </ul>	SDG 5 SDG 3
	<p><b>Principle 4</b> - Businesses should uphold the elimination of all forms of forced and compulsory labour</p>			
	<p><b>Principle 5</b> - Businesses should uphold the effective abolition of child labour</p>			
	<p><b>Principle 6</b> - Businesses should uphold the elimination of discrimination in respect of employment and occupation</p>			

Environmental	<p><b>Principle 7 -</b> Businesses should support a precautionary approach to environmental challenges</p>	<ul style="list-style-type: none"> <li>• More information is available on; <a href="https://www.dilmahconservation.org/initiatives">https://www.dilmahconservation.org/initiatives</a></li> <li>• Solar dashboard: <a href="https://www.dilmahconservation.org/climate-reality">dilmahconservation.org/climate-reality</a></li> </ul>	<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.</p>	<p>SDG 13 SDG 14 SDG 15</p>
	<p><b>Principle 8 -</b> Businesses should undertake initiatives to promote greater environmental responsibility</p>	<ul style="list-style-type: none"> <li>• Environmental Policy EMS ISO 14001</li> <li>• Natural Capital: Pages 70-75, DCTC Integrated Annual Report 2019/20 <a href="https://www.dilmahtea.com/sustainability/pdf/dilmah-ceylon-tea-company-plc-annual-report-2019-20.pdf">https://www.dilmahtea.com/sustainability/pdf/dilmah-ceylon-tea-company-plc-annual-report-2019-20.pdf</a></li> </ul>	<p>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 including the International Union for Conservation of Nature (IUCN).</p>	
	<p><b>Principle 9 -</b> Businesses should encourage the development and diffusion of environmentally friendly technologies</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.dilmahtea.com/pdf/carbon-neutral-certificate-for-dilmah.pdf">https://www.dilmahtea.com/pdf/carbon-neutral-certificate-for-dilmah.pdf</a></li> </ul>	<p>A key element of the Group’s carbon neutral program was the focused reduction of its dependence on fossil fuels. The Group will continue to drive its efforts on increasing the reliance on renewable energy while reducing the dependence on fossil fuel. The Group operates 2 hydropower plants with a combined capacity of 122kW and 4 solar plants with a combined capacity of 415kW, which collectively accounts for 10% of the Group’s total energy consumption. In 2018, the Group marked a significant milestone, achieving 100% carbon neutrality for its entire product range being the first Sri Lankan Tea Company to achieve such a status. During the financial year 2019/20, the scope of carbon neutrality status for Dilmah products has been extended up to its Australian market, demonstrating a significant commitment towards the pledge of being carbon negative by 2030.</p> <p>During the year Rs.Mn 29.7 (\$0.15Mn) was utilized for Dilmah Conservation with the aspiration of safeguarding the environment. Dilmah Conservation work revolves around the creation of reconciliation programmes by using</p>	

			<p>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>Initiatives such as Dilmah upcycling, Biochar and waste to craft shows Dilmah's commitment towards the protection of the planet and the circular economy.</p> <p>Safeguarding Sri Lanka's biodiversity and natural habitats is integral and therefore a key focus area of Dilmah Conservation. Conservation efforts led to Kayankerni Reef being declared a Marine Protected Area in 2019.</p>	
Anti-Corruption	<p><b>Principle 10</b> - Businesses should work against corruption in all its forms, including extortion and bribery</p>	<ul style="list-style-type: none"> <li>• Business Ethics Policy - Anti-Bribery and Corruption</li> <li>• Corporate Governance Statement 2017: The Company has complied with Section 7.10 of the Rules of Colombo Stock Exchange (CSE) on Corporate Governance.</li> <li>• Complies with Supplier Guidance Document (SGD) Supplier Workplace Accountability (SWA)</li> <li>• Corporate Governance: Pages 80-88, DCTC Integrated Annual Report 2019/20  <a href="https://www.dilmahtea.com/sustainability/pdf/dilmah-ceylon-tea-company-plc-annual-report-2019-20.pdf">https://www.dilmahtea.com/sustainability/pdf/dilmah-ceylon-tea-company-plc-annual-report-2019-20.pdf</a></li> </ul>	<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>	