

Hemas Holdings PLC

Human Rights Guidelines

What does it mean?

The Human Rights Guidelines sets out how we aim to create a work environment that embraces the values of our Group and respects the dignity and rights of our employees and all stakeholders associated with Hemas. It is not a comprehensive set of regulations but a broad statement that reflects our aim to become a responsible corporate citizen by creating a culture, which allows employees to fulfill their true potential; and endorses practices that conform to universally accepted human rights.

More detailed guidelines are set out in policies and procedures that refer to specific sustainable business practices. The Group reserves the right to amend all policies/codes of best practice at its discretion.

Our position on:

Non-discrimination: Hemas has zero tolerance towards harassment and discrimination based on age, gender, race, colour, religion or caste. We also do not discriminate the differently able personnel.

We endorse diversity within our workplace and do not engage in any discriminatory business practices.

Child labour: We do not hire any person below the age of 18 nor endorse it among any of our stakeholders.

Compliance with local labour laws: We are committed to upholding all applicable local labour laws and regulations.

Freedom of Association: We respect the rights of all employees and their right to freedom of speech and association.

The company has defined and developed an effective working relationship through the mechanism of Joint Consulting Committees (JCC).

The JCC is a combined committee comprising the employer and employees which meets frequently to discuss important issues and areas of common concern. The JCC is considered a forum that encourages open debate and communication and a platform for innovative ideas and solutions to concerns within departments and among employees. JCCs are currently in operation within the Group's business segments relating to manufacturing and hospitals.

Counseling: Professional Counseling services are provided for those employees in need, through an agreement with the Sri Lanka Professional Counselors Association.

Community Rights: Being a diversified conglomerate, we are acutely aware that our business activities impact communities in many ways and aim to assess and implement action to counter any adverse negative impacts that may occur when we enter into and operate within communities.

More information pertaining to the Human Rights concerns of the Group can be found in the detailed guidelines set out below, which are available on the Hemas Group Intranet, under the 'Policies' tab

- Hemas General Guidelines and Working Conditions for Employees
- Hemas Way

I have read and understood the above, and will abide by it.

Employee sign-off:

Employee Name:

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Relevant for	All Hemas Employees	
Guidelines will be implemented by	Director-Group HR	