

CHRO's Circular No: 49/2019

CHRO's Office,  
SriLanka Telecom PLC,  
Colombo 01.  
27 November, 2019

To All Staff,

**Ammendment to Maternity Leave Policy**

This circular amends Circular No. 26/2018 effective from 1 December 2019.

- According to the new maternity leave policy, it changes paid maternity leave to 84 days for their first 2 children and 60 days for subsequent children.
- We have expanded coverage to include commissioning mothers in surrogacy arrangements, who will now receive the full 182 days of paid maternity leave upon submission of legal documentation.
- Lactating mothers will be entitled to 1-hour daily nursing breaks for 12 months following their return to work.

All other conditions of Circular No. 26/2018 remain in effect unless explicitly modified herein.

Tharushi Jayarathne,  
Chief Human Resource Officer