CHRO's Circular No: 05/2022	CHRO's Office,
	SriLanka Telecom PLC,
	Colombo 01.
	5 February, 2022
To All Staff,	
Mataurita I a ana Balian	
<u>Maternity Leave Policy</u>	
This circular introduces flexible return-to-work options, effective from 1 I	March 2022.
Famala amalawaa maay may ant fan mant tima want (4 laawa/day) fa	. 4
Female employees may now opt for part-time work (4 hours/day) for maternity leave.	or i month lottowing their
Adoption leave is extended to 70 days for children under 5 years old.	
Surrogacy arrangements now require pre-approval via HR portal with lega	al documentation.
This policy supplements but does not repeal Circular No. 12/2021.	
Isuri Liyanaarachci,	
Chief Human Resource Officer	
Chief Human Resource Officer	