



POLICY

**ON ENVIRONMENTAL, SOCIAL AND
GOVERNANCE SUSTAINABILITY**

Policy on Environmental, Social and Governance Sustainability

This document is issued under the authority of the Board of Directors of Malwatte Valley Plantations PLC (“the Company”) in compliance with the Listing Rules of the Colombo Stock Exchange (“CSE”). Duplication and distribution of this document without an authorized release is strictly prohibited.

Document Control

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Document Change Approvals

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1. Definitions

The following words and expressions shall have the respective meanings given against each such word:

“**Board**” means the board of directors of the Company;

“**Company**” means Malwatte Valley Plantations PLC

“**Director**” or “**Directors**” means a director or the directors (as the case may be) for the time being of the Company.

“**CSE**” Colombo Stock Exchange.

“**Listing Rules**” means the Listing Rules of the Colombo Stock Exchange;

“**Policy**” means this policy on Environmental, Social and Governance Sustainability;

“**Remuneration**” means cash and all non-cash benefits whatsoever received.

“**ESG**” means Environmental, Social and Governance.

2. Purpose

At Malwatte Valley Plantations PLC (“the Company”), we are committed to sustainable business practices that promote environmental stewardship, social responsibility, and robust governance. Our ESG sustainability policy outlines our commitment to creating long-term value for our stakeholders, including employees, customers, investors, and the communities we serve

3. Environmental Stewardship

a. Resource Efficiency

We strive to minimize our environmental footprint by using resources efficiently. This includes reducing energy consumption, water use, and waste generation across all operations.

b. Climate Action

The Company] is committed to reducing greenhouse gas emissions in line with global climate goals.

c. Sustainable Sourcing

We prioritize the procurement of materials and services from suppliers who share our commitment to environmental sustainability. We encourage the use of renewable materials and aim to reduce reliance on non-renewable resources.

d. Pollution Prevention

Our operations will comply with all applicable environmental laws and regulations. We aim to prevent pollution by managing hazardous materials responsibly and reducing emissions, effluents, and waste.

4. Social Responsibility

a. Diversity and Inclusion

We foster a diverse and inclusive workplace where all employees feel valued and respected. We are committed to equal opportunity in hiring, development, and promotion practices

b. Employee Well-being

The Company promotes a healthy and safe work environment. We support the physical and mental well-being of our employees through health and safety programs, work-life balance initiatives, and access to resources that support well-being.

c. Community Engagement

We aim to positively impact the communities where we operate by supporting local initiatives, volunteering, and making charitable contributions. We encourage our employees to participate in community service activities.

d. Human Rights-

The Company upholds the highest standards of human rights. We are committed to fair labor practices, prohibiting forced labor, child labor, and discrimination in any form.

5. Governance

a. Ethical Business Practices

We are committed to conducting business ethically and with integrity. This includes compliance with all applicable laws and regulations, maintaining transparency in our operations, and promoting accountability.

b. Board Oversight

Our Board of Directors will oversee ESG-related risks and opportunities. The board is responsible for integrating ESG considerations into our overall strategy and ensuring that ESG practices align with our long-term goals

c. Risk Management

We will identify, assess, and manage ESG-related risks across our operations. This includes environmental risks, social challenges, and governance issues that could impact our business.

6. Policy Review and Approval

This ESG sustainability policy shall be reviewed annually by the Board of Directors and updated as necessary to ensure its continued relevance and effectiveness.

Issued By

Frits Bogtstra – Chairman

Effective from 1st October, 2024

