

SUSTAINING THE GREEN COMMUNITY

Sustainability is a word that's gained a lot of traction in recent past and it affects every aspect of their lives, including how they eat, shop, work and live. Equally, there has been a lot of discussion surrounding sustainability of this community - what they are, how they work and why they're important.

PHDT has focused this year by spearheading to sustain this community in terms of Health, Nutrition levels and wellbeing through enforced, as well as providing resources, support and shared experiences and support to maintain a healthy and happy livelihood.

We are committed to take upon the sustenance of this green community and offer a way of living that addresses the community's long-term needs. This is vital for the general health of the population and place an emphasis on key factors such as:

- Good quality air and water, healthy food and good housing.
- Good quality education, a vibrant culture, good health care, satisfying employment or occupations and a sharing of wealth.
- Safety in public places, equal opportunities, freedom of expression and catering for the needs of the young, the old and the disabled.

We are a partner in progress to transform this underprivileged sector of the county, the plantation community to be the privileged like all others by facilitating and investing in sustainable programmes and projects let us look to the future with the inspiring strength and vigour of the past and rise to fulfil the workers' need in their march to progress and development.



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VISION & MISSION

VISION

“To be the leading human development Organisation trusted for excellence, providing sustainable development programs to continuously improve the quality of life in the plantations”

MISSION

- “To improve
- integrated services beneficial to plantation sector and its environs
 - social economic and spiritual well being
 - knowledge and self confidence
 - occupational health and safety dimensions
 - talents and capabilities of the beneficiaries by bench marking against the best practices
 - productivity of the sector”

VALUES

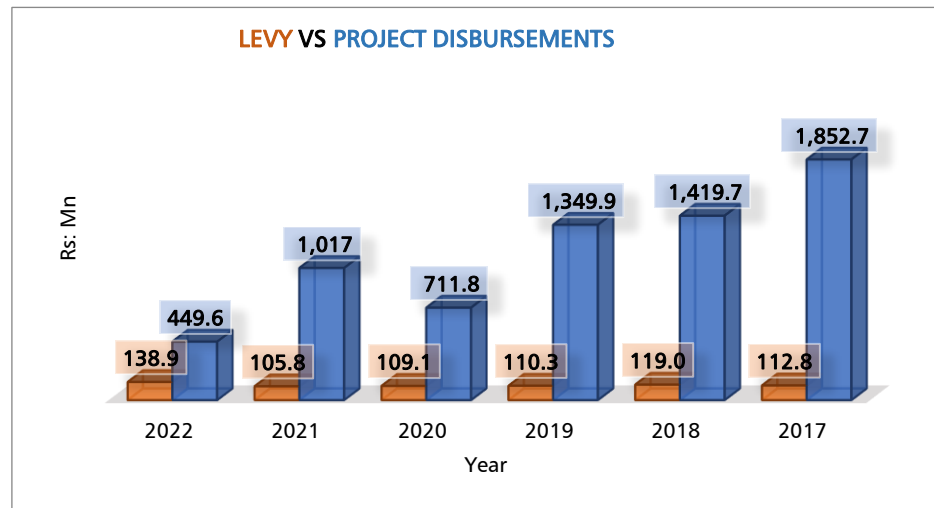
- We will adopt an open door policy
- We will ensure equity and fairness to our stakeholders
- We will make people feel valued and demonstrate integrity
- We will promote our team work through dedication and active listening
- We will work and achieve our objectives as one family
- We will ensure the stakeholder satisfaction through our dedicated activities





FINANCIAL HIGHLIGHTS

| | 2022 | 2021 |
|-------------------------------|---------|----------|
| | Rs: Mn | Rs: Mn |
| Results for the year | | |
| Levy Income | 110.43 | 64.02 |
| Total Recurrent Expenses | 131.92 | 114.30 |
| Excess from Activities | (21.49) | (50.28) |
| Other Income & Gains | 7.22 | 8.00 |
| Other Expenses | (44.25) | (63.75) |
| Project Administrative Income | (11.92) | 4.58 |
| Finance Cost | (0.71) | (1.97) |
| Finance Income | 3.94 | 0.23 |
| Excess Before Tax | (67.21) | (103.19) |
| Taxation | - | - |
| Excess for the year | (67.21) | (103.19) |

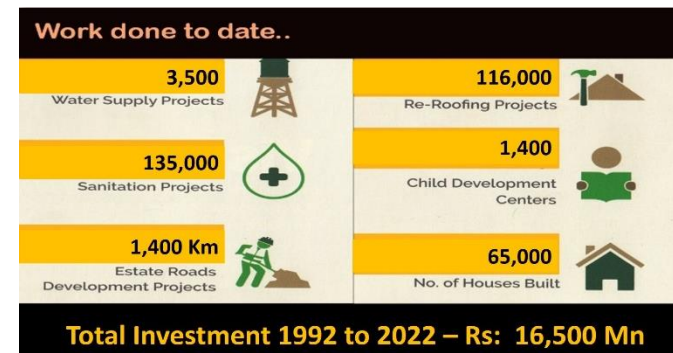


30 Years of Excellence for sustaining the Grean Community

We recall when the PHDT was formed to serve an underprivileged community. That was 30 years ago and only the start of a promising journey of this organization to uplift the living standards of the people whose lay their hand to contribute to the economy of our motherland. It's often said that the most fundamental need of any human being is a sense of belonging; being made to feel like you matter. We were fortunate enough to provide shelter, sound education, nutritious food, access to healthcare, clean water, and sanitation- this is the foundation every human being requires to blossom into adults that are capable of realising their true potential and, eventually, of becoming an asset to their families and communities.

We had the fortune of serving over the years all this and more, giving the community to look back fondly and gain credit for what we have accomplished. Reflecting on the community's personal growth and development, we realise that we were empowered to play a pivotal role in spearheading as a catalyst organisation in sustainable development and ensuring equity within the plantation community hand in hand and being the facilitator of the plantation sector's development. We take immense pride in having been bestowed with the tools to be instrumental in the development of the community that was entrusted to provide love and care.

With immense proud and dignity, we look back of our achievement over the years.





DIRECTOR GENERAL'S REVIEW



I am delighted to present my Review for the Year 2022, at the 30th Annual General Meeting of the Plantation Human Development as the Director General for the 6th consecutive year.

On behalf of the Board of Directors of the PHDT, I appreciate your valuable participation and contribution to achieve the Goals over the 30 Years of Community Service in the Plantation Sector, in Sri Lanka. It is indeed my pleasure to express gratitude to all those who made the three decades success a reality. PHDT having conceded yet another significant milestone upon completion of 30 years of Community Service in the Plantation Sector, celebrated its Pearl Anniversary in September 2022. The debacle we faced owing to the spreading of the Covid Pandemic three years ago had a great impact on the overall progress of all the activities and specially in the year 2022, where all our civil engineering projects came to a complete standstill from April 2022. Project income was only Rs. 14.9Mn for the whole year against the projected budget of Rs. 80Mn and Rs: 39Mn in 2021 respectively.

Nevertheless, we continued community mobilization and software programmes and geared ourselves to meet the challenges and focused on opportunities available to safeguard the lives of nearly one million community living in the plantations, as it is our bounded duty to ensure the sustainability of all activities including the projects accomplished over the past 30 years for the benefit of this community. *The economic downturn and the global prediction of Food Shortage affecting our country as well made the way for us to make use of the opportunity of diversifying our Engineering team as the "Green Army", to launch the programme in the RPC Estates to undertake Home Gardening for ensuring food security for the plantation community.*



The consequences faced after the Covid Pandemic really made us focus on alternate funding sources to mitigate the risk of dependency on a single funding source for the sustainability of all our activities. In marching towards this context, we were able to establish our own Training Centers and a Water Testing Laboratory. We have collaborated with the Department Community Water Supply under the Ministry of Water Supply to ensure sustainability of Safe Drinking water projects implemented in the plantations under the WASSIP - Water Project, where over Rs. 1,000Mn was invested for the provision of water for nearly 25,000 population and further another Rs.1,000 Mn was allocated for to cover another 25,000 people. This has given a big boost and other NGOs have also extended their support for the sustainability plan, which was a priority requirement in the plantation sector. We have utilized Rs. 1,200Mn during the last 6 years for Early Childhood Development activities in the plantations, funded through World Bank, under the ECD Programme, which included both hardware & software components. The Morning Meal Programme has commenced in all the Child Development Centers in the plantations investing to the tune of over Rs. 30Mn a month.

So far, nearly 65,000 families are living in developed houses in the plantations. **Today, we are not a silent group of professionals anymore and our presence in the plantation sector is significant, as our recommendations are highly accepted and implemented in community development.**

Currently , we are training our present staff cadre to meet the new challenges and develop their skills for the future requirements. We are happy to announce that Organizations such as International Labour Organization/ Rainforest Alliance/ We Effect/ World Vision/ WHO/ WFP, have consented their agreement to work with us for the next 5 years. Many more Organizations are discussing with us at present including the private corporate sector.

There are a few points that I would like to highlight as taking-home messages:

First and foremost, we have to recognize that the Right to Health of persons living within the plantations needs to be developed further although the RPC workers' statistics have improved over the years. In order to guarantee and maintain this Right, greater investments are required. Infrastructure dedicated to childcare at professionally managed Estates has evolved enormously since the privatization. The importance of continuous investments that are required by the Government and all the other stakeholders to address essential health needs in the future, especially the none worker issues.

We are pleased to share the updated statistics from our database and as per the DHS survey 2016.



DIRECTOR GENERAL'S REVIEW

1. Percentage of Workers' children who attend Child Development Centers or Early Child Development Centers in the Estate sector is 100%.
2. WHO recommended exclusive breastfeeding is in place, in the plantation workers' infants' coverage is 100%.
3. Mid-day meal programmes for children at the Child Development Centers 99%.
4. Women's participation in decision-making improved by up to 80% as per the DHS survey 2016.
5. Water: Although every household has access to water, the plantation sector has improved up to 43%, out of which nearly 10% has treated water and the rest used wells and springs.
6. Electricity: Nearly 95% have electricity.
7. Single latrine coverage is at 79%. The facility has improved Sanitation coverage.
8. School attendance: Primary school attendance is 96%, Secondary school- 81%, and no child labour – 100% in the RPC-managed estates.
9. Literacy rate in the plantation sector has improved to 74.4 which is a commendable improvement during the period.
10. Almost all births 100% are taking place at recognized health institutions.

Single Sanitation facility, source DHS survey 2006

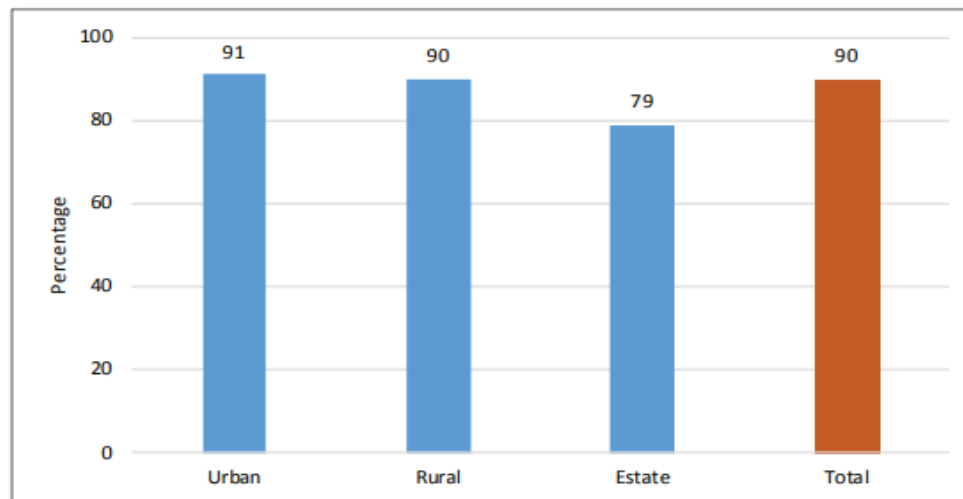


Figure 01 Percentage of Households with improved, not shared, sanitation facilities by sector



Sri Lanka is doing well in terms of a relatively low prevalence of child labour in its agricultural sector. RPC-managed Estates it is Zero, however, school attendance of children of plantation workers is weak, and need to develop this area to build up their Childhood Dreams. All parties should work with trust and in collaboration, Sharing, and Public Private Partnerships are the key aspects to improve the situation. Kindly refer to table no 01, source DHS 2016 survey of their purchasing power which gives a good indication of the development taking place during the last 30 years.

Let me reiterate on behalf of all the Board Members of the PHDT, our deep gratitude and appreciation to you personally and to express my sincere thanks for your participation and for all the hard work, and for providing assistance to a successful outcome. For the last 30 years, we have made significant development in livelihood development in the plantation sector in Sri Lanka. Infrastructure dedicated to childcare at Regional Plantation Company-managed estates has evolved enormously since the privatization of Estates. Our healthy organization started with a small objective of providing basic needs, such as Reroofing, water supply, and sanitation, but gradually we upgraded ourselves by incorporating core human values, such as Trust, Integrity, and Teamwork. I have always tried my level best to offer my employees a better business, flexible work culture, and a perfect learning atmosphere.

In each Region, we started with 4 staff members supporting the Regional Director. Today Health Managers, Community Mobilizers, and Technical Officers are functioning as community facilitators, addressing food security issues and coordinating with stakeholders. They are accepted by the service providers as professionals in this field. I have found my new friends in terms of my employees, who have worked day and night to make this possible for me. I have had my employees who were, are, and will always be my intellectual assets that have always stood by my side. I am lucky to have such a fantastic team of dedicated and loyal employees.

I started listening to my business partners and employees; I started getting engaged in conversations with you for learning and possibility and finding new ways of solving problems. This is all due to your constant support and blessings that have made this journey possible. On this memorable pearl commemoration, I request all my employees to be friendly and supportive to our clients, as you have been in these past years. We are in community service and we should help each other with every necessary assistance to develop the community that contribute to improve the productivity of the plantations, which is vital when the country is going through an economic crisis. We are all prepared to make this Company stronger by finding solutions to the challenges of our industry and making sure that we overcome this global economic and health crisis in good shape.



DIRECTOR GENERAL'S REVIEW

Table 01

*Percentage of Households possessing various household effects, means of transportation, agricultural land and livestock/ farm animals by residence.
Sri Lanka 2016*

| Possession | Residence | | | Total |
|--|--------------|---------------|--------------|---------------|
| | Urban | Rural | Estate | |
| Household Effects | | | | |
| Radio | 68.2 | 70.1 | 64.4 | 69.5 |
| Television | 91.0 | 86.5 | 82.3 | 87.1 |
| Mobile Phone | 94.7 | 90.8 | 81.1 | 91.0 |
| Computer | 42.0 | 21.5 | 8.1 | 24.2 |
| Non-mobile telephone | 41.9 | 29.8 | 32.9 | 31.9 |
| Refrigerator | 71.7 | 54.3 | 24.6 | 55.8 |
| Washing machine | 42.5 | 17.6 | 4.1 | 21.0 |
| Rice cooker | 68.7 | 60.4 | 55.9 | 61.5 |
| Means of Transport | | | | |
| Bicycle | 33.3 | 37.8 | 8.3 | 35.8 |
| Motorcycle/ Scooter | 37.0 | 43.7 | 10.1 | 41.2 |
| Motor Car/ Van/ Jeep | 21.9 | 9.8 | 2.3 | 11.4 |
| Boat with a Motor | 0.7 | 0.5 | 0.1 | 0.5 |
| Trishaw | 14.6 | 16.7 | 10.9 | 16.1 |
| Tractor/ Land Master | 0.7 | 4.1 | 0.3 | 3.4 |
| Bus/ Lorry/ Truck | 2.0 | 3.6 | 1.4 | 3.3 |
| Ownership of Agricultural Land | 12.6 | 41.8 | 17.0 | 36.1 |
| Ownership of Farm Animals¹ | 4.0 | 10.3 | 19.6 | 9.7 |
| Number | 4,309 | 21,778 | 1,122 | 27,210 |

¹Cows, bulls, other cattle, goats, chickens and pigs

Source: DHS 2016



Appreciation

I wish to express my grateful thanks to the Ministry of Water Supply & Estate Infrastructure Development, Ministry of Plantations, Ministry of Finance, Ministry of Health, Ministry of Women & Child Affairs, Ministry of Water Supply, The Planter's Association, Regional Plantation Companies, Plantation Management and Planation Community, Trade Unions, Donor Agencies, INGOs & NGOs for their valuable contributions and unstinted cooperation extended to this Organization during the last three decades.

I appreciate the valuable advice & guidance extended to us by the Chairman and Board of Directors, in order to facilitate the activities of PHDT successfully, throughout this period. Finally, I wish to thank the current and former Internal/ Regional Directors and Staff of PHDT, who have worked to help this organizations success. They have worked against all the obstacles that was confronted during the last 30 years. Our company has become a luminous example in our country as a leading welfare organization that has created trust among all our stakeholders and the community in this country.

The best way to do things is through a deep understanding of the needs and aspirations of the employees, which can be achieved by the performance of winning demand and the right combination of the compassionate side for the employees. Often, I am asked what is the reason behind the success of PHDT and what is its biggest strength and I always have an answer: My employees; all new and old is a team that can perform only if it is united. I am very proud of my team and I wholeheartedly say that I have the best human resources in my organization.

The paths ahead will be challenging, as the volatility will continue to rule, but will continue to inspire you to strengthen all of your capabilities to better understanding.

L. R. Perera
Director General



BOARD OF DIRECTORS



Mr. S.K.L. Obeyesekere

Was a founder member of the Plantation Housing & Social Welfare Trust (PHSWT) established on 18th September 1992 and later re-named as Plantation Human Development Trust (PHDT) on 10th October 2002.

Since Privatization of Plantations and the formation of Regional Plantation Companies Mr. Obeyesekere functioned as the Chief Executive Officer of two RPCs over a period of 25 years up to 2017. He is a Fellow of the National Institute of Plantation Management in Sri Lanka and counts over 49 years' experience in the industry having commenced his career as a Management Trainee and then rising to the position of Chief Executive Officer.

Mr. Obeyesekere is a past Chairman of the Planters' Association of Ceylon and the Plantation Employers' Services Group of the Employers Federation of Ceylon. He has served as an elected member of the Ceylon Rubber Traders' Association & the Ceylon Tea Traders Association and is a nominated Council Member of the Employers' Federation of Ceylon. He is a member of the National Labour Advisory Council (NLAC).

He has served as a Board Member of Sri Lanka Tea Board, Tea Research Board and Sri Lanka State Plantation Corporation (SLSPC) and currently service on the Boards of National Institute of Plantation Management, Ceylon Tea Museum, Plantation Human Development Trust and the Tea Smallholder Factories PLC of John Keells Group.

Currently he functions as the Secretary General of the Planters' Association of Ceylon.



BOARD OF DIRECTORS



Mr. B. Bulumulla

Mr. Bhatiya Bulumulla, the Chief Executive Officer of Elpitiya Plantations PLC was appointed to the Board of Aitken Spence Plantation Managements PLC in July, 2017 and to the Board of Elpitiya Plantations PLC in July, 2018. He possesses over 36 years of experience in the Plantation Sector, out of which for the past 24 years he is serving at Elpitiya Plantations PLC.

Mr. Bulumulla is the Managing Director of Elpitiya Dianhong Jin Ya Tea (Pvt) Limited and is a member of the Board of EPP Power Company (Pvt) Limited as well.

Mr. Bulumulla holds a Diploma in Plantation Management from the National Institute of Plantation Management (NIPM) and holds a B.Sc (Hons) Degree in Plantation Management, awarded by the Wayamba University of Sri Lanka. He also hold a M.Sc degree in Environment Science from the Open University of Colombo.

Mr. Bulumulla is a fellow member of the National Institute of Plantation Management (NIPM) and member of the Board of Study of the Wayamba University 's External Degree Programme on Plantation management.



Mr. S.P. Vijekumaran

Mr. S.P. Vijekumaran, who is representing the Lanka Jathika Estate Workers Union is currently performing as the National Organizer and Senior Administrative Secretary of the Union.

He was appointed as the Assistant Secretary of LJEWU from 2003 to 2014; Regional Director of Uva Province; Assistant Secretary of National Trade Union Federation; Treasurer of The Power Foundation; President of Sri Lanka Security Services Union. He also, served as the Private Secretary to late Hon. K. Velayudam (Member of Parliament and Member of Uva Provincial Council) from 1990 to 2013.

He was appointed as the Assistant Secretary (T/U) of Ministry of Plantation Industries and NHDA Housing Programme Co-ordinator of LJEWU from 2017 to 2019 and from 2021 September Senior Administrative Secretary of LJEWU.

Mr. Vijekumaran represented Sri Lanka as the worker delegate at the International Labour Conference held in Geneva in 2003 and 2016. He holds Diplomas in Trade Union Workers Education and Curriculum Development and Diploma in Political Science and Social Mobilization.



BOARD OF DIRECTORS



Mr. P. Sivarajah

Mr. P. Sivarajah who is representing the Ceylon Workers' Congress is the Vice President since 2007.

He has involved with the plantation sector as a proprietary during the period 1960 to 1972. In the year 1977, Mr. Sivarajah has served as the P.A. to the late Hon. S. Thondaman and subsequently he had been appointed as the Co-ordinating Secretary in 1984 to 1999. He is also possessed top level working experience of the Organizations of LANLIB & NEMO as the Chairman during the period from 2000 to 2003.

In 2002, Mr. Sivarajah was appointed as the Deputy Mayor in Municipal Council, Nuwara Eliya, up to 2007 and then he became as the Senior Co-ordinator of the Ministry of Estate Infrastructure. He has also served as the Private Secretary to Hon. Senthil Thondaman (Uva Provincial Council) in 2009. Presently, he is a Board Director of Tea Research Institute.



BOARD OF DIRECTORS



Mr. K.G. Punchihewa

He started his career at M/s. B R De Silva & Co. Chartered Accountants, in 1983 and was appointed as a Partner in 1991.

He was appointed as the Financial Controller of Kotagala Plantations Ltd. under M/s George Steuarts Management Services in 1992. In 1997 he was promoted as the Group Financial Controller of the George Steuarts Group of Companies and subsequently as a Director of George Steuarts Auto Supplies (Pvt) Ltd.

He re-joined the Plantation Sector as the General Manager- Finance of Kahawatte Plantations Ltd. in 2002.

In 2005 he got first overseas posting as the Financial Controller of PT Agro Bukit Indonesia and later took up the key position of Head of Finance – Plantation Operations and Business Support for the entire Indonesian operation of Good Hope Asia Group, which consisted of six Oil Palm Plantation Companies.

Mr. Punchihewa joined Lankem Tea & Rubber Plantations (Pvt) Ltd. (LT&RP) as Director/ Deputy CEO in April, 2011 and was appointed to as the CEO of Agrapatana Plantations Ltd. in April, 2014.

In October 2016 he joined the Browns Group as the Group Chief Executive Officer - Plantation Sector in-charge of three Regional Plantation Companies and served as the Chief Executive Officer of Maturata Plantations Ltd in the same Group till July 2020.

He joined Arpico Group as the Chief Financial Officer – Plantation Sector in August 2020 and promoted as the Acting Chief Executive Officer of Maskeliya Plantations PLC in February 2021 in the same Group, in addition to the post he was holding. He served as the Chief Executive Officer Maskeliya Plantations PLC effective from 1st August 2022.

He is a Fellow member of the Institute of Chartered Accountants of Sri Lanka and an Associate Member of the Certified Public Accountants of Australia.



BOARD OF DIRECTORS



Mr. J A Rodrigo

A senior planter with 37 years' experience, Mr. Rodrigo started his career as an Assistant Manager under JEDB, and presently the Director/Chief Executive Officer of Horana Plantations.

In addition to his fulltime position at Horana, Mr. Rodrigo is a Director at Ceylon Tea Museum and the Plantation Human Development Trust. He is presently a Committee Member of Ceylon Planters' Provident Society & Estate Staffs' Provident Society.

Enrolled for higher studies at the Indian Business School of Hyderabad in Management, and trained in Japan under JESTICA, Save the Children in Thailand on Child Protection in Emergencies.



Mr. S.D. Samaradiwakara

Mr. Shanaka D. Samaradiwakara commenced his career in the private sector in 1989 concluding his secondary education at Royal College, Colombo 7 and joined the Plantation sector in 1992 with JEDB.

He is a senior planter with over 3 decades of experience, managing plantations and possesses a Diploma in Plantation Management and an MBA from Horizons University, France. He is a fellow member of the National Institute of Plantation Management.

He possesses an extensive experience in the manufacture, Cultivation, Processing, Packaging, Warehousing & exporting key crops such as Tea, spices, & other export agricultural crops.

Having joined Malwatte Valley Plantations PLC in 2014, was appointed the Director, Chief Executive Officer on 01st August 2019 & to the Board of Malwatte Spices Pvt Ltd in 2020.

Currently he is serving as the Deputy Chairman, Plantation Services group & Council Member of the Employers Federation of Ceylon. He is also, serving as a Board Member of the Plantation Human Development Trust (PHDT) & as a Member of the Plantation Sector Wages Board.



BOARD OF DIRECTORS



Dr. (Mrs.) S. Subaskaran

Dr. (Mrs.) Saseela Subaskaran is a Consultant Community Physician, currently working as the Director of Estate and Urban Health Unit of Ministry of Health, Nutrition and Indigenous Medicine. Apart from her MBBS Medical Degree from University of Jaffna, Dr. Subaskaran has Master and Doctor of Medicine Degrees from University of Colombo. She had completed overseas training for a period of two years in the Barts and The London School of Medicine and Dentistry of Queen Mary University of London in the United Kingdom.

She served as a Medical Officer in Colombo South Teaching Hospital and Medical Officer of Health in Mundal, Medical Officer of Health area in Puttalam district. In addition, she worked in the Health Promotion Bureau and Family Health Bureau.



Mr. W.A.L. Wickrama Arachchi

Mr. Leelanath Wickrama Arachchi, a member of Sri Lanka Administrative Service, holder of Bachelor of Arts (Archaeology) (Hon.) from the University of Sri Jayewardenepura, MPA in Public Administration from the Australian National University, Australia, is the Director to the Plantation Management Monitoring Division, Ministry of Plantation Industries. He also serves on the Board of Directors of New Villages Development Authority for Plantation Region (NEVIDA).



BOARD OF DIRECTORS



Ms. P.A.N. Abeysekara

Ms. P.A.N. Abeysekara is a Deputy Director of the Department of Fiscal Policy of the Ministry of Finance. At the Department, she is involved in activities related to revenue forecasting and monitoring, while also serving as a member of the Macro Fiscal Unit which conducts macro-fiscal analysis and provides recommendations. She holds a Bachelor of Arts and a Master of Arts from the University of Kelaniya. In addition, she holds a Master of Financial Economics from the University of Colombo and a Master of Public Policy from the Australian National University, Australia.



HEAD OFFICE DIRECTORS



Mr. R.Y. KULATUNGA
Director Finance & Administration

Mr. W.P. HEWAGAMA
Director Engineering

Dr. R.M.S.K. AMUNUGAMA
Director Health

Mr. L.Y.S. NIMESH
Deputy Project Director - ECDP



REGIONAL DIRECTORS



Mr. C.U.B. Ranasinghe
Kegalle Region



Mr. R.V.A.N.P. Wijeratne
Hatton Region



Mr. A.S.B. Ekanayake
Ratnapura Region



Mr. M. Wanigasuriya
Kandy Region



Mr. C. Devaranjan
Nuwara Eliya Region



Mr. D. Venmathirajah
Badulla Region



Mr. K.A.I. Silva
Galle Region



HOUSING & INFRASTRUCTURE





Housing and Infrastructure

Continuing its effort on improving the standard of living of the Community in the plantation sector, the Plantation Human Development Trust facilitated the construction of housing and related infrastructure projects in the year 2022 by utilizing the funds of the Government of Sri Lanka channelled through the State Ministry of Estate Housing & Community Infrastructure.

Due to economic down turn experienced during the year under review all construction projects came to a total standstill.

The financial year 2022 commenced with the carryover activities bought forward from the previous year, which included projects from New Housing Programme-2018 that were suspended by the Ministry in early December 2019. 2020/2021 New Life Housing projects were carried over to the year 2022, however, they are at a standstill due to the financial constraints and abnormal price escalations in the construction material that prevailed from the month of April 2022 where these projects were not continued during the year.

Work in progress as at the end of the financial year is below.

| Region | Total Number of Housing Unit |
|--------------|------------------------------|
| Galle | 51 |
| Rathnapura | 41 |
| Badulla | 50 |
| Kegalle | 47 |
| Kandy | 303 |
| Hatton | 471 |
| N 'Eliya | 349 |
| TOTAL | 1,312 |

Yet the housing has been identified as the most demanding issue for the community who are still in the occupation of the line houses with a square area of approximately 120sq ft. which were constructed over 150 years ago, as there is a sizable stock of line houses remaining in Plantations despite individual new housing provided over the past years.

As there were no project activities during the year, project staff was entrusted with alternate activities such as the evaluation of standstill

engineering projects, sustainability of WaSSIP water projects, community mobilizing, and Home Gardening activities.

Housing - Work in Progress

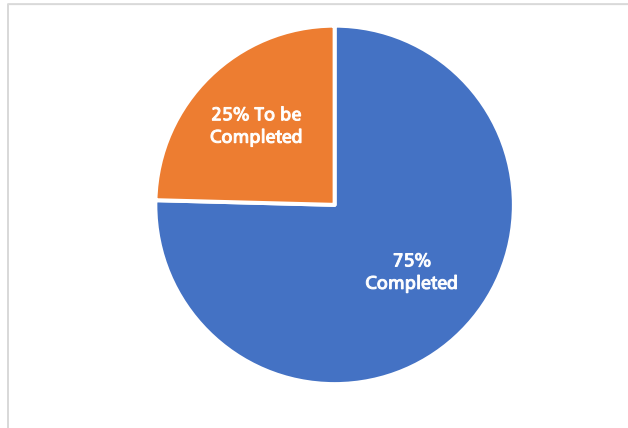
| Year | No of Projects | Approved Units | Completed Units | To be Completed |
|--------------|----------------|----------------|-----------------|-----------------|
| 2016 | 54 | 1,069 | 1,024 | 45 |
| 2017 | 96 | 2,198 | 1,982 | 216 |
| 2018 | 45 | 863 | 495 | 368 |
| 2020/21 | 40 | 702 | 60 | 642 |
| Total | | 4,832 | 3,561 | 1,271 |





Housing and Infrastructure

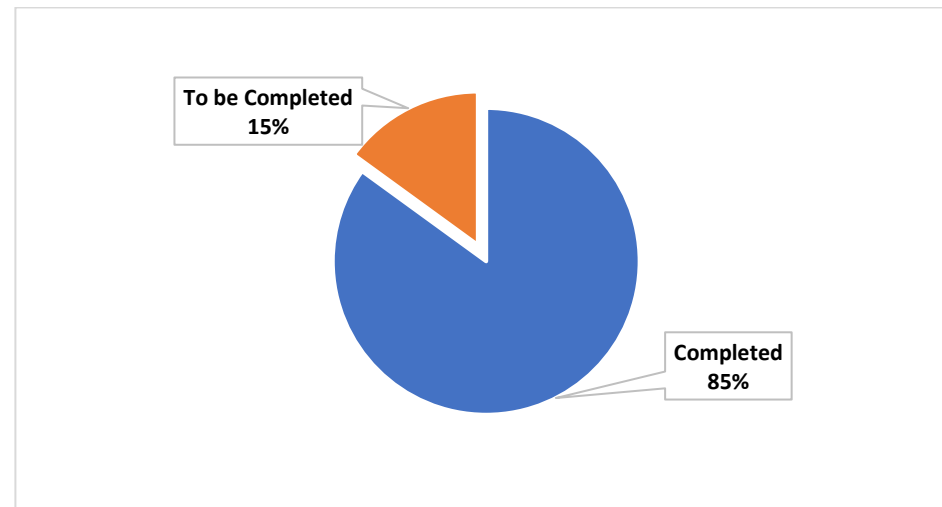
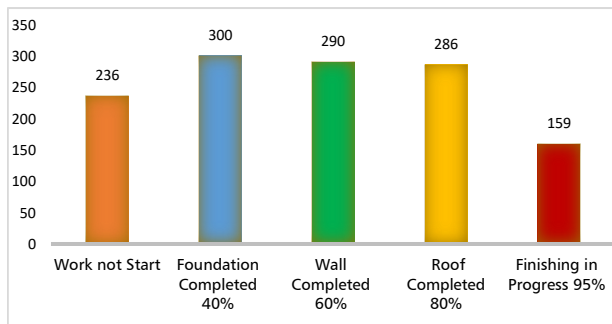
Housing Work to be Completed –Physical Progress (1271 Units)



Infrastructure – Work in Progress

| Year | Water/Roads) | Completed | To be Completed |
|--------------|--------------|------------|-----------------|
| 2017 | 184 | 150 | 34 |
| 2018 | 33 | 20 | 13 |
| 2020/21 | 168 | 158 | 10 |
| Total | 385 | 328 | 57 |

| Year | Work not Started | Foundation Completed 40% | Wall Completed 60% | Roof Completed 80% | Finishing in Progress 95% |
|--------------|------------------|--------------------------|--------------------|--------------------|---------------------------|
| 2016/2018 | 26 | 138 | 35 | 275 | 155 |
| 2020/2021 | 210 | 162 | 255 | 11 | 4 |
| Total | 236 | 300 | 290 | 286 | 159 |





WATER & SANITATION





Water and Sanitation Project Funded by The World Bank (WaSSIP)

World Bank Assisted Water Supply and Sanitation Improvement Project (WASSIP) is implemented by the Sri Lankan Government with the assistance of the World Bank to increase access to safe drinking piped borne water services and improve sanitation facilities. The project was implemented in seven selected districts of Mulativu, Kilinochchi, Nuwara Eliya, Badulla, Moneragala, Kegalle, and Ratnapura. The Plantation Human Development Trust (PHDT) partnered the Ministry of City Planning & Water Supply to implement this project in the plantations of Nuwara Eliya District. The project provides access to piped borne water and improve sanitation to the Estate population as well as to rural areas, observing a demand responsive approach. The project is targeting around 15,000 families (60,000 people) to gain access to safe water through approximately 40 mega projects in selected Estates. A Tariff system was structured and introduced to cover all operation and maintenance costs. Selection of schemes was based on agreed criteria. PHDT along with the District Supportive Unit executed the Project

as per a detailed and timebound implementation plan.

Additional funding extended the project to Ratnapura and Badulla PHDT regions.

Salient features of the project are

- Investment for the plantations is Rs: 1,400Mn for Water supply projects & Rs: 500Mn for 12,500 latrines.
- Provision of treated safe drinking water after due purification process
- 130 water schemes • Construction of 20,000 individual latrines during the implementation period of 2015 to 2019.
- Installation of water meters to the community



Sustainability of WaSSIP Water Projects

PHDT has taken over the responsibility for the sustainability of the water projects completed and operated by the WaSSIP .

in Nuwara Eliya and Hatton district. No of House hold connections currently in place is below.

| | Completed Planation Projects | Completed connections plantation | Actual Cost of the Scheme (Rs. Mn) |
|--------------|------------------------------|----------------------------------|------------------------------------|
| 1 | Dunsinane A | 849 | 82.16 |
| 2 | Dunsinane B | 262 | 88.5 |
| 3 | Dunsinane C | 113 | |
| 4 | Glassaugh A | 719 | 129.64 |
| 5 | Glassaugh B | 131 | 24.69 |
| 6 | Edinburgh | 402 | 60.38 |
| 7 | Bridwell | 525 | 72.87 |
| 8 | Lynsted Upper | 241 | 31.3 |
| 9 | Lynsted Lower | 118 | 20.69 |
| 10 | Mocha A | 239 | 54.51 |
| 11 | Strathdon A | 245 | 51.78 |
| 12 | Mocha B | 589 | 142.42 |
| 13 | Bogawana | 154 | 30.2 |
| Total | | 4,587 | 789.14 |



Water and Sanitation

PHDT collaborated with the Department of Community Water Supply to assure the sustainability of the Safe Drinking water projects implemented in the plantations under the WASSIP - Water Project, where over Rs. 1,000Mn was utilized to provide water for nearly 25,000 population and another Rs.1,000 Mn was allocated for this year to cover another 25,000 people.



Training

Technical training was provided for persons involved in the project including PHDT officers was conducted by the project.



Latrines

Improving sanitary conditions of the Plantation community by providing individual Latrines continue to become a priority need. The common latrine concept has been changed and individual latrines are provided to each family and to date we have covered 55%. This enables proper upkeep, privacy for females, protection of environment etc.





HEALTH & NUTRITION





Health & Nutrition

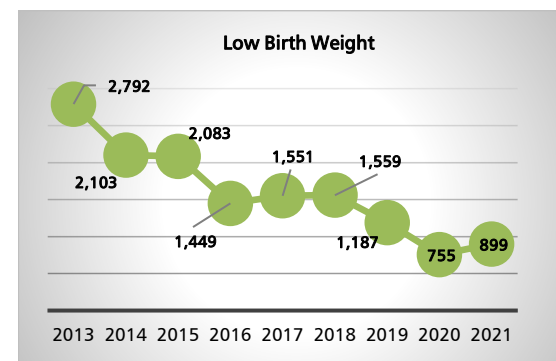
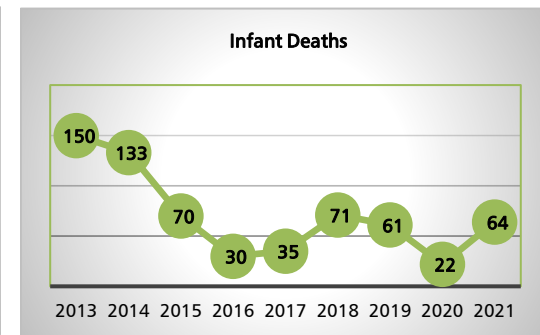
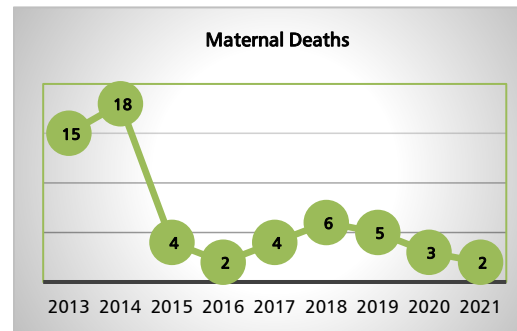
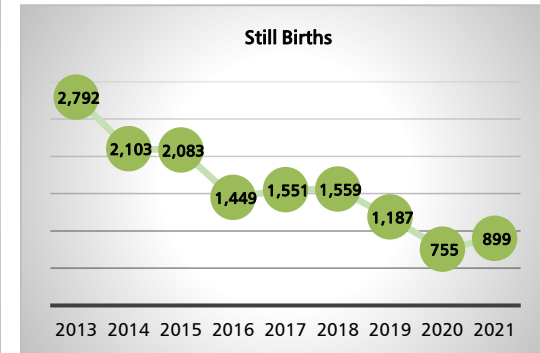
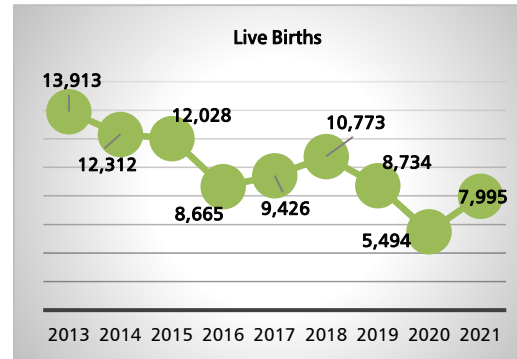
Health and welfare services for workers and their families living in the plantations were developed over several decades, commencing from colonial times to the present day. In the early 1980s from what was then a rudimentary system of health care, the services had steadily improved to cater adequately to the health and welfare needs of the population in estates. After the formation of the PHDT in 1993, it has performed a supportive, coordinating and facilitating role in the promotion and delivery of health and childcare on estates. Government Health Ministries, UN Agencies, Non- Governmental Organizations, donors, etc continue to assist PHDT for the successful implementation of health and child care programmes to date.

Nutritional status of the Plantation sector

899 low births (Below 2500gm) were reported during 2021 with a rate of 11.25% which is slightly lower than national average (12.7%). When we compare with Demographic and Health Surveys of 1987,2006 and 2016, there were steady decline (60, 31, 25.4) of low birth weight indicating general improvement of health of plantation workers especially care of pregnant mothers.

Estate Health Services

Vital statistics





Health & Nutrition

Performance in 2022

01. Monitoring and evaluation

953 Estate Visits were conducted

Health Steering Committee Meetings were conducted with the Health Sector partners at regional level to discuss and get the cooperation of them for programmes conducted in the plantation sector. Participation of representatives of Planters Association assisted immensely in conducting these programmes.

66 cluster reviews were conducted during 2022 with Regional Plantation Companies to review the RPC level programmes and obtain consensus among PHDT Regional Staff.

59 reviews were conducted with CDOs and PFWOs to improve the services given by them.

627 Child Development Centers were categorized during 2022 with the objective of identifying short comings and developing them to optimum levels.

02. Healthcare activities

389 childcare related activities and 250 adult related activities conducted during 2022 to improve the wellbeing of families especially children.

Empowering communities is the key to improving wellbeing of families and communities. 118 such activities conducted during 2022.

03. Screening programmes

Community screening is a collaborative activity conducted with the assistance of health authorities to identify chronic diseases and conditions early. 286 screening programmes were conducted during 2022.

| Screening activity | Number |
|---------------------------------|------------|
| Oral Cancer Screening | 155 |
| Dental Screening | 24 |
| TB screening | 25 |
| Eye screening | 18 |
| NCD Screening | 56 |
| Well Women Clinic and Screening | 8 |
| Total | 286 |

04. Home Gardening

50,000 Home Gardens in all seven PHDT regions were facilitated with the support of the Regional Plantation Companies with the main objective of enhancing the nutritional status and also a hedge against food security.



| No | Region | #of Families | Target | Active Home Garden |
|--------------|--------------|----------------|---------------|--------------------|
| 1 | Galle | 16,260 | 3,111 | 9,991 |
| 2 | Ratnapura | 29,728 | 5,689 | 5,813 |
| 3 | Badulla | 49,405 | 9,454 | 11,590 |
| 4 | Kegalle | 15,668 | 2,998 | 11,672 |
| 5 | Kandy | 34,230 | 6,550 | 5,616 |
| 6 | Hatton | 57,086 | 10,924 | 5,638 |
| 7 | Nuwara Eliya | 58,916 | 11,274 | 21,661 |
| Total | | 261,293 | 50,000 | 71,981 |



EARLY CHILDHOOD DEVELOPMENT PROJECT IN PLANTATIONS





Overview

ECD Project, assisted by the World Bank, implemented under the Ministry of Women & Child Affairs initiated in 2015, with a total investment of US\$ 10M, made a significant revival in the Plantation Sector in collaboration with PHDT. The holistic responsibility of the project and its implementation is under the PMU which is the implementation arm of Ministry of Women & Child Affairs with the participation of other Government entities.

The Project contributes to the goals of the World Bank's Country Partnership Strategy (CPS) for Sri Lanka and the Project is aligned with the third area, namely, "improving living standards and social inclusion". The mandate to "invest early, invest smartly and invest for all" is at the heart of the World Bank's Education Sector Strategy 2020. The Project is also in line with the strategic development goals of the Government of Sri Lanka (GOSL).

ECD Project in Plantations

Focusing upon the origin and evaluation up to the present day, the Plantation history has been unique undergoing drastic changes. In early days, Infants were taken to Tea and Rubber Estates by the mother while her Saree provided the cradle facility. The living and working conditions of the Estate labour was not a consideration and basic necessities like healthcare, housing and education were limited to the basic requirements. Having recognizing the importance of human capital formation including ECD the Government of Sri Lanka emphasized to promote the

development and wellbeing of children in the 0-5 group in Plantation Sector and dry zone as well. Therefore, World Bank approved the ECD Project which was supported to develop the ECD which includes a profound impact on brain development-affecting learning, health, behaviour and ultimately, productivity and income. Accordingly, a National Plan for Early Childhood Care and Development were drafted and supported with WB credit line for the development of ECD enabling economically disadvantaged children to access learning opportunities in Plantations. The development objective of the Project is to enhance equitable access to and improve the quality of ECD services.

The ECD Project which carries sound objectives under the National Policy on ECCD 2017, is of significant for Plantation areas as 8.4% of children in plantation schools drop out before completing nine years of compulsory schooling compared to the national average of 1.9%. As per the National Policy, all Children have an inherent right for life, survival and development. Hence, in order to protect Children from all forms of discrimination and to be treated equally based on their best interest in Plantation Sector, ECD-PHDT commenced work programmes subsequent to signing MOU in June 2015. The MOU was signed between Ministry of Women and Child Affairs and PHDT.

The Project plan was subdivided into complex activities in order to accomplish and to drive the objectives set-out. Accordingly, the underlying ECD

concept launched in Plantation 07 Regions, incorporating activities under Hardware and Software two main components.

Accomplishment during the period Hardware Activity

| Activity | 2016-2022 | |
|------------------------------|---------------------------|-----------------------------|
| | Total Target (cumulative) | Total Achieved (Cumulative) |
| Construction of New CDCs | 140 | 106 |
| Renovation of CDCs | 175 | 199 |
| Construct new play areas | 175 | 176 |
| Renovate existing play areas | 210 | 210 |
| Resource Centres | 2 | 2 |





ECD – Project in Plantations

Software Activity Achievement

Total investment for Software activities of 2022 is Rs.9.41 Mn.

| Activity | 2016- 2022 | |
|---|---------------------------|-----------------------------|
| | Total target (cumulative) | Total achieved (cumulative) |
| CDO Diploma | 13 | 14 |
| Parental awareness | 1,470 | 1470 |
| Refresher Training | 21 | 16 |
| Child Assessment Training | 15 | 15 |
| Estate Managers Re Orientation on ECD | 7 | 7 |
| Assistant Estate Managers Re orientation on ECD | 7 | 5 |

The CDO diploma training programme, - batch XIV – was commenced on 16th February 2022 in order to discuss key introductory 01st Module in Diploma Programme. The specific 10-day residential training programme was conducted at the Help-Age- Boralesgamuwa with the participation of 52 Child Development Officers from 07 Regions. The sessions were conducted by an accredited qualified resource panel recommended by National Child Secretariat.

In addition, the 02nd and 03rd Module for Batch XIII was held in month of March and June 2022 respectively with the participation of 51 Child Development Officers.



Finally, in the month of December 2022, 92 Child Development Officers (who have completed 03 Modules) were awarded Diploma Certificates at Regional Ceremonies.

Parental Awareness Programme



During the year 2022, 240 Parental Awareness Programmes were conducted in 07 Regions with the participation of 6,484 Parents in total.

Accordingly, from the year 2016 to 2022, 1,472 Parental Awareness Sessions have been conducted to educate 65,440 Parents in Regions.

The specific programme was held on a comprehensive guideline, consisting 05 Modules, developed by ECD Project and National Secretariat for Early Childhood Development, 3-hour session is conducted to cover a one module, targeting identified parents by the ECCD officers who are attached to district and divisional secretariats and trained staff of the PHDT as well.

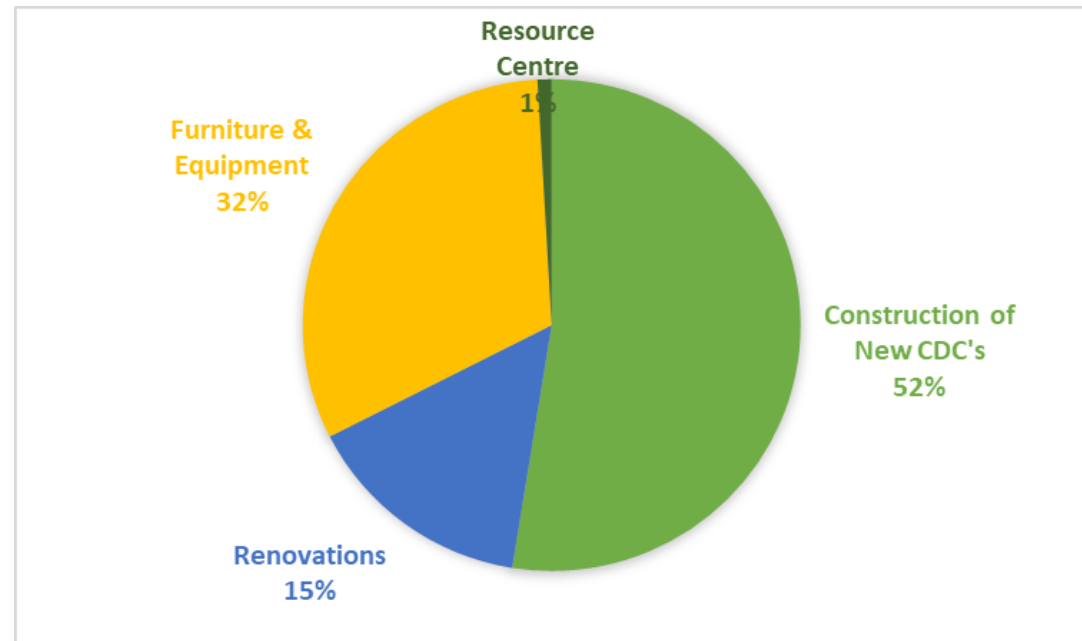


Child Assessment Programme



The Child Development Assessment Programmes conducted in regions with the collaboration of National Secretariat for Early Childhood Development to develop and to measure the improvements made by Children. In the year 2022, ECD Project-PHDT conducted 05 Child Development Assessment Programmes in Galle, Kandy R-pura Badulla and Kegalle Regions respectively. Under the programme in 2022, focussed group of 116 CDOs were trained to assessed the Children, whether they have reached the age-appropriate development standards.

Total ECD Investment





ESTATE WORKER HOUSING CO OPERATIVE SOCIETIES (EWHCS)



Estate Worker Housing Co-operative Societies (EWHCS)

Empower the Plantation Community

The resident Plantation workers/community have been significantly empowered by the Estate Worker Housing Cooperative Societies (EWHCS) units which are now available in all Estates managed by RPC's by providing them loans, creating job opportunities, access to many goods and services, etc within their respective estates. The EWHCS was first established in 1993, by the Plantation Human Development Trust (PHDT) in collaboration with the Department of Cooperative Development mainly with the intention of disbursing funds to construct houses for estate residents. The 424 EWHCS units functioning in the country (which include units located at both Regional Plantation Company and State-managed estates) having a deposit base of over 811Mn. Nearly 80% of the loans have been provided for housing purposes, while agricultural, emergency festivals and for income generation purposes have also been granted. EWHCS has its own bank - the "Vathusevaka Nivasa Samupakara Samithiya (Vanisa) Bank" – which among others provides agricultural and small business loans including other interest-free loans to its members. The plantation.

workers as members form the EWHCS, and have demonstrated that they now have substantial capacity to fulfil their financial and other needs. In 2022, EWHCS units had a membership of over 154,250 – a 57% growth from the 98,000 members at the inception in 1993. The EWHCS has emerged as a leading community-based organisation (CBO) in the country and many units, located at Regional Plantation Company estates who receive strong support from the RPCs, have improved their rankings in recent years based on criteria determined by the Plantation Human Development Trust (PHDT) and monitored by their Regional Offices.



EWHCS Grading 2022

| Region | No.of EWHCS | Grading | | | | |
|--------------|-------------|------------|------------|------------|------------|------------|
| | | A+ | A | B | C | D |
| Galle | 56 | 5 | 15 | 11 | 15 | 7 |
| Ratnapura | 59 | 15 | 30 | 9 | 4 | 1 |
| Badulla | 63 | 19 | 27 | 11 | 3 | 2 |
| Kegalle | 52 | 13 | 23 | 13 | 2 | |
| Kandy | 59 | 4 | 3 | 8 | 26 | 18 |
| Hatton | 64 | 14 | 5 | 10 | 4 | 31 |
| NuwaraEliya | 71 | | | 9 | 38 | 21 |
| Total | 424 | 70 | 103 | 71 | 92 | 80 |
| % | | 17% | 24% | 17% | 22% | 19% |

EWHCS units operate Welfare Shops, Barber Saloons, Communication Centre's etc. within the respective estates, thus creating employment opportunities and also providing convenient access to many services to the estate residents. The PHDT has also entered into partnerships with multinationals and other leading private sector organisations to provide estate residents easy access to products and services with the appointment of EWHCS as sub dealers, to improve their quality of life and their health, nutrition, sanitation, hygiene, etc.



Estate Worker Housing Co-operative Societies (EWHCS)

The EWHCS units have also been active in female empowerment with the establishment of women's groups to facilitate training on household cash management, livelihood development, childcare, etc leading to the creation of a happy family.

The significant strengthening of the Estate Worker Housing Cooperative Society over the years reflects how the estate community has been gradually empowered and are now capable of fulfilling many of their own needs. The Regional Plantation Companies have always supported the EWHCS units in any possible capacity and will continue to do so. It is important that all stakeholders contribute to these efforts to improve the self-sufficiency of the estate community.

The Estate Manager serves ex-office as the President of the Estate's EWHCS and committee which comprises estate workers, providing the necessary guidance and direction. The RPCs continue to assist the initiatives of the cooperatives by allocating space within buildings in the estate for storage purposes, providing security for welfare shops and particularly in capacity building with regard to financial management, accounting, auditing etc.

Several measures are currently underway to further improve and strengthen the operations of EWHCS units in the country, including automation of their financial records for greater discipline and accountability. With the assistance of various stakeholders including the RPCs and the PHDT, the EWHCS has gone far as beyond its initial mandate with regard to housing and have been developed over the years to make a significant contribution to uplift the quality life of the community. Some have even been recognized for their excellence by winning Presidential Awards presented on International Cooperative Days after competing with other Co-operative Societies in the country.

Establishment of Community Kitchens

Under the patronage of the PALM Foundation along with Ethical Tea Partnership a project to establish Community Kitchens at selective estates in Nuwara Eliya & Badulla districts are underway. The objective of this programme is to thrive the Sri Lankan tea sector with a healthier, more resilient and productive workforce. This will concentrate on improved nutritional.



health for women, men and children in these districts.

Awareness Programmes on EWHCS

These programmes are held in collaboration with the Cooperative Department mainly focused on Accounts and book keeping, maintenance of monthly progress reports, etc. In addition, issues with regard to audits and AGMs too were discussed at these programmes.



Surveillance Audits

The Regional Accountants and Community Development Officers of PHDT visit the Estates and carryout Surveillance Audits on the EWHCS and financial transactions of ongoing projects. Manager of the Estate is briefed on the finding to effect corrective action.



Estate Worker Housing Co-operative Societies (EWHCS)

Training on Book-keeping Practices

PHDT through its Regional Offices conducted Training of book-keeping covering the undermentioned areas.

- Presenting EWHCS Transactions through the Accounting Equation.
- Recording the dual aspect of transactions according to the Double entry system.
- Recording EWHCS transactions in cash in the cash book
- Recording EWHCS transaction in the Bank account
- Preparation of the bank reconciliation statement
- Use petty cash book to record petty cash transaction
- Maintenance of general journal
- Balancing ledger accounts and preparation of trial balance
- Rectification of errors that occur in recording transactions in prime entry books and posting to ledger accounts.



Household cash management

Programmes on household cash management were conducted covering the following areas

- Money management in home management
- How setup a household budget
- The 50/20/30 Budget rule
- The importance of savings
- Saving impact on house hold cash management the Department
- Developing saving through – EWHCS
- Benefits of saving for plantation Employees
- Planning how and what to save
- Understanding Wants vs. Needs?



Super Co-op Cities

PHDT facilitated to develop super coop cities with the assistance from the Department of Co-operative and PLAM Foundation.





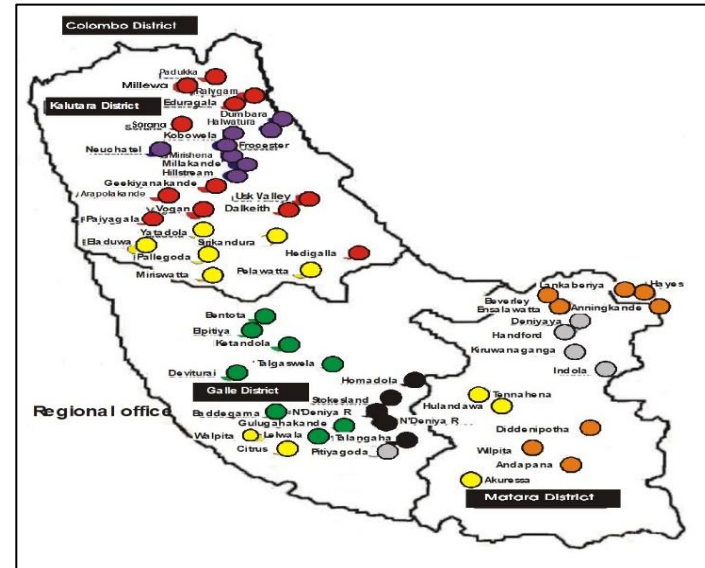
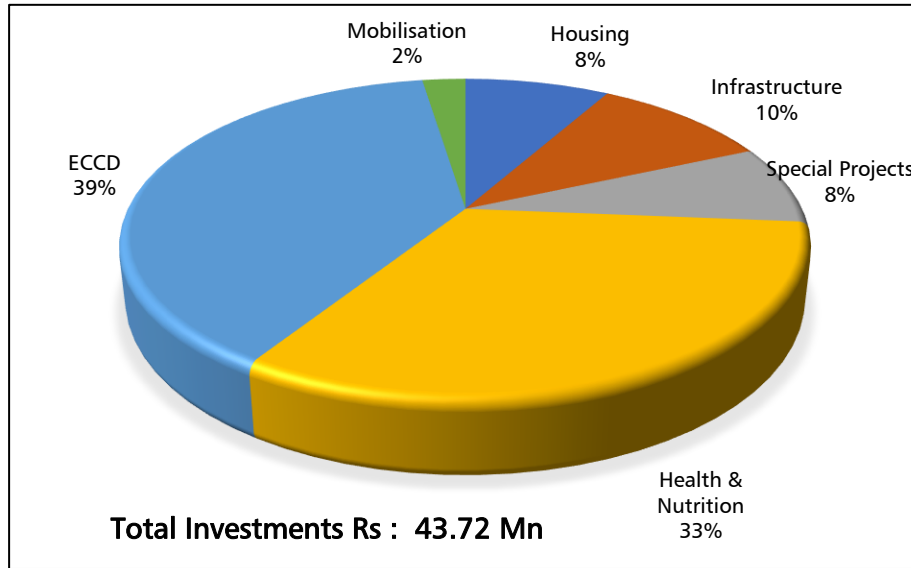
REGIONAL HIGHLIGHTS

REGIONAL NETWORK





Galle Region



Bus Library





Galle Region

Ceremonial Opening of New CDC

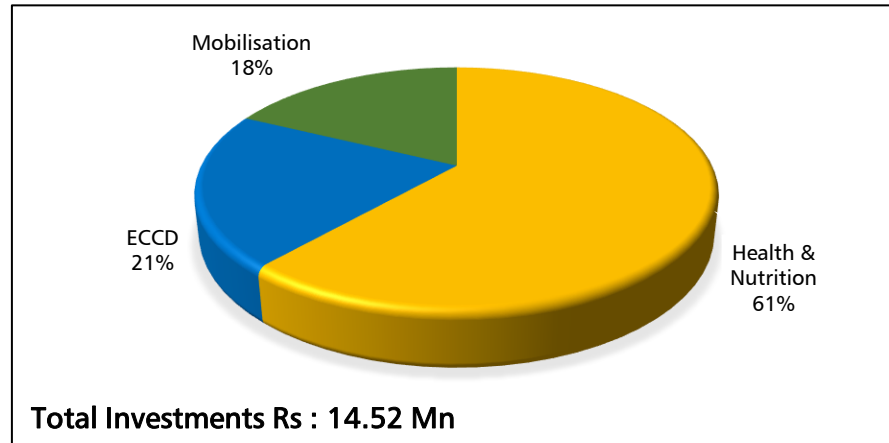


Child Assessments





Ratnapura Region



EWHCS Coordinating Committee Meeting



CDO'S Diploma Awarding Ceremony



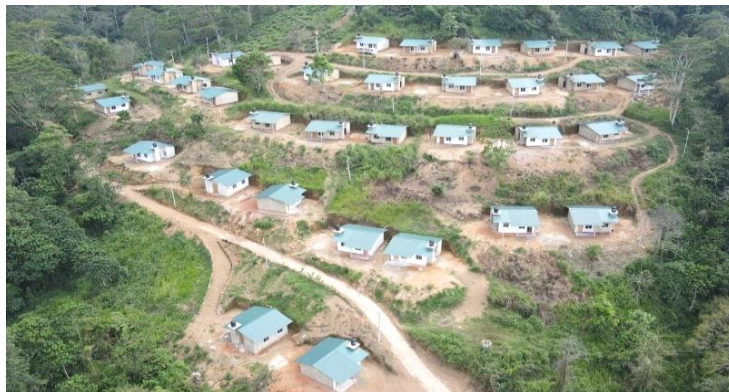


Ratnapura Region

Progress Review Meeting for CDOs



New Life Housing

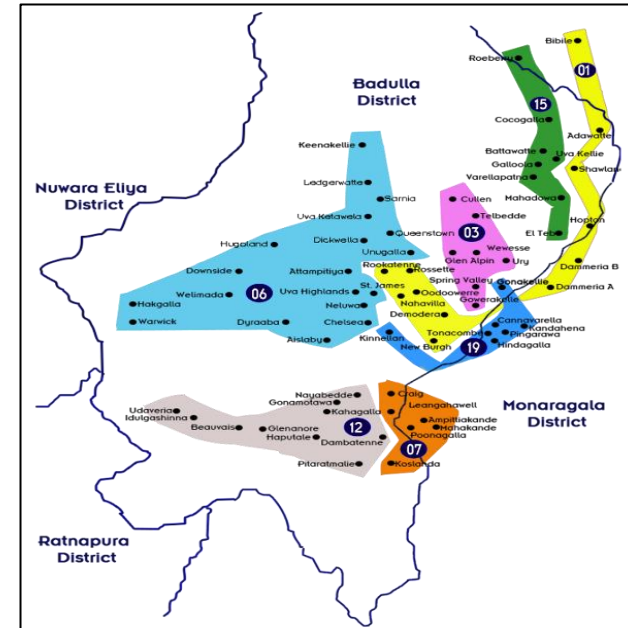
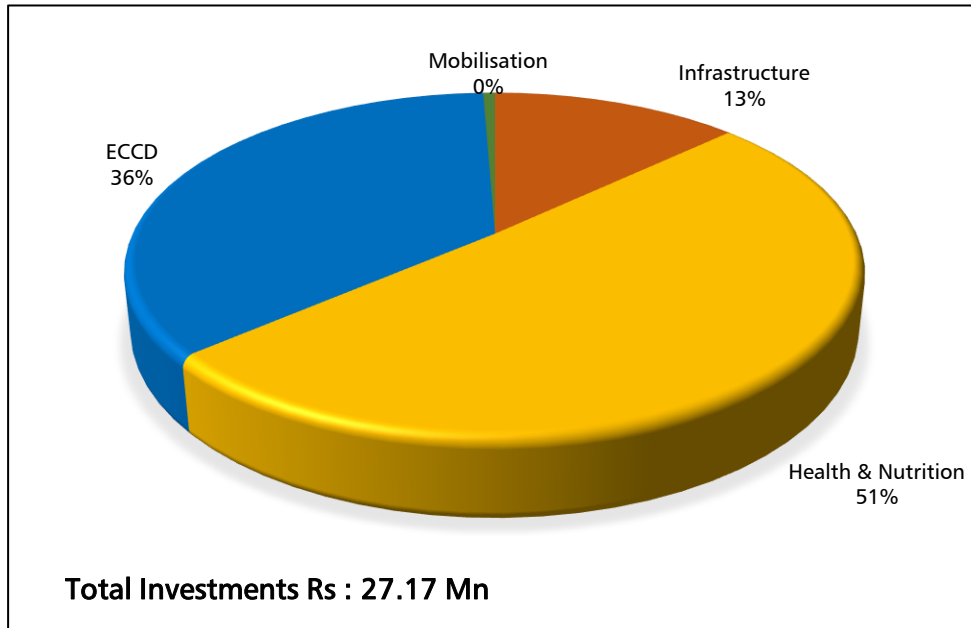


Construction of Field Rest Rooms





Badulla Region



Practical Session Agriculture In-service Training Institute Managers & Asst. Managers





Child Assessment Programme

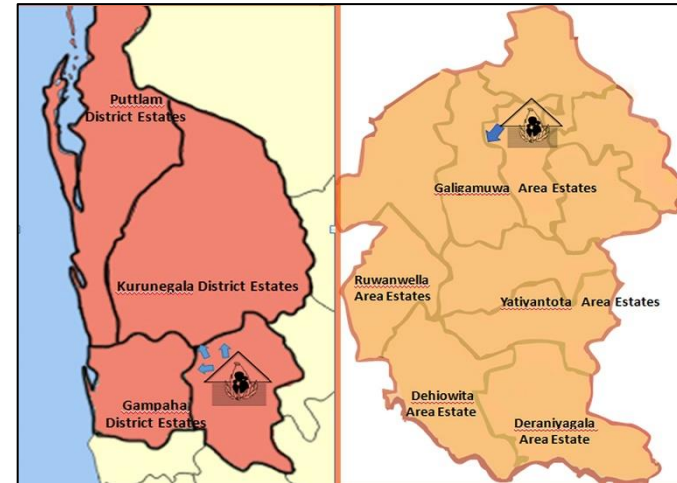
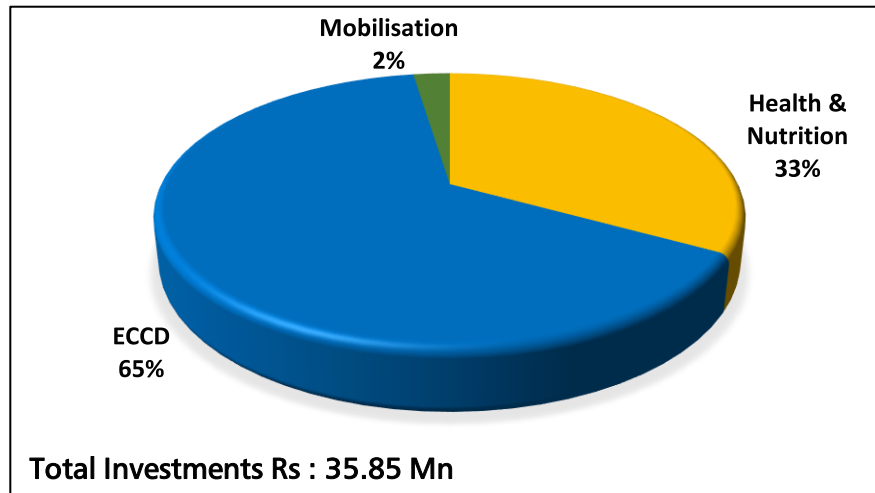


Non-Communicable Diseases Clinics





Kegalle Region



National Tree planting programme





Kegalle Region

EWHCS cluster review meeting

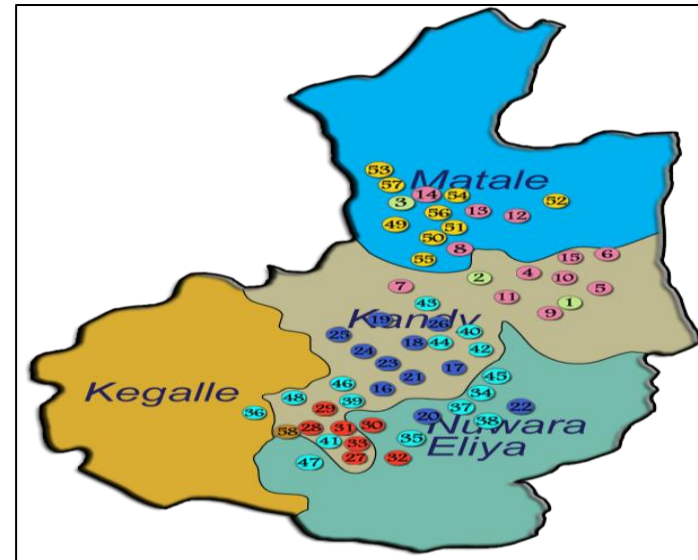
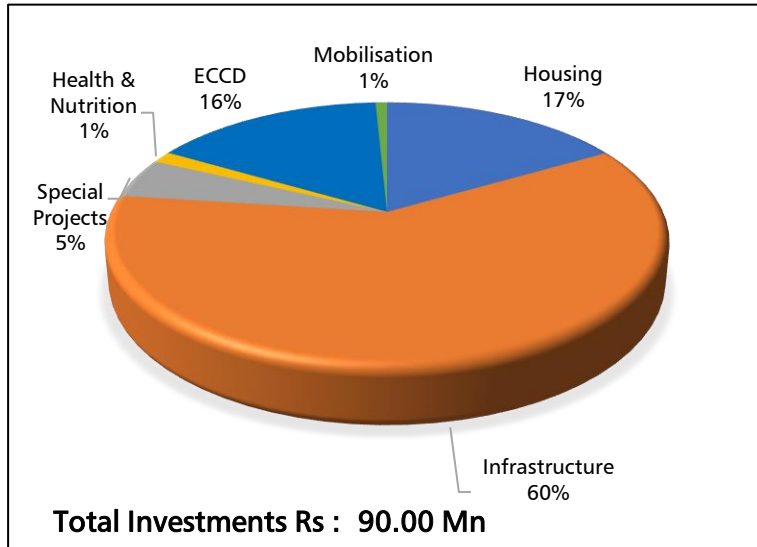


Child Protection programme for school children





Kandy Region



CDO'S Diploma Awarding Ceremony





Kandy Region

Training on Child Development Assessment for Child Development Officers

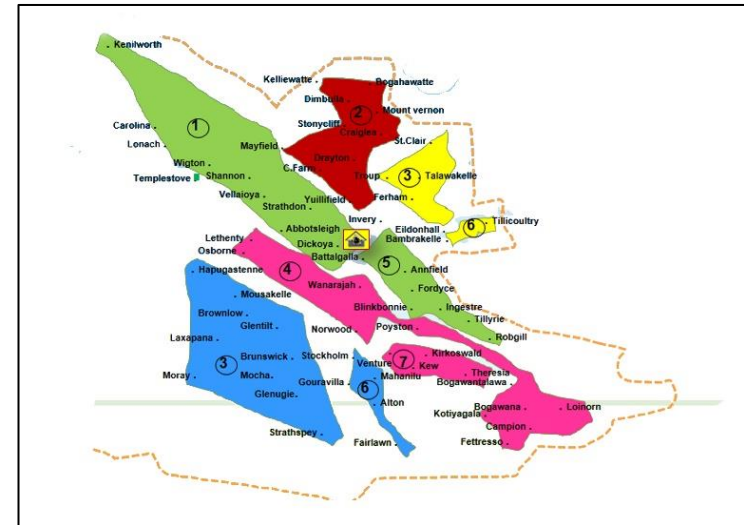
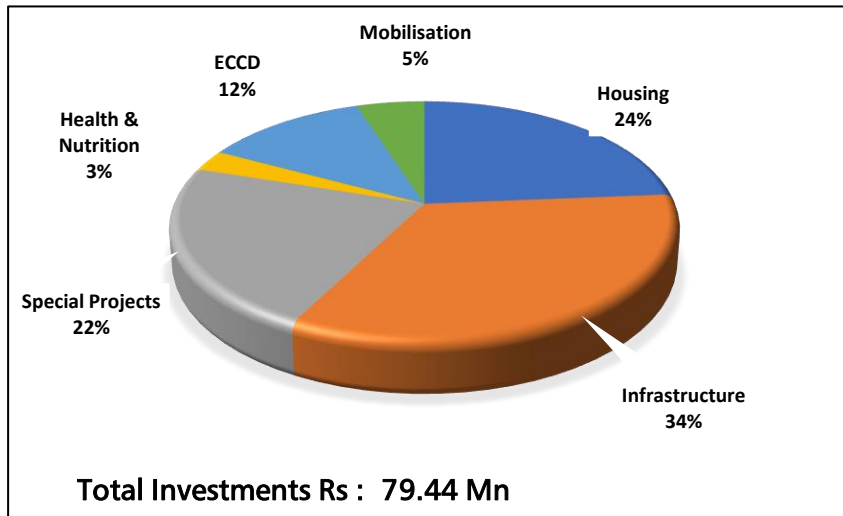


CDC children and their parents at PHDT regional office





Hatton Region



CDO'S Diploma Awarding Ceremony





Hatton Region

Home Gardening and Food Security Programmes



Mushroom Cultivation



ICT Training Programme





Hatton Region

CDC Home gardening

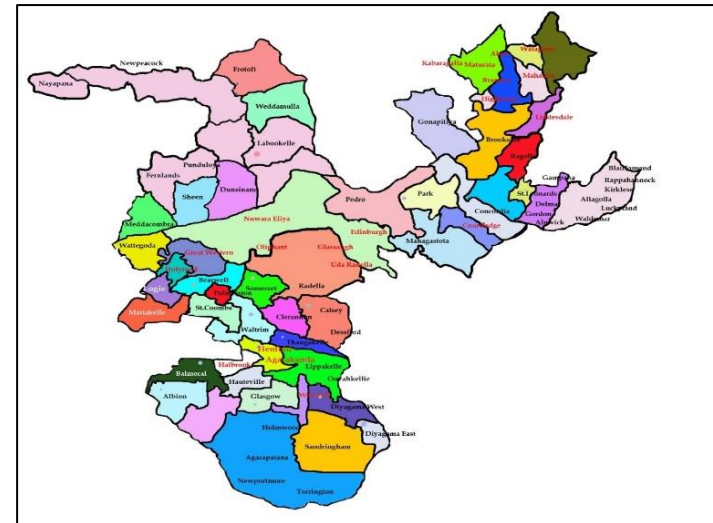
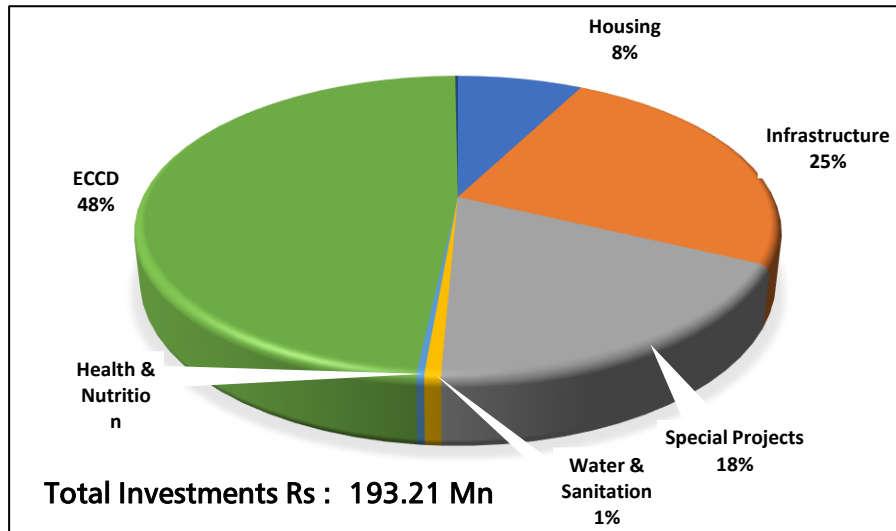


Midday Meal Programmes





Nuwara Eliya Region



Implementation Of Food Security Programmes in Plantations





Nuwara Eliya Region

Depositing Fish Fingerlings to the Irrigation Tank



Plantation Family Welfare Officers Workshop





Nuwara Eliya Region

Initial Stakeholders Forum on Capacitation & Strengthening the EWHCS Activities in Plantation



Cooking Demonstration Programme to The Community Kitchen Caters





Sustainability

The Plantation Human Development Trust (PHDT) is a tripartite Organization incorporated in 1992, with the intention to facilitate improving the life styles of the plantation community through social welfare programmes. The three parties in the agreement are the Government of Sri Lanka, Regional Plantation Companies and the major Trade Unions in the plantation sector. This Tri partite arrangement is the foremost strength the organization possess, as all sectors of stakeholders namely the Government, Employer & Employee jointly agree on the projects carried out for benefit of the community.

The Articles of Association enables the PHDT to provide a wide spectrum of services to the plantation worker community with improvements to Housing & Infrastructure, Water & Sanitation, Health & Childcare, Social Mobilization and Community Development etc.

The Government represented by the Ministries of Plantation Industries, Finance, Health & Water Supply and Estate Infrastructure Development – the line Ministry of the Organization gazetted, provides various infrastructure programmes to serve the welfare of the plantation community, which represents almost 5% of the total population in Sri Lanka.

These programmes mainly consists of Housing & Reroofing – addressing the basic shelter requirement, providing the free medicine and conducting medical clinics to address their health & nutrition factors, constructing latrines and water and sanitation facilities at their door step to overcome diseases, establishing and development of Estate Worker Housing Co-operative Societies and Community and Child Development Centers with modern facilities, to upgrade their knowledge etc. all of which, are aimed to help them substantially improve their lifestyles.

The PHDT as the main service provider to the plantation worker community has also, expanded its services through various specialized sectors to improve and deliver these services in a more professional manner.

These include the following:

- Approved as an accredited agent to facilitate quality improvements in the plantation sector with ISO Quality Standards by the Sri Lanka Standards Institution (SLSI).
- Registered as a Grade C-6 Contractor with ICTAD for providing more quality construction work to the plantation sector.

- Recognized by the Government of Sri Lanka and registered under the Ministry of Women's Affairs & Child Care Development to conduct National Diploma Courses in Child Development, Pre-school, Education and Management for Child Development Officers.
- Accorded recognition as an approved Training Organization to Intermediate Students to gain experience and knowledge for examinations conducted by the Institute of Chartered Accountants of Sri Lanka.

Furthermore, health care, personal care and food products of government recognized organisations were also introduced through the EWHCS, to enhance the health, nutrition and hygiene of the community.

The Home Gardening concept in the estates was supported through facilitation of awareness programmes on nutrition aspects and food security in collaboration with government agencies.



Corporate Social Responsibility

At PHDT, we have always endeavored to conduct our activities responsibly and ethically. Sustainability development, the adoption of best practices and processes that ensures long-term economic, social and environmental sustainability is considered a key business goal of the Company.

We are of the view that integrating Corporate Social Responsibility in to our organisation takes more than stating objectives and building business processes alone. For Corporate Social Responsibility to take root and thrive, we realise that we must develop the necessary capabilities and culture. Continued training of employees and changing mindsets is a key component of a successful Corporate Social Responsibility programme.

Developing a comprehensive Corporate Social Responsibility framework is a dynamic and ongoing process; and we have regularly engaged in consultation with stakeholders and other interested parties on environmental and social issues, especially those concerning the plantations work force.

During the year 2022 we at PHDT executed several measures as mentioned below.

Establishment of action protocols to guarantee occupational safety with measures focused on

- Promotion of telework in administrative, managerial and work from home policies
- Establishment of social networking groups to exchange information
- Adjustment of working hours to protect personnel in works and projects for companies whose activities are considered special services
- Intensification of cleaning and disinfection Identification and acquisition of protective equipment and other critical safety material necessary for prevention

Commercial measures to ensure the continuity and quality of services:

- Strengthening of online presence (electronic commerce), supply and access to services
- Telephone and online support (chat, video call, infographic services, videos and virtual tours)

Blood Donation

In commemoration of the 30th Anniversary of the PHDT, a blood donation campaign was conducted with the participation of all staffers. Employees of neighboring state institutions too participated in this event.





Administration & Human Resources

PHDT is vested with a diversified talented team who are unique and differs from any other capital within the organisation who displays a complexed role in serving the plantation community. Our employee development strategies are mainly directed at building competent and productive workforce who can contribute to the achievements and growth through innovation and consistent delivery for sustenance.

Believing that our employees are our most valuable asset, we make an effort to develop the ability and productivity of our staff at all levels. We encourage a happy work culture, foster relationship with them at every level in the organisation, and make them express their views and share their ideas to bring about improvements in the organisation towards the achievement of the common goals described in our Vision and Mission statements.

Our employees take pride in their work as they are given due respect and by being empathetic and sensitive to each other's needs. We make every endeavour to foster a productive culture throughout the Organization.

Categories of staff members

Staff members of the organization are mainly categorized in to the following broad categories.

1. Directors - Director General, Directors (Internal & Regional)
2. Executives - Managers, Accountants, Civil Engineers, Engineering Assistants, Community Development Officers, Secretaries, Quantity Surveyors, Technical Officers, Asst. Managers, Project Officers, Computer Application Officers, Accounts Executives, HR Executive
3. Support Staff - Accounts Assistants, Project Assistants, Community Development Assistants, Computer Application Assistants, Management Assistants, Office Assistants & Drivers

Human Resource Process

Human Resource Planning and Cadre Budget

- Job analysis including Job description and Job specification

- Recruitment, Selection, Placement and Induction
- Salary Administration
- Personnel Record keeping including Statutory and Customary requirements in terms of Shop & Office Employee Act.
- Transfers
- Disciplinary Procedure
- Training and Development
- Grievance handling
- Industrial Relations
- Termination of Employment, etc.

Human Resource Development Strategy

- Attracting, selecting and retaining the best talent towards optimizing services to the stakeholders through the organization's workforce.
- Adopting a realistic & competitive compensation policy maintaining internal & external equity
- Providing the benefits according to the Shop & Office Employees Act
- Introducing a comprehensive system of carrier development, which linked to a performance management culture
- Skills & competency development of the workforce.



Administration & Human Resources

- Managing & Leadership developing through introduction of a succession planning process
- Continuous enhancement of motivation level of the workforce.
- Establishing of a consistent training policy to ensure that all employees will get an opportunity for training
- Enforcing of discipline among staff members by developing fair & justifiable disciplinary policy
- Establishing of a broad communication link among staff & management towards encouraging upwards communication.
- Enforce participatory management approach.
- Ensure continuous dialogue between staff & management.
- Introducing of employee welfare facilities, recreating activities & sports
- Provide guidance, formulate, develop and execute the Human Resource Policy and procedure for the Organization and compliance ensuring that legal requirements are met.

Administration functions

The administration functions are implemented to ensure functioning of organization covering the areas of Transportation, Stores and Office premises in both Head Office and seven Regional Offices.

- Effective management of transport functions of the organisation and maintenance of the fleet of vehicles with adequate controls.
- Managing the stores function adhering to the stores procedure.
- Maintenance and good house-keeping of the office premises.
- Ensuring proper management of Office Equipment and Furniture.
- Ensure proper security for the assets of the organisation.
- Establishing proper title to the lease/freehold property of the Company and maintenance of same in an effective manner.

Beyond the HRD and administration functions the organisation has offered welfare measures for all employees as follows:

- Indoor and outdoor medical insurance and personal accident insurance scheme
- Death benefit welfare scheme
- Distress loans and emergency loans scheme.

Employee Career Development and Rewards

All employees are provided opportunity to enhance their job skills and expertise in their positions. The Administration and HRD division shows the career path to go up the ladder achieving their goals.

Development of skills and competency of employees

Though the company policy is to provide employees the opportunity to participate for both in-house and out-door training programmes, workshops etc. due to the pandemic situation were put on hold. However, we have conducted awareness programmes for new recruits during the year under review.





Administration & Human Resources

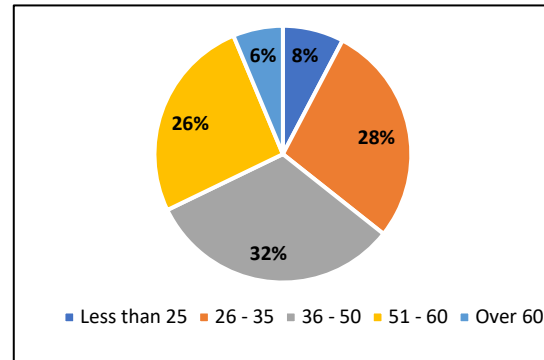
Key Performance Indicators (KPI)

In order to assess the performance of employees PHDT has developed Key Performance Indicators (KPI) to assess the employees. This exercise is carried out on monthly basis and submitted to the Board. Based on this evaluation employee performance is identified and those who have excelled are awarded with appreciations.

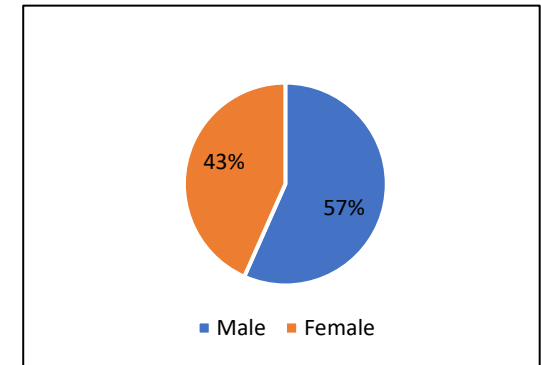


Employee Statistics

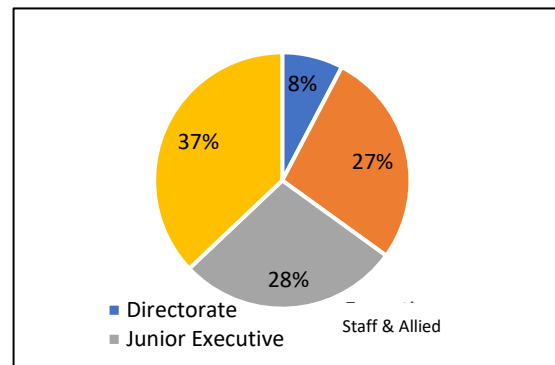
Age wise



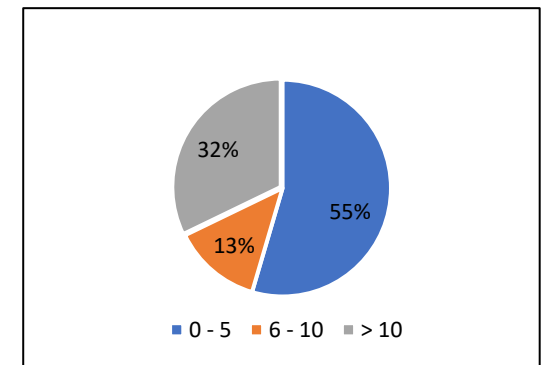
Gender wise



Category wise



Years of Service





Corporate Governance

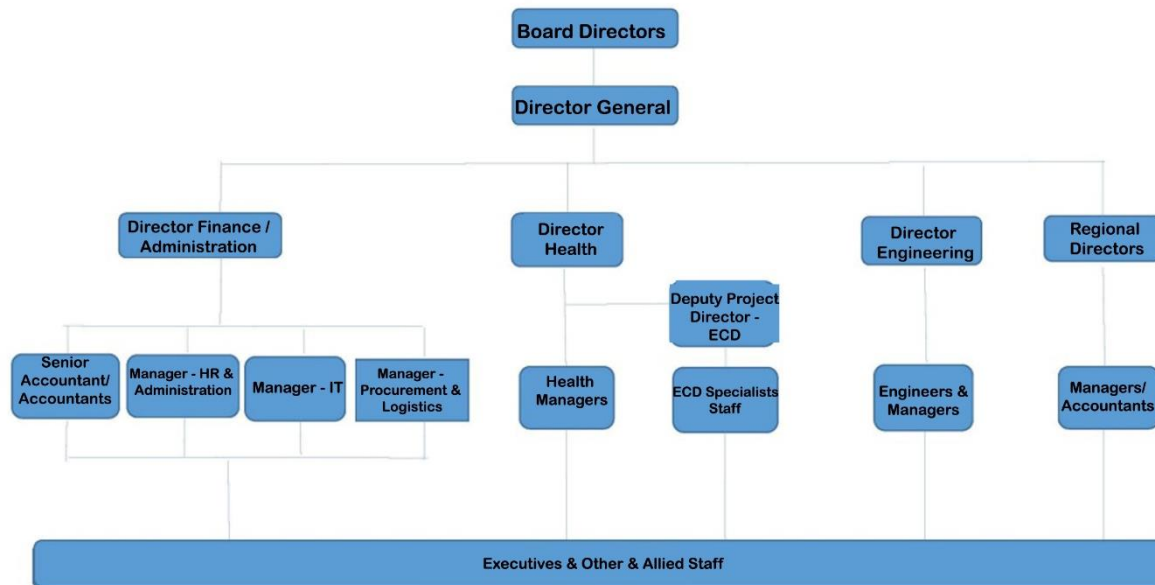
For Plantation Human Development Trust (PHDT) corporate governance involves the way in which the Company works and is organised for the purpose of safeguarding all the stakeholders' interests and achieving the Company's objective of providing sustainable development programmes to continuously improve the quality of life in the plantations.

The Board of PHDT Composition

According to the articles of association the tri partite board shall consist of 11 members



Organisational Structure of PHDT





Corporate Governance

Board Effectiveness

The Board of PHDT have ultimate responsibility for the management, general affairs, direction, performance, financial reporting and long-term success of our operations as a whole and the responsibility of the Directors is collective, taking into account their respective roles. The Directors are Non-Executive Directors who essentially have a supervisory role. A list of our current Directors and their profiles are set out on page...

The Directors acknowledge their responsibility for the Company's corporate governance and is committed to act with integrity. Transparency, and fairness in all its dealings while emphasis is placed on development of systems and procedures.

Directors are provided with monthly performance reports and Board Minutes in advance.

There is a clear distinction on the responsibilities between the Chairman and the Management to ensure that there is a balance of power and authority. The Chairman is responsible to ensure Board effectiveness while the Management headed by the Director General who is responsible for the operations and organisational effectiveness and implementation of Board policies.

12 Board Meetings were held throughout the calendar year to consider, the strategy of the 2022 and to discuss strategic, transactional and governance matters that arose. Meetings of the Boards were held in the PHDT Head Office at Battaramulla. The Chairman sets the Boards' agenda, ensures the Directors receive accurate, timely and clear information, and promotes effective relationships and open communication between the Directors. In 2022 the Board met physically and considered important corporate events and actions, such as, developing and approval of the budgets; oversight of the performance of the business; review of risks and internal risk management and control systems; authorisation of major transactions; nominations for Board appointments; review of corporate responsibility and sustainability.

Remuneration Committee

The Remuneration Committee meeting for the year was held on 19th October 2022. The Committee comprised four Board Directors headed by Mr. G E. Deivanayagam, the Chairman of PHDT. The Committee together with the Director General reviewed the cadre requirements,

evaluated the staff performances and also, recommended the remuneration packages for year 2023 based on industry levels and also, keep the optimum staff strength in order to fulfil the organization requirements.

External Audit

The Company has engaged the services of M/s. Ernst & Young as the independent external auditors to conduct an audit to obtain reasonable assurance on whether the financial statements and relevant disclosures are free from material misstatements. M/s. Ernst & Young in addition to the audit services also provides non audit services but would not compromise with the independence of the auditor. There were no disagreements with the Company's External Auditors on any matter of accounting principles or practices, financial statement disclosures or auditing scope or procedures in the period under review.

Statutory Payments

The Board of Plantation Human Development Trust, confirmed that all statutory payments such as EPF, ETF, CPPS, ESPS, PAYE, Stamp Duty, Gratuity Payments and Taxes etc. have been made in time, which were reviewed by them on monthly basis.



Corporate Governance

Accountability

The selection and application of accepted Accounting Standards and preparation of Financial Statements with proper disclosures in order to get clear picture on transactions occurred during the year, with continuous reviews by the Board of Directors were carried out, to ensure the proper coverage of stakeholders' interest in all aspects of operations.

Create Value of Stakeholders

Diversified projects identified in different sectors, such as Housing & Infrastructure, Water & Sanitation, Healthcare, Nutrition, Child care, Capacity Building, Community mobilisation etc. were undertaken by the organization during the year under review focusing on the co-values and objectives, which are more important and add value to improve the life styles of the community and derive more returns to stakeholders.

Improvement of Credibility and Transparency of Financial Statements

Continuous reviews and developments were undertaken in order to improve the credibility and transparency of the financial statements during the year under review complying with The Sri Lanka Accounting Standard for Small and Medium-Sized Entities (SLFRS for SMEs)

The ISO 9001:2008 achieved in 2012, which streamlined the systems and records with great clarity in communication, continues to help the organization to obtain accurate information in time.

Going Concern

The Board of Directors of Plantation Human Development Trust are satisfied, that the organization has adequate resources to continue its operations in the foreseeable future. The Financial Statements for the year 2022 has been prepared based on the Going Concern Concept.

Applications for SLFRS for SMEs

The Financial Statements for the year ended 31st December 2022 has been prepared under the standards of SLFRS.

Auditors Report

The Auditors Report on the Financial Statements for the year ended 31st December 2022 is given on Page 76

Internal Controls

Continuous measures have been taken to strengthen the system of internal controls by evaluation of the adequacy of the controls in place and taking measures to improve its efficiency.

Manual of Procedures

The Company has its own rules and procedures laid down in its Manual of Operations which is reviewed from time to time.

Annual General Meeting

The 29th Annual General Meeting was held on 25th March 2022 in complying with the statutory requirement.

Environmental Protection

Adequate measures were taken by the management to conduct their operations in an environmental friendly manner. New systems and procedures were implemented through the Quality Management System.

ISO 9001:2008 with less paper and more IT oriented controls and recording systems. Internal discussions and communications are made through Skype, Zoom and e-mails to reduce stationery and related costs.



Risk Management

Risk Management in Addressing Uncertainties

Effective risk management is very critical for the going concern and the sustainability of the organisation. In order to mitigate risk factors we have identified areas of risks for proactive action.

Operational Risk

Plantation Human Development Trust was formed by the Government to co-ordinate and facilitate the social welfare programmes in estates, in 1992, as a part of the restructuring programme of Plantation Sector after privatization. The Board of Directors of the organisation meet regularly every month to discuss the status of the progress of work, future plans and work/areas to be attended urgently to minimise the operational risks. The Regional Offices are also, given authority to attend to urgent matters arising at regional level, to maintain the Operational Risk at minimum level. Our decision and success in achieving and maintaining ISO 9001:2008 Quality Management System for the Head Office & Regional Offices were with the intention of minimizing the risk as well.

The Project Management Information System continues to strengthen the monitoring of project implementation on a real time basis with advanced statistical methodology.

Financial Risk

Our services were rendered in various forms, to uplift the lifestyles of the plantation community. All transactions were recorded in accordance with accepted accounting principles to give a clear picture to stakeholders. These contributed to reduce the financial risk and present proper financial statements, which were recognized by the Institute of Chartered Accountants of Sri Lanka for its transparency and presentation.

Cash flows and forecasts are monitored on a weekly basis and analysed for any variances for corrective action.

Human Risk

Even though all employees are having contractual employment, it is renewable where there is no risk in job security. The Organization has an effective human resource policy and procedures, which applies to HR activities of an employee from the recruitment to resignations. All employees are having a work plan and performance objectives that identify the tasks/activities and expected results for the Organization goals. These are measured form Key Performance Indicators.

The organization looks at the risk on staffing competent professionals competing with the demand of job market to prevent high employment turn-over. This risk has been identified the Organization provides opportunity for existing employees to become a professionals in their respective fields of speciality having enhancement and enrichment of their job functions. Also the Organization has a process for regularly reviewing staffing needs and have established a clear grievance procedures.



Risk Management

Communication Risk

Plantation Human Development Trust provides its services to plantation community as identified in the Articles of Association, which is almost 5% of the total population in the country. These services are rendered through seven Regional Offices, covering almost all estates in the country.

Authority is delegated to Regional Offices to make positive participation in every issue in order to provide a meaningful contribution to the community. Professionals at Head Office do regular visits, discussions with relevant authorities at higher level, conducting awareness programmes and having monthly regional review programmes with respective officers, to minimise the communication gap at both ends. Regular update of database and IT networking facilities between the Main & Regional Offices ensure accurate and speedy communications.

Information Technology risk

PHDT implement an IT policy to maintain confidentiality and integrity of data.

System backups, virus protection and day today monitoring of the organisation's network and databases ensure loss of data / data corruption. All service level agreements with the system providers are duly signed up and maintained.

Risk of Changes in Perception

The perception among all stakeholders and plantation community about PHDT is mainly based on the welfare services provided for improving the lifestyles of the community by upgrading infrastructure and technologies. PHDT has actively endeavoured to provide such services in more ways through different funding institutions to cover all basic infrastructure requirements, since its inception in 1992.

Economic Risk

The year under review was faced with economic downturn in the country and political instability. It was a challenging task to face the rising costs and inflation

while government funding for planned project coming to a total halt depriving PHDT earnings of management fees for sustenance.

To make up for funding shortfalls, PHDT strategize on controlling costs, halt on recruitment and sourcing innovative ways to increase fundraising.

We identified a number of positive impacts of the economic downturn, including an increased focus on good governance and management of risks and reserves, financial management there was increased engagement with competitive INGO / NGO, s to serve the community through shared resources.



Report of the Board Directors on the Affairs of the Company

The Board of Directors of the Plantation Human Development Trust (the “Company”), a Company limited by guarantee incorporated in Sri Lanka under the Companies Act No.17 of 1982, and have re-registered, as per the Companies Act No.7 of 2007, present their Annual Report of the Board of Directors, the Financial Statements and the Report of the Auditors thereon, for the financial year ended 31st December 2022.

The Financial Statements have been prepared in accordance with the Sri Lanka Accounting Standards as required by Sri Lanka Accounting and Auditing Standards Act No. 15 of 1995 and the Companies Act No.7 of 2007.

The Board of Directors wish to inform the members that there has been no change during the accounting period in the nature of the business of the Company. The Company does not have subsidiaries.

Principle Activities

The principle activities of the Company (“Trust”) involves implementing and monitoring of social development activities for the workers in the estates. Social development activities involve the improvement of health and welfare, alleviation of poverty, facilitation of housing and residential quarters, advancement of education and knowledge, enhancement of the quality of life and the betterment of their living standards.

Review of Performance for the year ended 31st December 2022 and Future Developments.

A review of the Company’s performance during the year with comments on financial results for the year ended 31st December 2022 and future developments is contained in the Director General’s Review. These reports, together with the Financial Statements reflect the State of Affairs of the Company.

Financial Statements

Section 168 (b) of the Companies Act require that the Annual Report of the Directors include Financial Statements of the Company completed and signed in accordance with Section 151 of the Act. The requisite Financial Statements of the Company are given on pages 79 to 82 of the Annual Report.

Auditor’s Report

The Auditor’s Report on the Financial Statements is given on pages 76 to 78 of the Annual Report.

Accounting Policies

Accounting policies adopted in preparation of financial Statements are given on pages 83 to 92 of the Annual Report. There were no material changes in the Accounting Policies adopted.

Interest Register

The Company maintains an Interest Register and the particulars of those Directors who were directly or indirectly interested in a contract of the Company are stated therein.

Donations

There were no donations made by the Company during the said financial year.

Director’s Interest in Contracts

General Notice of Director’s interest in compliance with Section 192 of the Companies Act No.07 of 2007 have been duly given and recorded at meetings of the Board of Directors of the Trust.

Directors Remuneration and other benefits

Directors’ remuneration in respect of the Company for the financial year ended 31st December 2023 is given in note 22.1 to the Financial Statements.



Report of the Board Directors on the Affairs of the Company

Retirement of Directors

Board of Directors

The following were the Board of Directors of the Company as at the end of the said financial year.

Mr. Ganesh E. Deivanayagam
 Mr. Shanthi Kumar Obeyesekere
 Mr. Bathiya Bulumulla
 Mr. Sinnathamby Petchimuthu Vijekumaran
 Mr. Ponniah Sivarajah
 Mr. Kamal Gardiye PUNCHIHewa
 Mr. Johann Arjuna Rodrigo
 Mr. Shanaka Duminda Samaradiwakara
 Dr.(Mrs.) Saseela Subaskaran
 Mr. W.A. Leelanath Wickrama Arachchi
 Ms. P.A.N. Abeysekera

A resolution for the re-appointment of Mr. Ponniah Sivarajah, Nominee of the Ceylon Workers Congress, who is 78 years of age, will be proposed at the Annual General Meeting in terms of Section 211 of the Companies Act No. 07 of 2007. Mr. Ponniah Sivarajah's appointment is recommended by the Directors.

Nominee Directors

Dr. (Mrs) Saseela Subaskaran nominated as representative of the Ministry of Health completes her two-year term in office during the year. The Ministry of Health has re-nominated Dr. (Mrs) Saseela Subaskaran as their nominee.

1. In terms of Article 55 of the Articles of Association, Mr. B. Bulumulla retires by rotation and the Plantation Management Committee of the Planters' Association of Ceylon has recommended his re-election to the Board of Directors.

2. In terms of Article 55 of the Articles of Association, Mr. K.G. PUNCHIHewa retires by rotation and the Plantation Management Committee of the Planters' Association of Ceylon has recommended his re-election to the Board of Directors.

Auditors

The Financial Statements for the year ended 31st December 2022 have been audited by Messrs Ernst & Young, Chartered Accountants. In accordance with the Companies Act No.07 of 2007, a resolution relating to the appointment of auditors and authorizing the Directors to determine their remuneration will be proposed at the forthcoming Annual General Meeting.

The Auditors Messrs Ernst & Young, Chartered Accountants were paid Rs1,722,695/- (2021 – Rs...1,650,000/-) as audit fees by the Company.

As far as the Directors are aware, the Auditors do not have any relationship (other than that of an Auditor) with the Company other than those disclosed above. The Auditors also do not have any interest in the Company.

By Order of the Board of
PLANTATION HUMAN DEVELOPMENT TRUST

Director

Director

S S P CORPORATE
SERVICES (PRIVATE) LIMITED

S S P Corporate Services (Pvt) Limited
Secretaries

Dated on this 22 day of March 2023



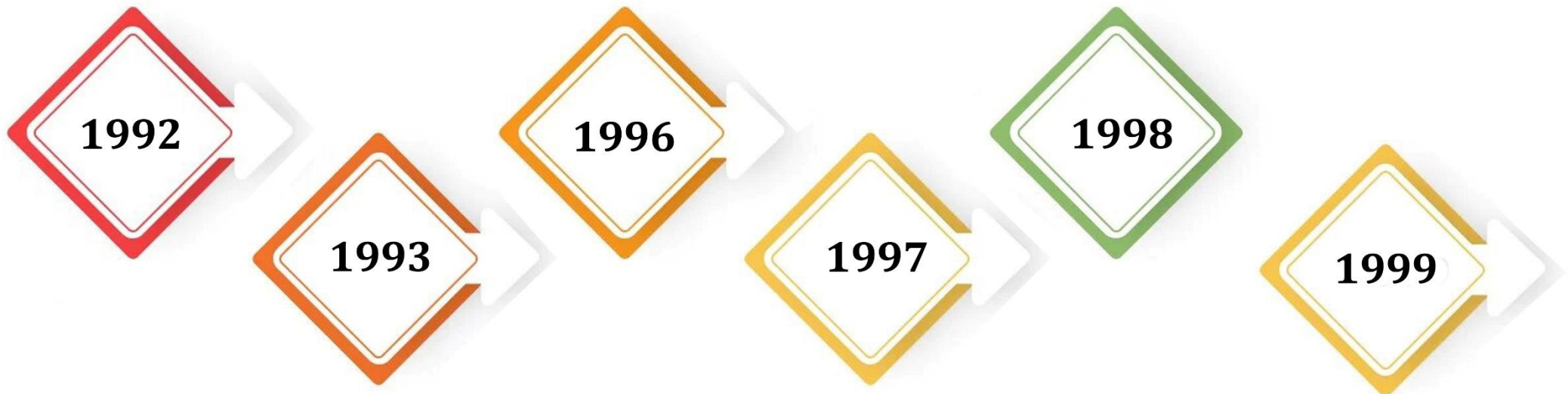
Milestones

- **Company Registration**

Plantation Housing & Social Welfare Trust (PHSWT) was set up and incorporated in Sri Lanka under the Companies Act No. 17 of 1982 on 18th September 1992

- Credit & Savings Project for estate worker community.
- Self Help Housing Projects - Twin Cottages with the assistance of NHDA, SMIB & IRDP.
- Initiated Family Planning Service in the plantation sector funded by UNFPA.

- Commencement of Plantation Development Support Programme (PDSP) funded by Governments of Netherlands & Norway for Self Help Housing – Single Housing.
- Participatory Nutrition Improvement Project (PNIP) with UNICEF.
- Development of Creches under UNICEF Phase II & EIDP – “Pullemadu” to Creche.



- Commencement of Social Welfare Programme II funded by Governments of Netherlands and Norway for Roof Plus Housing.
- Establishment of Estate Worker Co-operative Housing Societies (EWHCS).

- Development of Creches - “Ideal Creches” Programme.

- Introducing Self Help Latrines Programme & Safe Drinking Water Project.
- “Mahila Shakthi” Programme to empower women and improve their social and economic status.



Milestones

- Promoting Community Based Organizations (CBOs)/ Micro Financing.
- Providing basic and essential drugs to estates with the assistance of Health Ministry and UNICEF.
- Providing 8 Nos. fully equipped Ambulances to estates.

- **Change in Name**
Organization was re-named as Plantation Human Development Trust on 20th October 2002.
- Recruitment of Trainee Midwives.

- Introducing "Vanisa" Savings Account.
- Inter Plantation Volley Ball Tournaments.
- Construction of Elders Homes.

2000

2002

2004

2001

2003

2005

- **New Office**
PHSWT moved to its newly built Office at No. 427/14, Robert Gunawardena Mawatha, Battaramulla, on 4th January 2001.
- Introducing motorcycle loan scheme for estate health and welfare staff.
- Training of Estate Medical Practitioners (EMAs) on Early Child Care Development Programme of UNICEF.

- Launching of Vanisa Savings scheme.

- 650 Cataract eye operations for estate community done at Kandy General Hospital with the patronage of Asst. High Commissioner of India in Sri Lanka.
- Distribution of 21 Nos. fully equipped Ambulances to Estates.



Milestones

Introducing "Southern Cup" Cricket Tournament to Plantations

- **Diploma Registration**
PHDT further registered as Training Institute for Awarding Diploma Certificates on Child Development and Pre-school Education and Management.
- Construction of 320 units of Field Rest Rooms; 35 units of Factory Rest Rooms, upgrading of 284 units of staff quarters, minor upgrading of 124 tea factories under the Plantation Development Programme of Ministry of Plantations Industries (with the assistance of ADB/JBIC)

- Commencement of New Life Housing Programme.
- Registered as Grade C6 Contractor with ICTAD

2006

2008

2010

2007

2009

2011

- Construction of E-kiosk Centres
- Issuing of Birth Certificates for plantation community

- **ISO Facilitator**
PHDT is appointed by the Sri Lanka Standard Institute (SLSI) as an Agent to facilitate the certification process to award ISO standard for Plantation Sector.
- Distribution of Nebulizers to estates.

- Distributor of Rice Flour to plantations by National Food Promotion Bureau.



Milestones

• ISO Certification

PHDT was awarded the ISO 9001:2008 Quality Management System Certification by the Sri Lanka Standard Institution, who is the accredited body in Sri Lanka for the International Standards Organisation.

- Establishing of Steering Committee on plantation health.

- Commencement of 100 Day Housing Programme
- Introducing personal hygiene project in plantations in collaboration with Unilever Sri Lanka - "Wathupraja Ruwa Suwa Sevaya".
- international range of foods, personal and home care products through
- Introducing of Gas Cylinders, cookers and accessories on easy payment scheme to estate community through "Wathupraja Dewi Neguma" Plantations Project in collaboration with Laugfs Gas PLC.



• Training Institute

PHDT was recognized as an approved Training Institute at Strategic Level by the Council of the Chartered Accountants of Sri Lanka, on the recommendation of the Student Training & Development Committee.

- Establishing of Steering Committee on plantation health.

- Commencement of Green Gold Housing Programme and Township Housing Programmes.
- Commencement of Indian Housing Programme
- Training of Apprentice Pharmacists.

- Introducing "Tikiri Shakthi" Nutri Bar - Elimination of malnutrition birth weight in plantation sector"

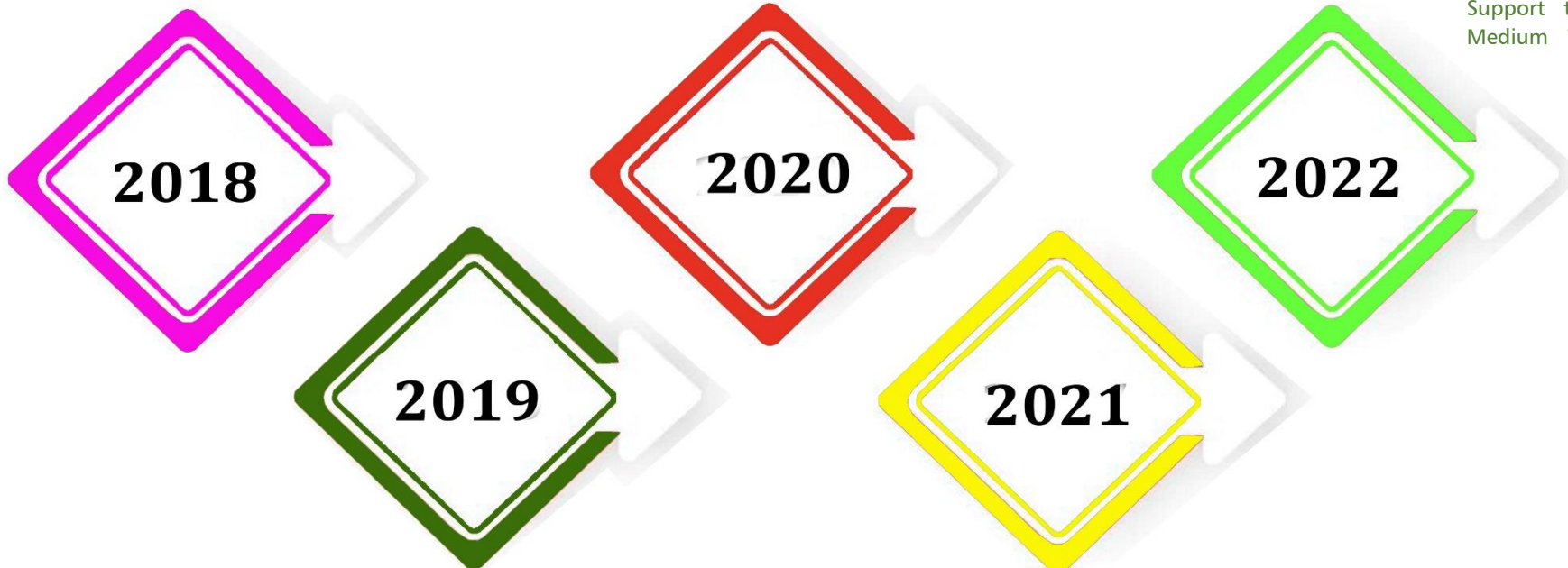


Milestones

- Introducing Farmer Driven Housing Programme Awarding Diplomas to Child Development Officer

- PHDT recognized as the main facilitating body for prevention of COVID-19 pandemic in Plantations.

PHDT was recognized by the Department of National Community Water Supply as the provider for Backup Support to Small and Medium Water Supply



- Establishment of Plantation Resilient Unit

- Two In House Training Centres were inaugurated in Hatton & Galle Regions under the Early Childhood Development Project



Stakeholder Composition

- Government Ministries

Ministry of Water Supply and Estate Infrastructure Development
 Ministry of Plantation Industries
 Ministry of Finance
 Ministry of Health

State Owned Organizations

Janatha Estates Development Board
 Sri Lanka State Plantations Corporation
 Elkaduwa Plantations Ltd

- Regional Plantation Companies

Agalawatte Plantations
 Agrapatana Plantations
 Balangoda Plantations
 Bogawantalawa Tea Estates
 Chilaw Plantations
 Elpitiya Plantations
 Hapugastenne Plantations
 Hatton Plantations
 Hoarana Plantations
 Kahawatte Plantations
 Kegalle Plantations
 Kelani Valley Plantations
 Kotagala Plantations
 Kurunegala Plantations
 Madulsima Plantations
 Malwatte Valley Plantations
 Maskeliya Plantations
 Maturata Plantations
 Namunukula Plantations
 Pussellawa Plantations
 Talawakelle Tea Estates
 Udapussellawa Plantations
 Watawala Plantations

- Donors

- Plantation Community

- Trade Unions

- Private Members

Stassen Bio Tea Project
 Tea Research Institute of Sri Lanka
 Lalan Rubbers (Pvt) Ltd.



Awards for Excellence

Throughout the journey of PHDT, we have been recognized for its best accounting practices, Business Excellence, Social Dialog, and many accolades.



PHDT continues to be recognized for its financial transparency, accountability, good governance and for best accounting practices by the Institute of Chartered Accountants of Sri Lanka.



FINANCIAL REPORTS



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| ➤ Note to the Financial Statements | 83 |



Financial Calendar

Interim Reports

| | | |
|--------------------------------|------------|------------|
| 1 st Quarter ending | 31.03.2022 | 28.04.2022 |
| 2 nd Quarter ending | 30.06.2022 | 28.07.2022 |
| 3 rd Quarter ending | 30.09.2022 | 27.10.2022 |
| Annual Accounts Year Ended | 31.12.2022 | 25.02.2023 |

Meetings

30th Annual General Meeting 30th March 2023



Independent Auditors' Report



Opinion

We have audited the financial statements of Plantation Human Development Trust, which comprise the statement of financial position as at 31 December 2022, and the statement of comprehensive income, statement of changes in reserves and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Company as at 31 December 2022, and of its financial performance and cash flows for the year then ended in accordance with Sri Lanka Accounting Standards for Small and Medium -sized Entities (SLFRS for SMEs).

Basis for opinion

We conducted our audit in accordance with Sri Lanka Auditing Standards (SLAuSs). Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the Code of Ethics issued by CA Sri Lanka (Code of Ethics) and we have fulfilled our other ethical responsibilities in accordance with the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information included in the 2022 Annual Report

Other information consists of the information included in the Annual Report, other than the financial statements and our auditor's report thereon. Management is responsible for the other information.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with Sri Lanka Accounting Standards for Small and Medium -sized Entities, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SLAuSs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SLAuSs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on other legal and regulatory requirements

As required by section 163 (2) of the Companies Act No. 07 of 2007, we have obtained all the information and explanations that were required for the audit and, as far as appears from our examination, proper accounting records have been kept by the Company.

22 March 2023

Colombo



Statement of Financial Position

| As at 31 December 2022 | | | |
|--|-------|--------------------|--------------------|
| | Notes | 2022 Rs. | 2021 Rs. |
| ASSETS | | | |
| Non-Current Assets | | | |
| Property, Plant and Equipment | 3 | 45,289,162 | 58,192,183 |
| Other Receivables | 4 | 872,194 | 1,408,928 |
| | | 46,161,356 | 59,601,111 |
| Current Assets | | | |
| Levy and Other Receivables | 4 | 509,341,296 | 655,617,125 |
| Income Tax Recoverable | | 3,630,768 | 3,630,768 |
| Investments | 5 | 1,674,235 | 1,552,655 |
| Cash and Cash Equivalents | 11 | 66,136,758 | 201,910,748 |
| | | 580,783,057 | 862,711,296 |
| Total Assets | | 626,944,413 | 922,312,407 |
| RESERVES AND LIABILITIES | | | |
| Reserves | | | |
| Project Reserves | | 4,469,274 | 4,469,274 |
| General Reserves | | 1,615,251 | 1,615,251 |
| Accumulated Fund | | (35,566,150) | 31,620,607 |
| Revolving Funds | 12 | 45,501,291 | 45,015,037 |
| Total Reserves | | 16,019,666 | 82,720,169 |
| Non-Current Liabilities and Deferred Grants | | | |
| Interest Bearing Loans and Borrowings | 6 | 2,473,613 | 6,364,858 |
| Retirement Benefit Liability | 7 | 31,899,310 | 28,265,127 |
| Deferred Grants and Recoveris | 8 | 50,376,168 | 51,390,085 |
| | | 84,749,091 | 86,020,070 |
| Current Liabilities | | | |
| Other Projects | 9 | 30,309,375 | 29,071,925 |
| Interest Bearing Loans and Borrowings | 6 | 3,717,714 | 3,451,480 |
| Trade and Other Payables | 10 | 492,148,567 | 721,048,763 |
| | | 526,175,656 | 753,572,168 |
| Total Reserves and Liabilities | | 626,944,413 | 922,312,407 |

These financial statements are in compliance with the requirements of the Companies Act No. 07 of 2007.


Director Finance

The Board of Directors is responsible for these Financial Statements. Signed for and on behalf of the Board by


Directors


Directors

The Accounting Policies and Notes on page 83 through 105 from an integral part of Financial Statements.



Statement of Comprehensive Income

Year ended 31 December 2022

| | Notes | 2022 Rs. | 2021 Rs. |
|--|---------------|---------------------|----------------------|
| Income for Recurrent Expenses | 13 | 110,434,461 | 64,025,329 |
| Total Recurrent Expenses | Statement- I | (131,917,745) | (114,300,533) |
| (Deficit)/Excess from Activities | | (21,483,284) | (50,275,204) |
| Other Income and Gains | 14 | 7,237,779 | 8,089,790 |
| Other Expenses | Statement- II | (44,251,188) | (63,756,531) |
| Project Administrative Income/ (Expenditure) | 15 | (11,916,985) | 4,589,283 |
| Finance Cost | 16.1 | (714,467) | (1,975,111) |
| Finance Income | 16.2 | 3,941,388 | 226,605 |
| Deficit Before Tax | | (67,186,757) | (103,101,169) |
| Income Tax Expense | 18 | - | - |
| Deficit for the Year | | (67,186,757) | (103,101,169) |

The Accounting Policies and Notes on page 83 through 105 from an integral part of Financial Statements.



Statement of Changes in Reserves

Year ended 31 December 2022

| | Project | General | Accumulated | Revolving | Total |
|--------------------------------|------------------|------------------|---------------------|-------------------|-------------------|
| | Reserves | Reserves | Fund | Fund | |
| | Rs. | Rs. | Rs. | Rs. | Rs. |
| As at 1 January 2021 | 4,469,274 | 1,615,251 | 134,721,776 | 44,598,903 | 185,405,204 |
| Loan Recovered | - | - | - | 416,134 | 416,134 |
| Excess/ (Deficit) for the Year | - | - | (103,101,169) | - | (103,101,169) |
| As at 31 December 2021 | 4,469,274 | 1,615,251 | 31,620,607 | 45,015,037 | 82,720,169 |
| Loan Recovered | - | - | - | 486,254 | 486,254 |
| Excess/ (Deficit) for the Year | - | - | (67,186,757) | - | (67,186,757) |
| As at 31 December 2022 | 4,469,274 | 1,615,251 | (35,566,150) | 45,501,291 | 16,019,666 |

The Accounting Policies and Notes on page 83 through 105 from an integral part of Financial Statements.



Cash Flow Statement

Year ended 31 December 2022

| | Note | 2022 Rs. | 2021 Rs. |
|---|------|-------------------|--------------------|
| Cash Flows From / (Used in) Operating Activities | | | |
| Excess/ (Deficit) Before Tax | | (67,186,757) | (103,101,169) |
| Adjustments for, | | | |
| Depreciation | 3 | 15,992,054 | 15,288,318 |
| Finance Costs | 16.1 | 714,467 | 1,975,111 |
| Finance Income | 16.2 | (3,941,388) | (226,605) |
| Provision for Bad and Doubtful Receivables | | 20,578,981 | 39,014,186 |
| Amortization of Lease Rental | | 536,735 | 536,735 |
| Amortization | | (3,604,054) | (3,105,003) |
| Long Outstanding Debtor Write-off | | 7,143,419 | 8,917,293 |
| Payable Write Back | | (239,515) | (736,509) |
| Provision for Defined Benefit Plans | 7 | 2,531,285 | 3,649,537 |
| Operating Income before Working Capital Changes | | (27,474,775) | (37,788,107) |
| (Increase) / Decrease in Trade and Other Receivables | | 126,234,263 | 19,689,184 |
| Increase / (Decrease) in Trade and Other Payables | | (228,512,482) | (7,663,967) |
| Increase / (Decrease) in Deferred Grant | 8 | (1,013,917) | 203,788 |
| Cash Generated from Operations | | (130,766,909) | (25,559,101) |
| Defined Benefit Plan Costs Paid | 6 | (1,884,630) | (1,425,638) |
| Finance Costs Paid | 16.1 | (714,467) | (1,975,111) |
| Income Tax Paid | | - | (2,488,344) |
| Net Cash from/(Used in) Operating Activities | | (133,366,007) | (31,448,195) |
| Cash Flows From / (Used in) Investing Activities | | | |
| Acquisition of Property, Plant and Equipment | 3 | (3,089,035) | (2,752,410) |
| (Investments)/Withdrawal in Investments | 5 | (121,579) | 136,775 |
| Finance Income | 16.2 | 3,941,388 | 226,605 |
| Net Cash Flows From / (Used in) Investing Activities | | 730,774 | (2,389,030) |
| Cash Flows From / (Used in) Financing Activities | | | |
| Payments under Finance Lease Liabilities | 6 | (3,625,011) | (3,100,040) |
| Receipts from Revolving Funds | 12 | 486,254 | 416,130 |
| Net Cash Flows (Used in) Financing Activities | | (3,138,757) | (2,683,910) |
| | | (135,773,991) | (36,521,135) |
| Cash and Cash Equivalents at the Beginning of the Year | 11 | 201,910,748 | 238,431,884 |
| Cash and Cash Equivalents at the End of the Year | 11 | 66,136,758 | 201,910,748 |

The Accounting Policies and Notes on page 83 through 105 from an integral part of Financial Statements.



Notes to the Financial Statements

1. CORPORATE INFORMATION

1.1 General

Plantation Human Development Trust is a Company limited by guarantee, incorporated and domiciled in Sri Lanka. The registered office of the Company is located at 427/14, Robert Gunawardene Mawatha, Battaramulla.

1.2 Principal Activities and Nature of Operations

Project activities involve implementing and monitoring of social development activities including mainly, Health and Welfare, Elevation of Poverty, Housing and Residential facilities and water etc., in order to empower and sustain the plantation community, future generation, strengthen the management and worker relationships, and empower themselves through an interdependency process to become self-reliant, and attain quality of their lives.

1.3 Parent Undertaking

The Company does not have parent and undertaking on its' own.

1.4 Date of Authorization for Issue

The Financial Statements of Plantation Human Development Trust for the year ended 31 December 2022, covering the period 01 January 2022 to 31 December 2022, were authorized for issue in accordance with a resolution of the Board of Directors on 22 March 2023.



Notes to the Financial Statements

2. GENERAL POLICIES

2.1 Basis of Preparation

These Financial Statements have been prepared in accordance with the Sri Lanka Accounting Standards for Small and Medium-Sized Entities (SLFRS for SMEs) issued by the Institute of Chartered Accountants of Sri Lanka.

The functional currency of the Company is Sri Lankan Rupees. The Financial Statements of the Company are presented in Sri Lankan Rupees. The Financial Statements have been prepared on a historical cost basis unless otherwise indicated.

2.1.1 Statement of Compliance

The Financial Statements of the Company, which comprise the Statement of Financial Position, Statement of Income and Expenditure, Changes in Reserves and Cash Flows together with Accounting Policies and Notes to the Financial Statements have been prepared in accordance with Sri Lanka Accounting Standards for Small and Medium-Sized Entities (SLFRS for SMEs).

The preparation and presentation of these Financial Statements are in compliance with the requirements of the Companies Act No.07 of 2007.

2.1.2 Comparative Information

The accounting policies have been consistently applied by the company and are consistent with those used in the previous year. The previous year's figures have been re-arranged wherever necessary to conform to the current year's presentation.

2.1.3 Significant Accounting Judgments, Estimates and Assumptions

The preparation of Financial Statements in conformity with Sri Lanka the Sri Lanka Accounting Standards for Small and Medium-Sized Entities (SLFRS for SMEs) requires management to make judgment, estimates and assumption that affect the application of accounting policies and the reported amounts of assets, liabilities, income, expenses and the disclosure of contingent liabilities. However, uncertainty about these assumptions and estimates could results in outcomes that require material adjustment to the carrying amount of the assets or liabilities affected in future periods.



Notes to the Financial Statements

The key items which involve these judgments, estimates and assumptions are discussed below.

Depreciation of Property, Plant and Equipment

The provision for depreciation is calculated using straight line method over the useful life of the assets. The useful life of an asset is defined in terms of the asset's expected utility to the entity. The useful life of an asset may be shorter than its economic life. The estimation of the useful life of an asset is a matter of judgement based on the experience of the entity with similar assets. Estimation made over the useful life of the assets is disclosed in Note 2.2.4 to these Financial Statements.

Impairment

The impairment of Property Plant and Equipment is disclosed in Note 2.2.5 to these Financial Statements.

Taxes

Refer Note 2.2.10 to these Financial Statements.

2.1.4 Going Concern

The following factors have been considered by the Board of Directors in preparing and presenting these financial statements on going concern basis.

The company reported a deficit amounting to Rs.67,186,757 (2021- Rs.103,101,169). Further the company reported a negative accumulated fund amounting to Rs. 35,566,150 in the financial year 31 December 2022.

However, the Directors have made an assessment of the Company's ability to continue as a concern and is satisfied that it has the recourses to continue in operations for the foreseeable future. Furthermore, management is not aware of any material uncertainties that may cast significant doubt upon the Organisation's ability to continue as going concern. Therefore, the Financial Statements continue to be prepared on the going concern basis.



Notes to the Financial Statements

2.2 SIGNIFICANT ACCOUNTING POLICIES

2.2.1 Revenue Recognition

a) Levy Income and Project Management Fees

On this basis levy income and project management fees recognized when all the following conditions are satisfied.

- The amount of revenue can be measured reliably.
- It is probable that the economic benefits associated with the transaction will flow to the entity.
- The stage of completion of the transaction at the end of the reporting period can be measured reliably; and
- The cost incurred for the transaction and the costs to complete the transaction can be measured reliably

b) Interest Income

Interest income is recognized as interest accrues, taking into account the effective yield of the asset.

c) Other Income

Other income is recognised on an accrual basis.

Net gains and losses of a revenue nature on the disposal of property, Plant and Equipment have been accounted for in the income and expenditure statement, having deducted from proceeds on disposal, the carrying amount of the assets and related selling expenses.

Gains and losses arising from incidental activities to main income generating activities and those arising from a group of similar transactions which are not material, are aggregated, reported and presented on a net basis.



Notes to the Financial Statements

2.2.2 Grants

Grants are recognised at their fair value where there is reasonable assurance that the grant will be received and all attaching conditions, if any, will be complied with. When the grant relates to an expense item it is recognised as income over the periods necessary to match them to the costs to which it is intended to compensate on a systematic basis.

Grants related to assets, are deferred in the Statement of Financial Position and credited to Statement of Income and Expenditure over the useful life of the asset.

2.2.3 Expenditure Recognition

Expenditure are recognized in the Statement of Income and Expenditure on the basis of a direct association between the cost incurred and the earning of specific items of income. All expenditure incurred in the running of the Company and in maintaining the property, plant and equipment in a state of efficiency has been charged to Statement of Income and Expenditure.

For the purpose of presentation of the Statement of Income and Expenditure the directors are of the opinion that "function of expenses" method presents fairly the elements of the Company's performance, and hence such presentation method is adopted.



Notes to the Financial Statements

Finance Cost and Other Cost

Interest expenses and other expenses are recognized on an accrual basis.

2.2.4 Property, Plant and Equipment

Property, plant and equipment are stated at cost less accumulated depreciation and impairment. The cost of an item of property, plant and equipment comprise its purchase price and any directly attributable costs of bringing the asset to working condition for its intended use. Where an item of property, plant and equipment comprises major components having following different useful lives, they are accounted for as separate items of property, plant and equipment.

| | |
|-------------------------------------|----------|
| Buildings | 25 Years |
| Computer and Peripherals | 3 Years |
| Electrical and Electronic Equipment | 5 Years |
| Other Office Equipment | 8 Years |
| Wooden Furniture | 8 Years |
| Steel Furniture | 8 Years |
| Office Fittings | 8 Years |
| Motor Vehicles | 4 Years |

Subsequent Expenditure

Expenditure incurred to replace a component of an item of Property, Plant and Equipment that is accounted for separately, including major inspection and overhaul expenditure, is capitalized. Other subsequent expenditure is capitalized only when it increases the future economic benefits embodied in the item of Property, Plant and Equipment. All other expenditure is recognized in the Statement of Income and Expenditure as an expense as incurred.



Notes to the Financial Statements

Depreciation

The provision for depreciation is calculated by using a straight line method on the cost of all Property, Plant Equipment.

Depreciation of an asset begins when it is available for use whereas depreciation of an asset ceases at the earlier of the date that the asset is classified as held for sale and the asset is de-recognized.

The appropriateness of the useful lives, residual value and the depreciation rates are assessed annually.

Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on de-recognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the Statement of Income and Expenditure in the year the asset is derecognised.

Impairment of Non-Financial Assets

At each reporting date, property, plant and equipment and inventory are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset (or group of related assets) is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognized immediately in Statement of Income and Expenditure.

If an impairment loss subsequently reverses, the carrying amount of the asset (or group of related assets) is increased to the revised estimate of its recoverable amount (selling price less costs to complete and sell, in the case of inventories), but not in excess of the amount that would have been determined had no impairment loss been recognized for the asset (group of related assets) in prior years. A reversal of an impairment loss is recognized immediately in Statement of Income and Expenditure.



Notes to the Financial Statements

2.2.5 Financial Assets

Financial assets within the scope of Section 11 of the Sri Lanka Accounting Standards for Small and Medium-Sized Entities (SLFRS for SMEs) have been recorded at transaction price unless the transaction is a financing transaction. Financing transactions are recorded at present value of future cash payments discounted at the market rate for a similar debt instrument.

The financial assets include Cash and Cash Equivalents, Investments, Levy and Other Receivables.

a) Cash and Cash Equivalents

Cash and cash equivalents are defined as cash in hand, demand deposits and short term highly liquid investments, readily convertible to known amounts of cash and subject to insignificant risk of changes in value.

For the purpose of Cash Flow Statement, cash and cash equivalents consist of cash in hand. Investments with short maturities i.e. three months or less from the date of acquisition are also treated as cash equivalents.

b) Levy and Other Receivables

Levy and Other Receivables are stated at the amounts they are estimated to realise.

At the end of each reporting period, the carrying amounts of Levy and other receivables are reviewed to determine whether there is any objective evidence that the amounts are not recoverable. If so, an impairment loss is recognized immediately in Statement of Income and Expenditure.

c) Investments

Investments include investments in Fixed Deposits and stated at amortized cost.

2.2.6 Financial Liabilities

Financial liabilities within the scope of Section 11 of the Sri Lanka Accounting Standards for Small and Medium-Sized Entities (SLFRS for SMEs) have been recorded at transaction price unless the transaction is a financing transaction. Financing transactions are recorded at present value of future cash payments discounted at the market rate for a similar debt instrument.



Notes to the Financial Statements

The financial liabilities include Interest Bearing Loan and Borrowing and Trade and Other Payable.

a) Finance Leases

Finance leases, which transfer to the Company substantially all the risks and benefits incidental to ownership of the leased item, are capitalised at the inception of the lease at the fair value of the leased property or, if lower, at the present value of the minimum lease payments. Lease payments are apportioned between the finance charges and reduction of the lease liability so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are charged to the Statement of Income and Expenditure.

Capitalised leased assets are depreciated over the shorter of the estimated useful life of the asset and the lease term, if there is no reasonable certainty that the Company will obtain ownership by the end of the lease term. The depreciation policy for depreciable leased assets is consistent with that for depreciable asset that are owned as described in 2.2.4 above.

2.2.7 Employee Benefits

a) Defined Benefit Plan – Gratuity

Defined benefit obligation of the Company is determined through a management estimate carried out internally by the Company. The resulting difference between brought forward provision at the beginning of the year and the carried forward provision at the end of the year is dealt within the Statement of Income and Expenditure.

The Company is liable to pay gratuity in terms of Gratuity Act No. 12 of 1983, the liability for the gratuity payment to an employee arises only on the completion of the 05 years of continued service with the Company.

The gratuity liability is not externally funded.

b) Defined Contribution Plans – Employees' Provident Fund and Employees' Trust Fund

All employees are eligible for Employees' Provident Fund and Employees' Trust Fund contributions in line with the prevalent statutes and regulations. The Company contributes 12% and 3% of gross employee emoluments to EPF and ETF respectively.



Notes to the Financial Statements

2.2.8 Provisions

Provisions are recognized when the Company has a present obligation (legal or constructive) as a result of a past event, where it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. When the Company expects some or all of a provision to be reimbursed, the reimbursement is recognised as a separate asset but only when the reimbursement is virtually certain. The expense relating to any provision is presented in the Statement of Income and Expenditure net of any reimbursement.

2.2.9 Taxation

Income tax expense represents the sum of the tax currently payable and deferred tax.

a) Current Taxes

Current income tax assets and liabilities for the current and prior periods are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted by the reporting date.

The provision for income tax is based on the elements of income and expenditure as reported in the Financial Statements and computed accordance with the provisions of the relevant tax legislations.

b) Indirect Taxes

Plantation Human Development is gazetted under the Gazette No-2289/43 of the Domestic Socialist Republic of Sri Lanka (Government Notification) published on 22 July 2022. The Management believes that the Company is a government institution and the inflows received is considered as donations. Therefore, the Company doesn't carry out a business activity as such the inflows are not liable for indirect taxes.

c) Deferred Taxation

Deferred Tax is not recognised in the financial statement since the temporary differences are not material.



Notes to the Financial Statements

Year ended 31 December 2022

| 3. PROPERTY, PLANT AND EQUIPMENT | | | | |
|---|--------------------|-------------------|------------------|--------------------|
| | Balance | Additions | Transfers | Balance |
| 3.1 Gross Carrying Amounts | as at | | | as at |
| | 01.01.2022 | | | 31.12.2022 |
| At Cost | Rs. | Rs. | Rs. | Rs. |
| Building | 86,537,738 | 40,930 | - | 86,578,668 |
| Computer and Peripherals | 41,944,907 | 2,211,980 | - | 44,156,887 |
| Electrical and Electronic Equipment | 14,368,732 | 219,592 | - | 14,588,324 |
| Other Office Equipment | 4,396,957 | 223,849 | - | 4,620,806 |
| Wooden Furniture | 5,344,502 | 344,284 | - | 5,688,786 |
| Steel Furniture | 3,680,516 | 48,400 | - | 3,728,916 |
| Office Fittings | 515,311 | - | - | 515,311 |
| Motor Vehicles | 97,691,018 | - | 3,353,900 | 101,044,918 |
| | 254,479,681 | 3,089,035 | 3,353,900 | 260,922,615 |
| Assets on Finance Lease | | | | |
| Motor Vehicles | 34,253,900 | - | (3,353,900) | 30,900,000 |
| | 34,253,900 | - | (3,353,900) | 30,900,000 |
| Total Gross Carrying Amount | 288,733,581 | 3,089,035 | - | 291,822,615 |
| 3.2 Depreciation | | | | |
| | Balance | Charge for | Disposals | Balance |
| 3.2 Depreciation | as at | the Year | | as at |
| | 01.01.2022 | | | 31.12.2022 |
| At Cost | Rs. | Rs. | Rs. | Rs. |
| Building | 53,481,948 | 2,749,510 | - | 56,231,458 |
| Computer and Peripherals | 41,316,530 | 1,139,758 | - | 42,456,288 |
| Electrical and Electronic Equipment | 13,827,809 | 211,582 | - | 14,039,391 |
| Other Office Equipment | 3,685,705 | 206,152 | - | 3,891,857 |
| Wooden Furniture | 5,258,046 | 74,676 | - | 5,332,722 |
| Steel Furniture | 3,360,054 | 54,621 | - | 3,414,675 |
| Office Fittings | 439,239 | 23,530 | - | 462,769 |
| Motor Vehicles | 93,895,593 | 3,514,575 | - | 97,410,168 |
| | 215,264,923 | 7,974,404 | - | 223,239,327 |
| Assets on Finance Lease | | | | |
| Motor Vehicles | 15,276,475 | 8,017,650 | - | 23,294,125 |
| | 15,276,475 | 8,017,650 | - | 23,294,125 |
| Total Depreciation | 230,541,398 | 15,992,054 | - | 246,533,452 |



Notes to the Financial Statements

| 3.3 Net Book Values | | |
|---|-------------------|-------------------|
| At Cost | 2022 | 2021 |
| | Rs. | Rs. |
| Building | 30,347,209 | 33,055,790 |
| Computer and Peripherals | 1,700,599 | 628,377 |
| Electrical and Electronic Equipment | 548,932 | 540,923 |
| Other Office Equipment | 728,949 | 711,252 |
| Wooden Furniture | 356,065 | 86,456 |
| Steel Furniture | 314,241 | 320,462 |
| Office Fittings | 52,542 | 76,072 |
| Motor Vehicles | 3,634,750 | 3,795,425 |
| | 37,683,287 | 39,214,758 |
| Assets on Finance Lease | | |
| Motor Vehicles | 7,605,875 | 18,977,425 |
| | 7,605,875 | 18,977,425 |
| Total Carrying Amount of Property, Plant and Equipment | 45,289,162 | 58,192.18 |

3.4 During the financial year, the Company acquired Property, Plant and Equipment to the aggregate value of Rs.3,089,035/- (2021 - Rs.2,752,410/-) Cash payments amounting to Rs.3,089,035/- (2021 - Rs.2,752,410/-) were made during the year for purchase of Property, Plant and Equipment.



Notes to the Financial Statements

Year ended 31 December 2022

3.5 The following assets have been refinanced as lease

| Motor Vehicle | Engine No | Cost of the Vehicle | Percentage | Refinance Amount |
|---------------------------|------------------|---------------------|------------|-------------------|
| Toyota DAA- NKE 165 | 1NZ-1LM- R254080 | 4,650,000 | 40% | 1,880,000 |
| Toyota DAA- NKE 165 | 1NZ-1LM- R256250 | 4,450,000 | 44% | 1,960,000 |
| Mitsubishi KH4WGRPZR | 4D56UCDF5393 | 6,950,000 | 41% | 2,840,000 |
| Mitsubishi KH4WGRPZR | 4D56UCDF2650 | 7,500,000 | 41% | 3,040,000 |
| Toyota DBA -NZT260 Premio | 1NZ-F131540 | 7,350,000 | 40% | 2,920,000 |
| | | 30,900,000 | | 12,640,000 |

4. Levy and other Receivables

| | 2022 | | Total | 2021 | | Total |
|-------------------------------------|--------------------|----------------|--------------------|--------------------|------------------|--------------------|
| | Amount | Amount | | Amount | Amount | |
| Notes | Receivable | Receivable | As at | Receivable | Receivable | As at |
| | Within 1 Year | After 1 Year | 31.12.2022 | Within 1 Year | After 1 Year | 31.12.2021 |
| | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| Levy Receivables | 313,493,309 | - | 313,493,309 | 338,178,921 | - | 338,178,921 |
| Less: Allowances for Doubtful Debts | (286,159,504) | - | (286,159,504) | (265,580,523) | - | (265,580,523) |
| | 27,333,805 | - | 27,333,805 | 72,598,398 | - | 72,598,398 |
| Project Receivables | 477,196,785 | - | 477,196,785 | 572,033,144 | - | 572,033,144 |
| Other Receivables | 3,933,648 | - | 3,933,648 | 10,177,664 | - | 10,177,664 |
| Advances and Prepayments | 877,058 | 872,194 | 1,749,252 | 807,919 | 1,408,928 | 2,216,847 |
| | 509,341,296 | 872,194 | 510,213,490 | 655,617,125 | 1,408,928 | 657,026,053 |



Notes to the Financial Statements

5. Investments

| | 2022 | 2021 |
|----------------|-----------|-----------|
| | Rs. | Rs. |
| Fixed Deposits | 1,674,235 | 1,552,655 |
| | 1,674,235 | 1,552,655 |

6. Interest Bearing Loans and Borrowings

| | 2022 | 2022 | Total | 2021 | 2021 | 2021 |
|---------------------------|---------------|--------------|------------|---------------|--------------|------------|
| | Amount | Amount | As at | Amount | Amount | Total |
| | Repayable | Repayable | As at | Repayable | Repayable | As at |
| | Within 1 Year | After 1 Year | 31.12.2022 | Within 1 Year | After 1 Year | 31.12.2021 |
| | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| Finance Leases (Note 6.1) | 3,717,714 | 2,473,613 | 6,191,326 | 3,451,480 | 6,364,858 | 9,816,338 |
| | 3,717,714 | 2,473,613 | 6,191,326 | 3,451,480 | 6,364,858 | 9,816,338 |

6. 1. Finance Lease

| | As at | New Leases | Repayments | As at | Current | Non-Current |
|---|------------------|------------|--------------------|------------------|------------------|------------------|
| | 01.01.2022 | Obtained | | 31.12.2022 | as at | as at |
| | Rs. | Rs. | Rs. | Rs. | 31.12.2022 | 31.12.2022 |
| | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| Gross liability | 10,849,376 | - | (4,339,478) | 6,509,898 | 4,007,832 | 2,502,066 |
| Finance Charges allocated to future periods | (1,033,038) | - | 714,467 | (318,571) | (290,118) | (28,453) |
| | 9,816,338 | - | (3,625,011) | 6,191,326 | 3,717,714 | 2,473,613 |



Notes to the Financial Statements

7. Retirement Benefit Liability

| | 2022 | 2021 |
|---|-------------------|-------------------|
| Retirement Benefits Obligation - Gratuity | Rs. | Rs. |
| Balance as at 1 January 2022 | 28,265,127 | 26,333,509 |
| Provision for the Period | 5,518,813 | 3,649,537 |
| Gratuity Payable | (849,735) | (292,280) |
| Payments made During the Period | (1,034,895) | (1,425,638) |
| Balance as at 31 December 2022 | 31,899,310 | 28,265,127 |



Notes to the Financial Statements

Year ended 31 December 2022

8. Deferred Grants and Recoveries

| Foreign and Local | | | | |
|--|---------------|-------------|-------------|---------------|
| As Property, Plant and Equipment | Balance | Additions | Disposal | Balance |
| At Cost | as at | During the | During the | as at |
| | 01.01.2022 | Year/Period | Year/Period | 31.12.2022 |
| | Rs. | Rs. | Rs. | Rs. |
| Plantation Development Support Programme (PDSP) | 22,201,972 | - | - | 22,201,972 |
| United Nations Populations Fund (UNFPA) | 327,790 | - | - | 327,790 |
| Social Republic of Sri Lanka | 1,520,879 | - | - | 1,520,879 |
| Initial Project | 331,915 | - | - | 331,915 |
| Programme Support Group / Technical Assistant Team | 2,299,441 | - | - | 2,299,441 |
| United Nation International Children`s Emergency Fund (UNICEF) | 8,090,204 | - | - | 8,090,204 |
| Social Welfare Programme - II - Housing | 30,950 | - | - | 30,950 |
| Asian Development Bank | 163,474 | - | - | 163,474 |
| Investment and Restructuring Fund | 67,056,092 | - | - | 67,056,092 |
| HIV /AIDS Project | 85,675 | - | - | 85,675 |
| International Labour Organization Project | 134,050 | - | - | 134,050 |
| Institutional and Housing Support | 15,868,502 | - | - | 15,868,502 |
| Ministry of Youth Empowerment and Socio Economic Development. | 304,040 | - | - | 304,040 |
| Care International | 574,550 | - | - | 574,550 |
| Bernet Institute - Fixed Assets Grant | 125,750 | - | - | 125,750 |
| Save the Children International | 1,035,478 | - | - | 1,035,478 |
| Early Child Development (ECDP) | 26,948,233 | - | - | 26,948,233 |
| Water Supply & Sanitation Improvement Project (WASSIP) | 1,192,265 | - | - | 1,192,265 |
| Health- Intelligent Sensor Soap Dispenser | 16,500 | - | - | 16,500 |
| EWHC Federation Project | - | 2,408,578 | - | 2,408,578 |
| Sarvodaya Grant | - | 181,560 | - | 181,560 |
| Gross Carrying value | 148,307,758 | 2,590,138 | - | 150,897,896 |
| Less : Accumulated Depreciation | (116,245,763) | (3,604,054) | - | (119,849,818) |
| Net Carrying value | 32,061,995 | | | 31,048,078 |



Notes to the Financial Statements

8.2 Recoveries

| | Balance as at 01.01.2022 | Loan Recovered | Settlements | Balance as at 31.12.2022 |
|---|-----------------------------|----------------|-------------|-----------------------------|
| | Rs. | Rs. | Rs. | Rs. |
| Estate Infrastructure Development Programme | 9,288,289 | | | 19,288,289 |
| National Housing Development Authority | 39,800 | | | 39,800 |
| | 19,328,089 | | | 19,328,089 |
| | 51,390,085 | | | 50,376,168 |

9. Other Projects

| | Balance as at 01.01.2022 | Funds Received During the Year | Disbursements | Balance as at 31.12.2022 |
|----------------|-----------------------------|-----------------------------------|---------------|-----------------------------|
| | Rs. | Rs. | Rs. | Rs. |
| Other Projects | 29,071,925 | 169,644,632 | (168,407,182) | 30,309,375 |
| | 29,071,925 | 169,644,632 | (168,407,182) | 30,309,375 |

10. Trade and Other Payables

| | 2022 | 2021 |
|---|-------------|-------------|
| | Rs. | Rs. |
| Construction Activity Payable | 471,453,522 | 707,526,799 |
| Other Payables | 9,805,868 | 7,383,234 |
| Sundry Creditors including Accrued Expenses | 10,889,177 | 6,138,730 |
| | 492,148,567 | 721,048,763 |



Notes to the Financial Statements

Year ended 31 December 2022

11. CASH AND CASH EQUIVALENTS IN THE CASH FLOW STATEMENT

| Components of Cash and Cash Equivalents | 2022 | 2021 |
|---|-------------------|--------------------|
| | Rs. | Rs. |
| 11.1 Favourable Cash and Cash Equivalents Balances | | |
| Cash and Bank Balances | 66,136,758 | 201,910,748 |
| Total Cash and Cash Equivalents for the Purpose of Cash Flow Statement | 66,136,758 | 201,910,748 |

12. Revolving Funds

| | Balance as at 01.01.2022 | Loan Recovered | Balance as at 31.12.2022 | Balance as at 31.12.2021 |
|--|-----------------------------|-------------------|-----------------------------|-----------------------------|
| | Rs. | Rs. | Rs. | Rs. |
| Social Welfare Programme 11(Reroofing) | 2,708,341 | 3,529 | 2,711,870 | 2,708,341 |
| Plantation Development Support Programme | 26,502,771 | 243,925 | 26,746,696 | 26,502,771 |
| Health Motor Bike - PDSP | 15,803,925 | - | 15,803,925 | 15,803,925 |
| DNCWS - Water Tariff Collection 2022 | - | 238,800 | 238,800 | - |
| | 45,015,037 | 486,254 | 45,501,291 | 45,015,037 |

13 . Income For Recurrent Expenditure

| | 2022 | 2021 |
|--|-------------|------------|
| | Rs. | Rs. |
| Levy Income from Regional Plantation Companies | 110,434,461 | 64,025,329 |
| | 110,434,461 | 64,025,329 |



Notes to the Financial Statements

Year ended 31 December 2022

14 Other Income and Gains

| | 2022 | 2021 |
|--|-----------|-----------|
| | Rs. | Rs. |
| Levy Income from Plantation Small Holders' Companies | 3,146,550 | 3,010,308 |
| Sundry Income | 245,135 | 1,237,969 |
| Long Outstanding Payable Write Back | 239,515 | 736,509 |
| Amortization on Deferred Grant | 3,604,054 | 3,105,003 |
| Net Income from ECDP Training Center | 2,523 | - |
| | 7,237,779 | 8,089,790 |

15. Project Administrative Income/ (Expenditure)

| | 2022 | 2021 |
|------------------------------------|-------------------------------|--------------|
| | Rs. | Rs. |
| Ministry Project Management Fee | 14,981,101 | 39,389,882 |
| Other Project Income | 21,706,233 | 20,931,554 |
| Project Administrative Expenditure | Statement III (48,604,318) | (55,732,153) |
| | (11,916,985) | 4,589,283 |

16. Financial Cost and Income

| | 2022 | 2021 |
|--------------------------------------|---------|-----------|
| | Rs. | Rs. |
| 16.1 Finance Cost | | |
| Finance Charges on Lease Liabilities | 714,467 | 1,975,111 |
| | 714,467 | 1,975,111 |



Notes to the Financial Statements

Year ended 31 December 2022

16.2 Finance Income

| | 2022 | 2021 |
|-------------------------------|-----------|---------|
| | Rs. | Rs. |
| Income from Investments : | | |
| -Interest on REPO | 3,792,857 | 96,923 |
| -Interest on Fixed Deposits | 124,817 | 80,750 |
| -Interest on Savings Deposits | 23,714 | 48,932 |
| | 3,941,388 | 226,605 |

17. Net Income/ Expenditure) Before TAX

| | 2022 | 2021 |
|---|-------------|------------|
| | Rs. | Rs. |
| Stated after Charging | | |
| Audit Fees | 1,722,695 | 1,650,000 |
| Employees Benefits including the following | 117,532,271 | 81,618,719 |
| - Defined Benefit Plan Costs - Gratuity | 1,667,478 | 3,213,660 |
| - Defined Contribution Plan Costs - EPF & ETF | 10,351,460 | 9,298,829 |
| Depreciation | 15,992,054 | 15,288,318 |
| Allowances for Doubtful Debts | 20,578,981 | 39,014,186 |
| Legal Expenses | 728,380 | 89,700 |

18. Income TAX Expense

| | 2022 | 2021 |
|---|------|------|
| | Rs. | Rs. |
| Current Income Tax | - | - |
| Adjustments in Respect of Current Income Tax of Previous Year | - | - |
| Income Tax Expense Reported in the Income Statement | - | - |



Notes to the Financial Statements

Year ended 31 December 2022

18.1 Reconciliation Between Current Tax Expense and the Product of Accounting Income

| | | |
|--|--------------|--------------|
| Profit from Trade Business (Note 19.2) | (31,637,246) | (47,051,097) |
| Finance Income (Note 17.2) | 3,941,388 | 226,605 |
| Total Statutory Income | (27,695,858) | (46,824,492) |
| Less : Tax Losses | - | - |
| Income Liabile for Income Tax | (27,695,858) | (46,824,492) |
| Tax Free Allowance | - | - |
| Taxable Income / (Tax Loss) | (27,695,858) | (46,824,492) |
| Income Tax at 14% | - | - |
| Current Tax Expense | - | - |

18.2 Profit from Trade Business

| | 2022 | 2021 |
|--------------------------------|--------------|---------------|
| | Rs. | Rs. |
| Excess / (Deficit) Before tax | (67,186,757) | (103,101,169) |
| Disallowed Expenses | 45,128,447 | 61,222,865 |
| Allowable Expenses | (9,578,936) | (5,172,793) |
| | (31,637,246) | (47,051,097) |

18.3 Tax Losses

| | | |
|-------------------------------------|-------------|------------|
| Tax Losses brought forward | 61,708,886 | 14,884,394 |
| Tax losses Incurred during the year | 31,637,246 | 47,051,097 |
| Tax losses utilised | (3,941,388) | (226,605) |
| Tax losses carried forward | 89,404,744 | 61,708,886 |



Notes to the Financial Statements

Year ended 31 December 2022

19. Commitments And Contingencies

The Company does not have significant commitments and contingences as at reporting date.

20. Assets Pledged

Leased assets having a carrying value of Rs.7,605,875/- (2021 - Rs.18,977,425/-) are pledged as security for the related finance lease.

21. Events Occurring After the Reporting Date

There are no significant events occurred after the reporting date.

22. Related Party Disclosures

Details of significant related party disclosures are as follows:

Transactions with related entities

22.1. Transactions with Related Entities

The Directors of the Trust are also Directors of the following one or more companies with which the Trust had the following transactions during the year.

| Related Party | Levy Receivable | |
|---------------------------------|-----------------|------------|
| | 2022 | 2021 |
| | Rs. | Rs. |
| Malwatte Valley Plantations PLC | 12,143,130 | 12,143,130 |
| Maskeliya Plantations PLC | 24,479,709 | 22,560,601 |
| Horana Plantation PLC | 358,964 | 1,118,739 |
| Elpitiya Plantation PLC | 374,456 | 392,536 |



Notes to the Financial Statements

22.2 Transactions with Key Management Personnel of the Trust

The Trust has paid Rs 1,060,000/- to the members of the Board of Directors during the year (2021-Rs.865,000/-) as sitting allowances and no emoluments have been paid to the members of the Board of Directors.

23. Reclassification of Comparatives

The presentation and classification of the financial statements of the previous year have been amended as follows for better presentation and to be comparable with those of the current year.

| | As reported in | | Reclassified |
|--------------------------------|----------------|--------------|--------------|
| | 31.12.2021 | Adjustments | 31.12.2021 |
| | Rs | Rs | Rs |
| Deferred Grants and Recoveries | 80,462,010 | (29,071,925) | 51,390,085 |
| Other Projects | - | 29,071,925 | 29,071,925 |



Detailed Statement of Income and Expenditure

Year ended 31 December 2022

| | 2022 | 2021 |
|--|-------------|-------------|
| | Rs. | Rs. |
| STATEMENT I | | |
| RECURRENT TRUST EXPENSES | | |
| Salaries and Wages | 72,848,921 | 64,076,735 |
| Holiday Pay and Overtime | 985,724 | 1,115,464 |
| EPF | 8,281,168 | 7,439,063 |
| ETF | 2,070,292 | 1,859,766 |
| Staff Medical Scheme and Insurance | 2,303,686 | 1,937,720 |
| Personal and Accident Insurance | 63,426 | 49,115 |
| Travelling and Subsistence | 526,469 | 300,209 |
| Vehicle Running and Fuel | 6,948,372 | 3,747,573 |
| Motor Vehicle Maintenance | 7,507,670 | 4,568,267 |
| Motor Vehicle Insurance | 780,924 | 756,393 |
| Audit Fees | 1,722,695 | 1,650,000 |
| Gratuity | 1,667,478 | 3,213,660 |
| Printing and Stationeries | 2,157,512 | 1,523,611 |
| Telephone | 944,605 | 1,460,693 |
| Postage | 389,911 | 421,504 |
| Newspapers | 29,660 | 27,300 |
| Staff Welfare | 2,506,849 | 1,927,195 |
| Company Secretarial Work | 288,481 | 204,033 |
| Electricity | 2,765,209 | 2,706,288 |
| Water | 258,700 | 254,754 |
| Security | 4,164,060 | 4,275,210 |
| Building Upkeep | 3,426,055 | 3,435,130 |
| Equipment Upkeep | 931,576 | 534,535 |
| Bungalow Expenses | 2,992,052 | 2,683,344 |
| Staff Quarters Expenses | 262,500 | 312,500 |
| Medical Officer Quarters Expenses | 93,763 | 185,788 |
| General Expenses | 1,024,117 | 918,164 |
| Conferences and Meeting | 1,419,775 | 1,052,918 |
| Lease Expenses | 59,513 | 59,513 |
| Bank Charges | 101,334 | 150,869 |
| Legal Expenses | 728,380 | 89,700 |
| Advertising - Recruitment | 10,300 | 61,800 |
| Death Donation Expenses | 11,860 | 12,340 |
| Staff Birthday Expenditure | 13,950 | 9,135 |
| Stamp duty | 12,800 | 14,150 |
| Internet Protocol Virtual Private Network Expenses | 1,123,461 | 822,539 |
| Professional Charges | 174,280 | 157,588 |
| Other Insurance | 282,007 | 285,965 |
| | 131,917,745 | 114,300,533 |



Detailed Statement of Income and Expenditure

Year ended 31 December 2022

| | 2022 | 2021 |
|--|------------|------------|
| | Rs. | Rs. |
| STATEMENT II | | |
| OTHER EXPENSES | | |
| Depreciation | 15,992,054 | 15,288,316 |
| Amortization of Lease Rental | 536,735 | 536,735 |
| Provisioning for Doubtful Debts | 20,578,981 | 39,014,186 |
| Long Outstanding Receivables Write Off | 7,143,419 | 8,917,293 |
| | 44,251,188 | 63,756,529 |



Detailed Statement of Income and Expenditure

Year ended 31 December 2022

| STATEMENT III | 2022 | 2021 |
|--|------------|------------|
| | Rs. | Rs. |
| PROJECT ADMINISTRATIVE EXPENSES | | |
| Staff Salaries & Staff Expenses | 27,676,340 | 33,222,509 |
| Motor Vehicle Fuel | 5,937,832 | 3,326,546 |
| EPF | 3,366,140 | 3,843,770 |
| Motor Vehicle Maintenance | 2,353,511 | 2,039,763 |
| Expenditure On WASSIP Project | 100,799 | 14,332 |
| Holiday Pay & Overtime | 715,220 | 919,522 |
| Medical Insurance - Project | 360,169 | 585,291 |
| Gratuity & Compensation | 863,807 | 435,877 |
| Vehicle Insurance - Project | 746,255 | 754,106 |
| ETF | 841,535 | 967,267 |
| Printing & Stationery | 1,884,813 | 1,187,165 |
| Conferences & Meetings | 277,136 | 30,345 |
| Professional Charges - Project | 197,700 | 190,620 |
| Ministry Overhead | 15,000 | 2,489,023 |
| Travelling & Subsistence | 389,620 | 367,895 |
| Staff Welfare | 775 | 62,420 |
| Cool Allowances | - | 29,000 |
| Bank Charges | 22,622 | 51,769 |
| Personal Accident Insurance | 12,238 | 32,135 |
| Staff Rent - Project | 177,500 | 150,000 |
| Project Consultant Fee | 1,467,000 | 1,541,833 |
| Other Expenses - Project | 55,223 | 2,598,070 |
| Legal Expenses | 479,500 | 377,864 |
| Ministry Coordinators | - | 180,000 |
| Telephone - Project | 663,583 | - |
| | 48,604,318 | 55,732,153 |



Detailed Statement of Deferred Grants

Year ended 31 December 2022

| STATEMENT IV | | | | |
|---|----------------------|------------------|--------------------|----------------------|
| DEFERRED GRANTS | Balance | Additions | Disposal | Balance |
| Foreign and Local | as at | During the | During the | as at |
| As Property, Plant and Equipment | 01.01.2021 | Year | Year | 31.12.2022 |
| At Cost | Rs. | Rs. | Rs. | Rs. |
| Gross Carrying value | 148,307,758 | 2,590,138 | - | 150,897,896 |
| Less : Accumulated Depreciation | (116,245,763) | (3,604,054) | - | (119,849,818) |
| Net Carrying value | 32,061,995 | | - | 31,048,078 |
| Recoveries | Balance as at | Loan | Settlements | Balance as at |
| | 01.01.2021 | Recovered | | 30.11.2022 |
| | Rs. | Rs. | Rs. | . |
| Estate Infrastructure Development Programme | 19,288,289 | - | - | 19,288,289 |
| National Housing Development Authority | 39,800 | - | - | 39,800 |
| | 19,328,089 | - | | 19,328,089 |



Detailed Statement of Deferred Grants

Year ended 31 December 2022

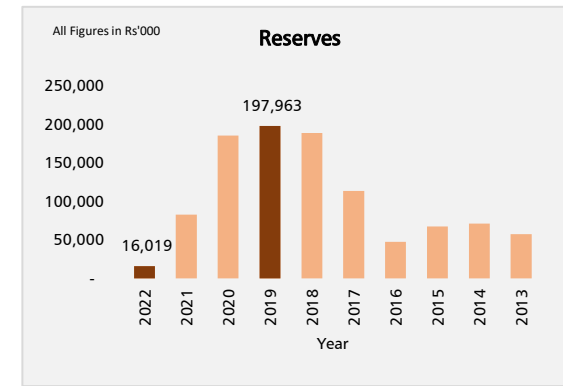
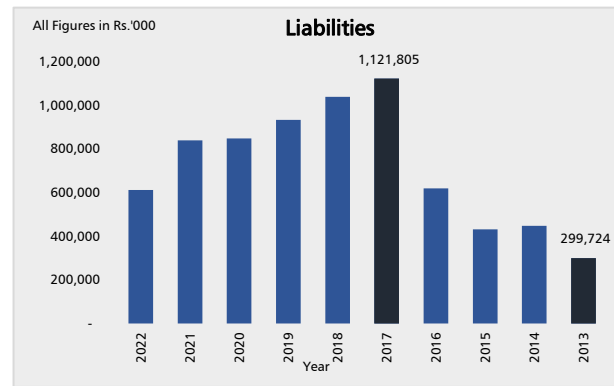
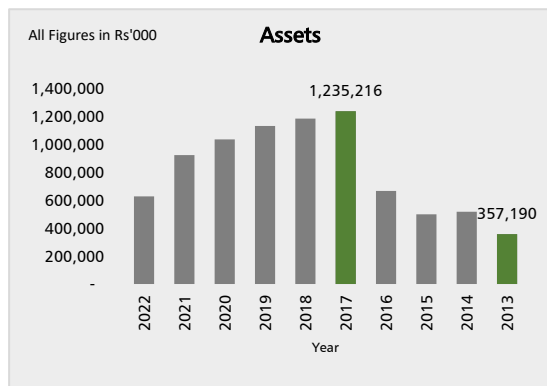
As Funds

| | Balance as at 01.01.2021 | Adjustments During the year | Fund Received During the year | Management Fee | Disbursements | Balance as at 31.12.2022 |
|--|-----------------------------|--------------------------------|----------------------------------|----------------|---------------|-----------------------------|
| Ministry of Urban Development and Housing | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| Infrastructure Projects | (67,472,931) | 6,048,015 | 1,912,920 | - | - | (59,511,996) |
| New Life Housing Project | 1,187,790 | - | - | - | - | 1,187,790 |
| 100 Day Housing Project | (9,982,728) | - | - | - | - | (9,982,728) |
| Township Project | (2,189,533) | 1,700,000 | - | - | - | (489,533) |
| Green Gold Housing Project | (289,246,915) | 40,456,342 | 45,836,826 | (316,492) | (9,513,353) | (212,783,592) |
| Indian Housing Project | (25,426,334) | - | 8,079,678 | (2,120) | (2,493,410) | (19,842,186) |
| Field Rest Rooms Project - 2020 | (1,583,676) | 154,251 | 1,292,143 | (46,135) | (1,357,464) | (1,540,881) |
| New Housing Project -2020 | (57,680,973) | 13,951,375 | 42,684,016 | (6,315,268) | (65,725,024) | (73,085,874) |
| Special Project 2020 | (14,242,792) | 116,486 | 4,105,900 | (34,958) | (1,585,024) | (11,640,387) |
| Special Project 2021 | (37,787,822) | 55,069 | 72,272,034 | (2,456,922) | (64,727,438) | (32,645,079) |
| Indian Housing Infrastructure Project -2021 | (67,607,233) | 7,468 | 152,338,528 | (5,809,206) | (135,791,877) | (56,862,320) |
| | (572,033,145) | 62,489,006 | 328,522,045 | (14,981,101) | (281,193,591) | (477,196,786) |
| Other Projects | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| Palm Foundation Project | 2,359,634 | - | 1,080,000 | - | (460,000) | 2,979,634 |
| Wash Project | 527,660 | - | - | - | (2,970) | 524,690 |
| PHDT Funds | 4,891,686 | - | - | - | - | 4,891,686 |
| Early Child Development Project | - | - | 166,872,257 | - | (166,872,257) | (0) |
| UNICEF Grant | 284,277 | - | - | - | - | 284,277 |
| International Labour Organization Project | 1,768,398 | - | - | - | - | 1,768,398 |
| Diploma Funds for CDOs | 136,281 | - | - | - | - | 136,281 |
| Projects with Ceylon Workers Congress | 3,800,596 | - | - | - | - | 3,800,596 |
| World Health Organization | 772,383 | - | - | - | - | 772,383 |
| Burnet Institute | 1,327,697 | - | - | - | - | 1,327,697 |
| SCI Project | 3,840,309 | - | - | - | - | 3,840,309 |
| Uniliver | 826,578 | - | - | - | - | 826,578 |
| Provincial District Health Services | 8,536,426 | - | - | - | - | 8,536,426 |
| World Health Organization - 2022 | - | - | 1,692,375 | - | (1,071,955) | 620,420 |
| | 29,071,925 | - | 169,644,632 | - | (168,407,182) | 30,309,375 |
| | (542,961,220) | 62,489,006 | 498,166,676 | (14,981,101) | (449,600,773) | (446,887,412) |
| Net Balance of Grants | (491,571,136) | | | | | (396,511,244) |
| Reclassified to Receivables | | | | | | |
| Infrastructure Projects | 67,472,930 | | | | | 59,511,995 |
| New Life Housing Project | (1,187,790) | | | | | (1,187,790) |
| 100 Day Housing Project | 9,982,728 | | | | | 9,982,728 |
| Township Project | 2,189,533 | | | | | 489,533 |
| Green Gold Housing Project | 289,246,915 | | | | | 212,783,592 |
| Indian Housing Project | 25,426,334 | | | | | 19,842,187 |
| Field Rest Rooms Project - 2020 | 1,583,676 | | | | | 1,540,882 |
| New Housing Project | 57,680,973 | | | | | 73,085,875 |
| Special Project 2020 | 14,242,791 | | | | | 11,640,387 |
| Special Project 2021 | 37,787,822 | | | | | 32,645,078 |
| Indian Housing Infrastructure Project -2021 | 67,607,233 | | | | | 56,862,319 |
| | 572,033,145 | | | | | 477,196,786 |



Ten Year Summary

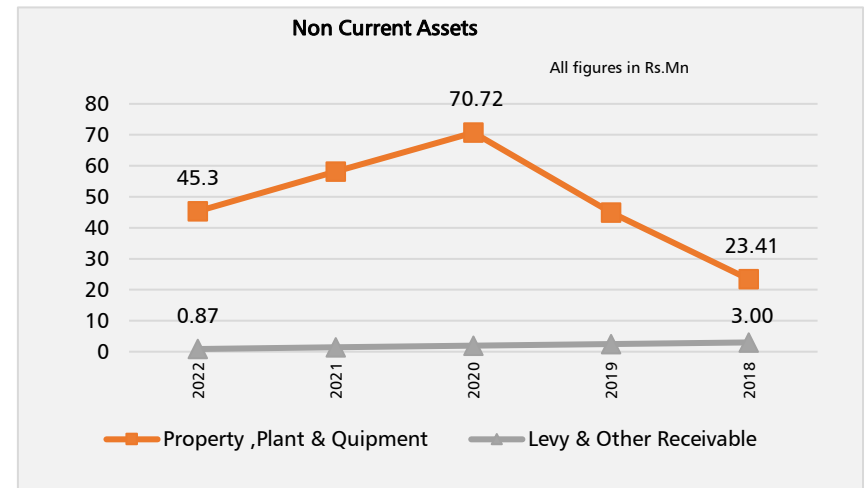
| | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 | 2016 | 2015 | 2014 | 2013 |
|-------------------------------------|----------------|----------------|------------------|------------------|------------------|------------------|----------------|----------------|----------------|----------------|
| | Rs. '000 | Rs. '000 | Rs. '000 | Rs. '000 | Rs. '000 | Rs. '000 | Rs. '000 | Rs. '000 | Rs. '000 | Rs. '000 |
| Operational Results | | | | | | | | | | |
| Recurrent Expenditure & Levy | 110,434 | 64,025 | 138,024 | 141,924 | 139,567 | 141,896 | 136,116 | 138,461 | 139,026 | 126,861 |
| Gain / (Loss) on Project Activities | (11,916) | 4,589 | (870) | 11,773 | 76,137 | 82,078 | 15,903 | 4,290 | 9,420 | (4,227) |
| Income /(Loss) Before Tax | (67,186) | (103,101) | (15,327) | 12,972 | 39,056 | 73,412 | (20,230) | (3,317) | 15,339 | (15,364) |
| Income Tax Expenses | - | - | 87 | 4,970 | 6,462 | 7,270 | 35 | (369) | (1,656) | (352) |
| Income /(Loss) After Tax | 67,186) | (103,101) | (15,240) | 8,002 | 32,594 | 66,142 | (20,195) | (3,686) | 13,683 | (15,716) |
| Reserves | | | | | | | | | | |
| Project Reserves | 4,469 | 4,469 | 4,469 | 4,469 | 4,469 | 4,469 | 4,469 | 4,469 | 4,469 | 4,469 |
| General Reserves | 1,615 | 1,615 | 1,615 | 1,615 | 1,615 | 1,615 | 1,615 | 1,615 | 1,615 | 1,615 |
| Accumulated Fund | (35,566) | 31,621 | 134,721 | 147,923 | 139,921 | 107,327 | 41,185 | 61,381 | 65,066 | 51,382 |
| Revolving Funds | 45,501 | 45,015 | 44,599 | 43,956 | 42,906 | | | | | |
| | 16,019 | 82,720 | 185,404 | 197,963 | 188,911 | 113,411 | 47,269 | 67,465 | 71,150 | 57,466 |
| Liabilities | | | | | | | | | | |
| Non-Current Liabilities | 84,749 | 86,020 | 115,695 | 91,733 | 140,073 | 149,404 | 177,728 | 205,580 | 206,009 | 146,311 |
| Current Liabilities | 526,176 | 753,572 | 732,525 | 841,197 | 897,614 | 972,401 | 441,511 | 226,132 | 240,611 | 153,413 |
| | 610,925 | 839,592 | 848,220 | 932,930 | 1,037,687 | 1,121,805 | 619,239 | 431,712 | 446,620 | 299,724 |
| Assets | | | | | | | | | | |
| Non-Current Assets | 46,161 | 59,601 | 72,673 | 47,450 | 26,432 | 34,183 | 53,114 | 70,966 | 83,093 | 43,295 |
| Current Assets | 580,783 | 862,711 | 960,952 | 1,083,444 | 1,157,260 | 1,201,033 | 613,394 | 428,211 | 434,677 | 313,895 |
| | 626,944 | 922,312 | 1,033,625 | 1,130,894 | 1,183,692 | 1,235,216 | 666,508 | 499,177 | 517,770 | 357,190 |



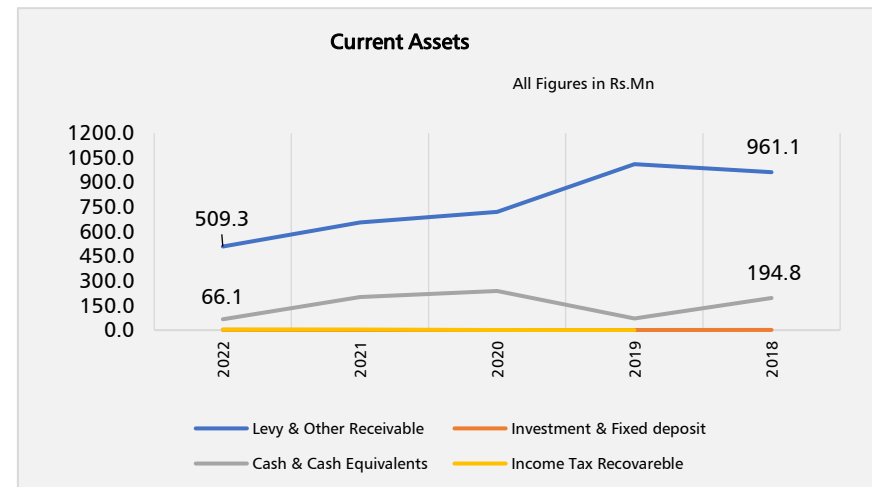


Graphical View of Financial Statements

| Non-Current Assets | 2022 | 2021 | 2020 | 2019 | 2018 |
|--|--------------|--------------|--------------|--------------|--------------|
| | Rs: Mn | Rs: Mn | Rs: Mn | Rs: Mn | Rs: Mn |
| Non Current Assets | | | | | |
| Property ,Plant & Equipment | 45.3 | 58.20 | 70.72 | 44.97 | 23.41 |
| Levy & Other Receivable | 0.87 | 1.40 | 1.95 | 2.48 | 3.00 |
| | 46.17 | 59.60 | 72.67 | 47.45 | 26.41 |



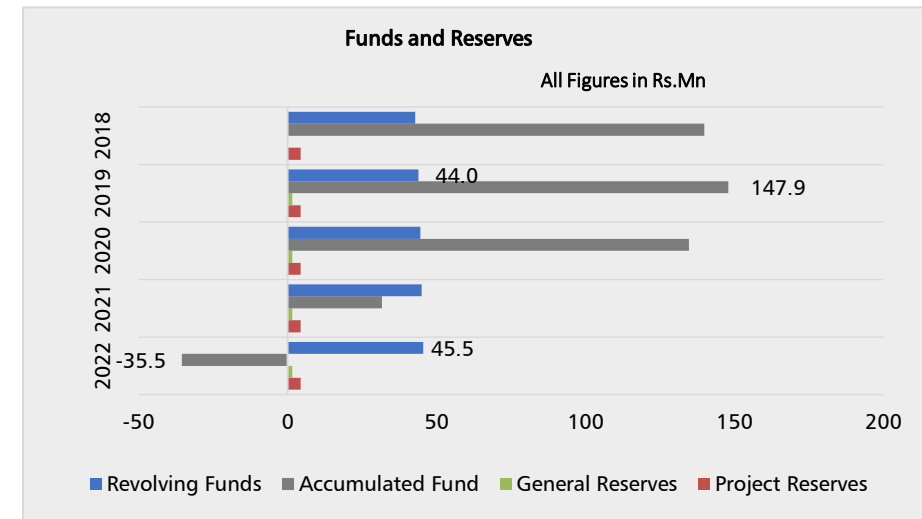
| Current Assets | 2022 | 2021 | 2020 | 2019 | 2018 |
|---------------------------------------|--------------|--------------|--------------|----------------|----------------|
| | Rs: Mn | Rs: Mn | Rs: Mn | Rs: Mn | Rs: Mn |
| Levy & Other Receivable | 509.3 | 655.6 | 720.0 | 1,010.9 | 961.1 |
| Investment & Fixed deposit | 1.7 | 1.6 | 1.4 | 1.3 | 1.3 |
| Cash & Cash Equivalents | 66.1 | 201.9 | 238.4 | 71.1 | 194.8 |
| Income Tax Recoverable | 3.6 | 3.6 | 1.1 | - | - |
| | 580.7 | 862.7 | 960.9 | 1,083.3 | 1,157.2 |



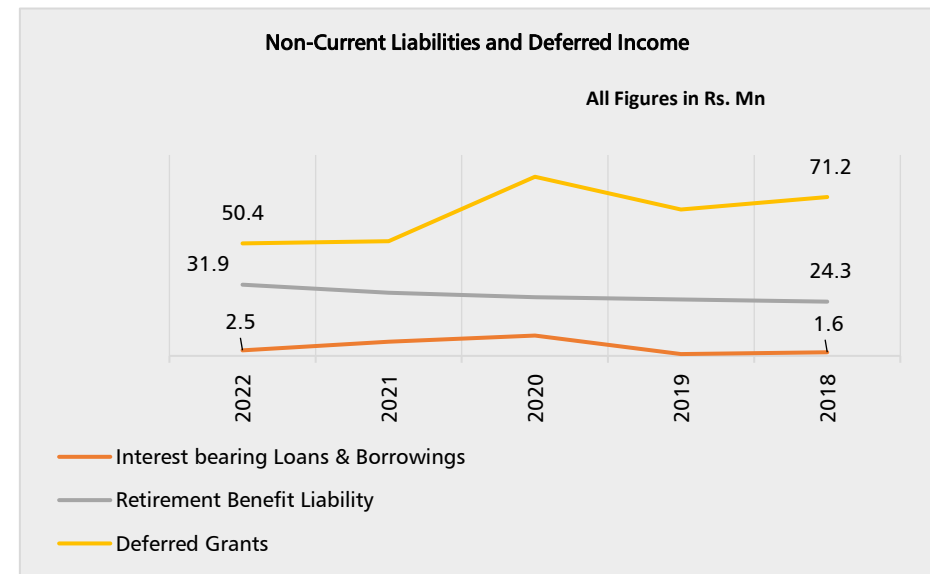


Graphical View of Financial Statements

| Funds and Reserves | 2022 | 2021 | 2020 | 2019 | 2018 |
|--------------------|-------------|-------------|--------------|--------------|--------------|
| | Rs: Mn | Rs: Mn | Rs: Mn | Rs: Mn | Rs: Mn |
| Project Reserves | 4.4 | 4.4 | 4.4 | 4.4 | 4.4 |
| General Reserves | 1.6 | 1.6 | 1.6 | 1.6 | 1.6 |
| Accumulated Fund | -35.5 | 31.6 | 134.7 | 147.9 | 139.9 |
| Revolving Funds | 45.5 | 45.0 | 44.6 | 44.0 | 42.9 |
| | 16.0 | 82.6 | 185.3 | 197.9 | 188.8 |



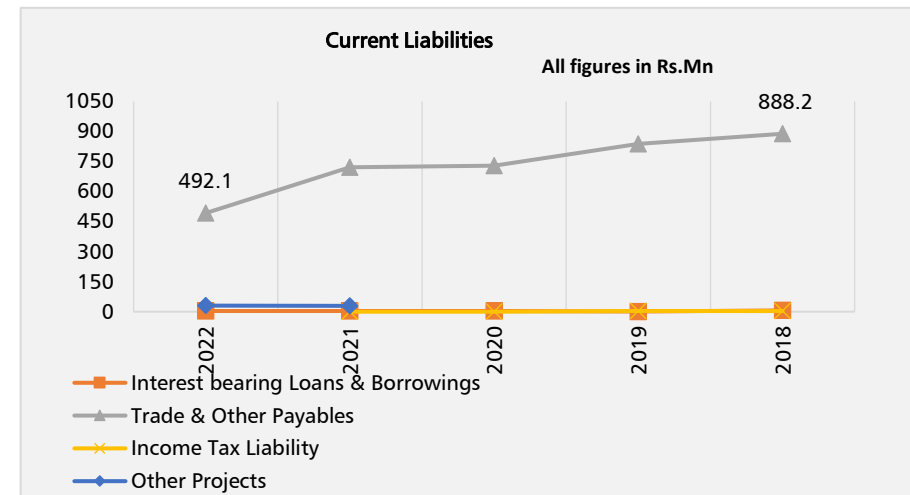
| Non-Current Liabilities and Deferred Income | 2022 | 2021 | 2020 | 2019 | 2018 |
|---|-------------|-------------|--------------|-------------|-------------|
| | Rs: Mn | Rs: Mn | Rs: Mn | Rs: Mn | Rs: Mn |
| Interest bearing Loans & Borrowings | 2.5 | 6.4 | 9.1 | 0.8 | 1.6 |
| Retirement Benefit Liability | 31.9 | 28.3 | 26.3 | 25.3 | 24.3 |
| Deferred Grants | 50.4 | 51.4 | 80.3 | 65.6 | 71.2 |
| | 84.8 | 86.0 | 115.7 | 91.7 | 97.2 |





Graphical View of Financial Statements

| Current Liabilities | 2022 | 2021 | 2020 | 2019 | 2018 |
|-------------------------------------|--------------|--------------|--------------|--------------|--------------|
| | Rs: Mn | Rs: Mn | Rs: Mn | Rs: Mn | Rs: Mn |
| Interest bearing Loans & Borrowings | 3.7 | 3.5 | 3.8 | 0.8 | 6.4 |
| Trade & Other Payables | 492.1 | 721.0 | 728.7 | 837.5 | 888.2 |
| Income Tax Liability | | - | - | 2.9 | 3.0 |
| Other Projects | 30.3 | 29.1 | | | |
| | 526.1 | 753.6 | 732.5 | 841.2 | 897.6 |

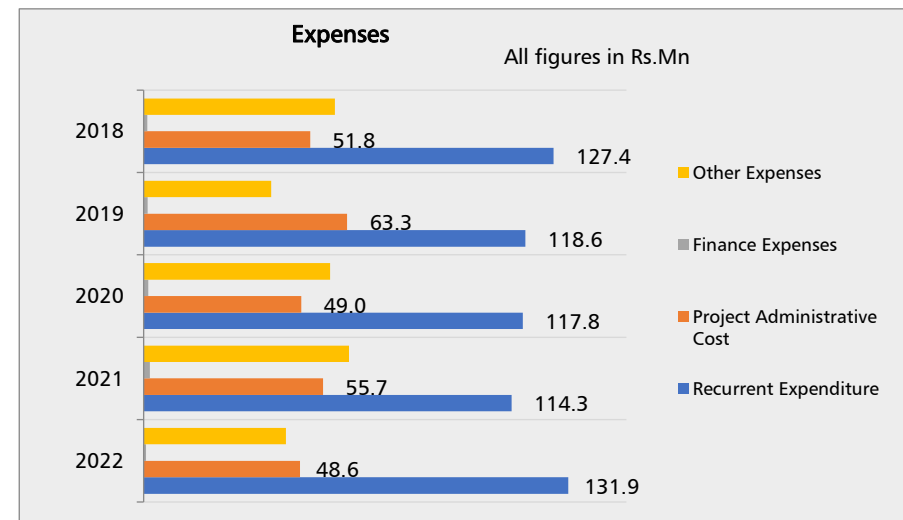
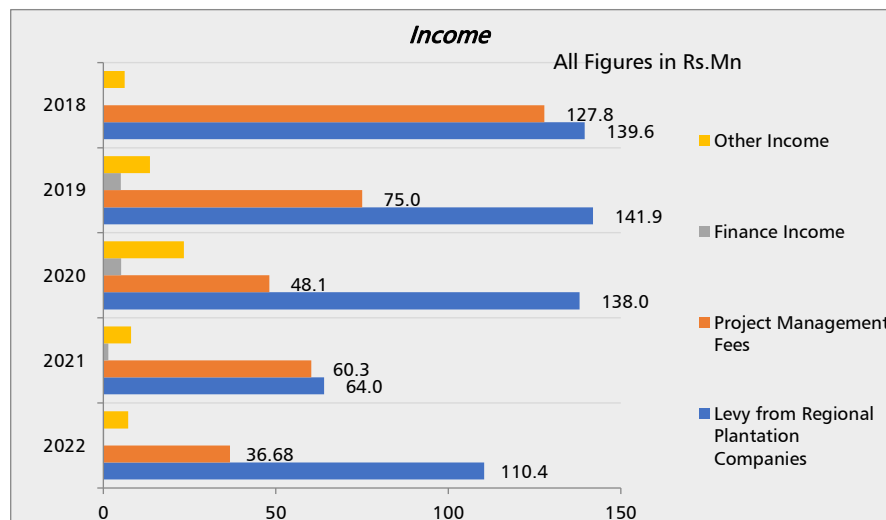




Graphical View of Financial Statements

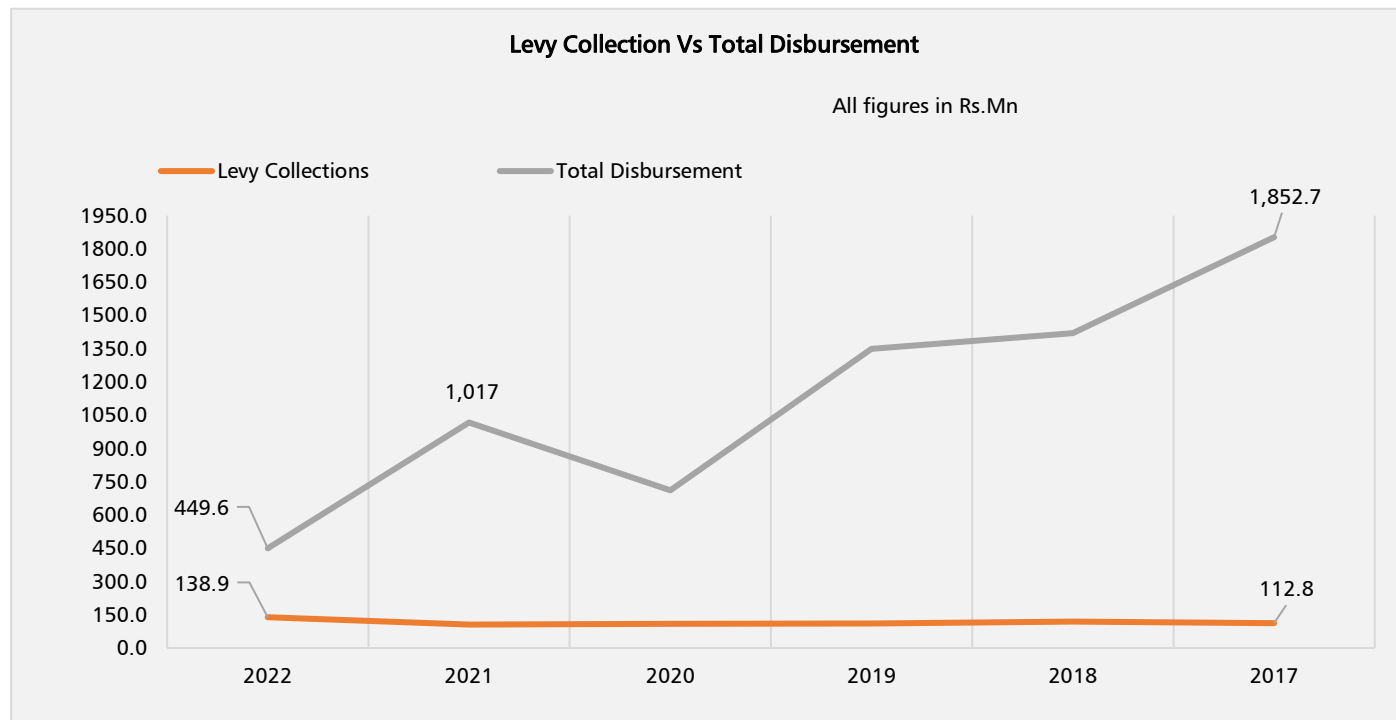
Income Statement

| | 2022 | 2021 | 2020 | 2019 | 2018 |
|---|--------------|---------------|--------------|--------------|--------------|
| | Rs: Mn | Rs: Mn | Rs: Mn | Rs: Mn | Rs: Mn |
| Income | | | | | |
| Levy from Regional Plantation Companies | 110.4 | 64 | 138 | 141.9 | 139.6 |
| Project Management Fees | 36.68 | 60.3 | 48.1 | 75 | 127.8 |
| Finance Income | 3.9 | 0.2 | 1.4 | 5.2 | 5.1 |
| Other Income | 7.2 | 8.1 | 23.3 | 13.5 | 6.2 |
| | 158.2 | 132.6 | 210.8 | 235.6 | 278.7 |
| Expenses | | | | | |
| Recurrent Expenditure | 131.9 | 114.3 | 117.8 | 118.6 | 127.4 |
| Project Administrative Cost | 48.6 | 55.7 | 49 | 63.3 | 51.8 |
| Finance Expenses | 0.71 | 2 | 1.5 | 1.2 | 1.1 |
| Other Expenses | 44.25 | 63.8 | 57.9 | 39.6 | 59.5 |
| | 225.5 | 235.8 | 226.1 | 222.7 | 239.7 |
| Income Before Tax | -67.3 | -103.1 | -15.3 | 13 | 39 |





| Description | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 |
|--------------------|-------|-------|-------|---------|---------|---------|
| Levy Collections | 138.9 | 105.8 | 109.1 | 110.3 | 119.0 | 112.8 |
| Total Disbursement | 449.6 | 1,017 | 711.8 | 1,349.9 | 1,419.7 | 1,852.7 |





Notice of the Meeting

Notice is hereby given that the 30th Annual General Meeting of the members of the Plantation Human Development Trust will be held at the “Royal Ballroom”, Grand Monarch, Thalawathugoda, on Thursday, 30th March 2023 at 9.00 am. for the following purposes

AGENDA

1. Call meeting to order and read the notice convening the meeting.
2. To receive and consider the Report of the Board of Directors on the Affairs of the Company, Independent Auditor’s Report and the Audited Accounts for the year ended 31st December 2022.
3. To re-elect Mr. B. Bulumulla who retires by rotation in terms of Article 55 of the Articles of Association as a Director.
4. To re-elect and Mr. K.G. Punchihewa who retires by rotation in terms of Article 55 of the Articles of Association as a Director.
5. To consider and if thought fit to pass the following Ordinary Resolution pertaining to the appointment of Mr. Ponniah Sivarajah, as a Director who is over 70 years of age, in compliance with Section 211 of the Companies Act No. 07 of 2007 and whose appointment has been recommended by the Board.

Ordinary resolution

“That the age limit of 70 years referred to in Section 210 of the Companies Act No. 07 of 2007 shall not apply to Mr. Ponniah Sivarajah, Director, who is 78 years of age. (having reached 70 years of age on 10th April 2014) and accordingly that Mr. Ponniah Sivarajah be and is hereby appointed a Director of the Company in terms of Section 211 of the Companies Act No. 07 of 2007”

6. Re-appoint the Auditors and authorise the Directors to determine their remuneration.
23rd February 2023

Note:

1. If you are unable to be present at the meeting, please complete the Form of Proxy or Appointment of Corporate Representative format enclosed and return same to the Company’s Secretaries, S S P Corporate Services (Private) Limited, No.101, Inner Flower Road, Colombo 3, not less than 48 hours before the scheduled time of meeting.
2. In terms of Article No.39 “A proxy need not be a member of the Company” (i.e. the Trust)



Form of Proxy

I/We of
being a member/member of the Plantation Human Development Trust, hereby appoint.

| | |
|--|----------------|
| Mr. Ganesh Eassuwaren Deivanayagam | or failing him |
| Mr. Shanthi Kumar Lalith Obeyesekere | or failing him |
| Mr. Bathiya Bulumulla | or failing him |
| Mr. Sinnathamby Petchimuthu Vijekumaran | or failing him |
| Mr. Ponniah Sivarajah | or failing him |
| Mr. Kamal Gardiye Punchihewa | or failing him |
| Mr. Johann Arjuna Rodrigo | or failing him |
| Mr. Shanaka Duminda Samaradiwakara | or failing him |
| Dr.(Mrs.) Saseeela Subaskaran | or failing her |
| Mr. Wickrama Arachchilage Leelanath Wickrama Arahchi | or failing him |
| Ms. Pathira Arachchillage Nilusha Abeysekara | or failing her |

Mr/Ms.....of as my/our Proxy to vote for me/us and on my/our behalf at the Annual General Meeting of the Company to be held on 30th March 2023 at 9.00am and at any adjournment thereof and every poll which may be taken in consequence thereof.

| Item | | Please mark X in appropriate cages below | |
|------|--|--|--------------------------|
| | | <u>For</u> | <u>Against</u> |
| 1 | To receive and consider the Report of the Board of Directors on the Affairs of the Company, Independent Auditor's Report and the Audited Accounts for the year ended 31 st December 2022. | <input type="checkbox"/> | <input type="checkbox"/> |
| 2 | To re-elect Mr. B. Bulumulla as a Director who retires by rotation in terms of Article 55 of the Articles of Association. | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. | To re-elect Mr. K.G. Punchihewa as a Director who retires by rotation in terms of Article 55 of the Articles of Association. | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. | To re-appoint Mr.Ponniah Sivarajah who is over 70 years of age as a Director of the Company by passing the Ordinary Resolution set out in the Notice of the Meeting | <input type="checkbox"/> | <input type="checkbox"/> |
| 5, | To re-appoint Auditors and to authorize the Directors to determine their remuneration. | <input type="checkbox"/> | <input type="checkbox"/> |

As witness my/our hands this Day of Tw Thousand and Twenty Three.

Signature of the Member

Note: Instructions as to completion are given overleaf.



INSTRUCTIONS AS TO COMPLETION OF PROXY

1. Kindly complete the form of proxy by filling in legibly your full name and address, signing in the space provided and filling in the date of signature.
2. If the proxy form is signed by an Attorney, the relative power of attorney should also accompany the proxy form for registration, if such power of attorney has not already been registered with the Company.
3. In the case of a Company/Corporation, the proxy must be under its Common Seal, which should be affixed and attested in the manner prescribed by its Articles of Association/Statute.
4. The completed form of proxy should be deposited at the office of the Company's Secretaries, S S P Corporate Services (Private) Limited No. 101, Inner Flower Road, Colombo 3, not less than 48 hours before the time appointed for the holding of the meeting.

Article 43 of the Articles of Association of the Plantation Human Development Trust provides for Corporations acting by Representatives at Meetings.

"Any Corporation, Trade Union or Body Corporate which is a member of the Company may, by resolution of its Directors or other Governing Body authorise such person as it thinks fit to act, as its representative at any general meeting of this Company, and the person so authorised shall be entitled to exercise the same powers on behalf of the corporation, etc. which he represents as if he were an individual member of the Company."

At any meeting of the Company the production of a copy of such resolution certified by the Chairman or by one Director or the Secretary of such corporation, etc., as being a true copy of the resolution shall be accepted by the Company as sufficient evidence of the validity of the representative's appointment and his right to vote. A representative so appointed shall not be deemed to be a proxy.

A FORMAT for appointment of a Representative is also enclosed.



Corporate/Trade Union/Company Acting by Representative

Article 43 of the Articles of Association of the Plantation Human Development Trust provides for Corporations acting by Representatives at Meetings.

“Any Corporation, Trade Union or Body Corporate which is a member of the Company may, by resolution of its Directors or other Governing Body authorise such person as it thinks fit to act, as its representative at any General meeting of this Company, and the person so authorised shall be entitled to exercise the same powers on behalf of the corporation, etc. which he represents as if he were an individual member of the Company.”

At any meeting of the Company the production of a copy of such resolution certified by the Chairman or by one Director or the Secretary of such corporation, etc. as being a true copy of the resolution shall be accepted by the Company as sufficient evidence of the validity of the representative’s appointment and his right to vote. A representative so appointed shall not be deemed to be a proxy.

Specimen Resolution :

Name of Body Corporate :
 (hereinafter referred to as “us”) resolved “That (insert full name of person acting as Representative)

 failing whom
 failing whom
 be and is hereby authorised to represent us at the Annual General Meeting of the Plantation Human Development Trust to be held on 30th March 2023 at 9.00am and at any adjournment thereof.

Certified true copy

.....
NAME OF BODY CORPORATE

Signature and Designation
 (Use rubber stamp)

Note: If you wish to appoint your Representative, please issue a certified copy of the relevant resolution to such Representative, who should produce same at the Annual General Meeting.



Notes

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CORPORATE INFORMATION

NAME OF THE COMPANY

Plantation Human Development Trust

LEGAL FORM

A Company limited by guarantee incorporated in Sri Lanka under the Companies Act No. 17 of 1982 And re-registered under the Companies Act No. 7 Of 2007.

REGISTRATION NO.

GA 78

REGISTERED/HEAD OFFICE

No. 427/14, Robert Gunawardena Mawatha, Battaramulla, Sri Lanka.
Tel. 011-2887497-9, 2887500, 3888800
Fax 011-2888619, 2887476
Web Site: www.phdt.org

BOARD OF DIRECTORS

Mr. S.K.L. Obeyesekere
Planters' Association of Ceylon

Mr. B. Bulumulla
Elpitiya Plantations PLC

Mr. S.P. Vijekumaran
Lanka Jathika Estates Workers Union

Mr. P. Sivarajah
Ceylon Workers' Congress

Mr. K.G. Punchihewa
Maskeliya Plantations PLC

Mr. J.A. Rodrigo
Horana Plantations PLC

Mr. S.D. Samaradiwakara
Malwatte Valley Plantations PLC

Dr. (Mrs.) S. Subaskaran
Ministry of Health

Mr. W.A.L. Wickrama Arachchi
Ministry of Plantation Industries

Ms. P.A.N. Abeysekera
Ministry of Finance

AUDITORS

M/s. Ernst & Young
Chartered Accountants
No. 201, De Saram Place
Colombo 10

SECRETARIES

SSP Corporate Services (Pvt) Ltd.
No. 101, Inner Flower Road
Colombo 3

BANKERS

Bank of Ceylon
Hatton National Bank PLC

REGIONAL OFFICES

Galle

C/o Walahanduwa Estate, Walahanduwa.
Tel. 091-2245754/2222424, 0113-888810-3

Ratnapura

Paradise, Kuruwita, Ratnapura.
Tel. 045-2262497/2262102, 0113-888820-3

Badulla

Hingurugama Complex, Badulla.
Tel. 055-2226205/2226248, 0113-888830-3

Kegalle

Sir Francis Molamure Mawatha, Ranwala, Kegalle.
Tel. 035-2222485/2222486, 0113-888840-3

Kandy

No.1, Balakotuwa Camp Road, Pallekelle,
Kundasale.
Tel. 081-2421679/2422284, 0113-888850-3

Hatton

No. 243/1, Main Street, Dickoya.
Tel. 051-2222988/2222792, 0113-888860-6

Nuwara Eliya

No. 56, St. Andrew's Drive, Nuwara Eliya.
Tel. 052-2222681/2223757, 0113-888870-6