

# Fulfilling Childhood Dreams...





## FULFILLING CHILDHOOD DREAMS THROUGH PHDT

In the pursuit of a brighter and more equitable future, the PHDT has been committed to the holistic development of individuals within the plantation communities. One of the key pillars of our efforts is centered around fulfilling childhood dreams, recognizing the transformative impact it can have on the lives of the next generation.

The PHDT has tirelessly worked towards creating opportunities that allow children in plantation communities to dream big and aspire for a future beyond the limitations of their current circumstances. By investing in education, extracurricular activities, and skill development programs, we aim to provide a solid foundation for these children to pursue their passions and fulfill their childhood dreams.

The impact of our initiatives is evident in the success stories emerging from the plantation communities. Children who once faced limited opportunities are now pursuing higher education, building successful careers, and contributing meaningfully to society. These stories serve as beacons of hope and inspiration, illustrating the potential for positive change that comes with fulfilling childhood dreams.

Incorporating the theme of fulfilling childhood dreams into the annual report of the PHDT reflects our commitment to nurturing the aspirations of the next generation. By providing educational opportunities, fostering extracurricular enrichment, and supporting skill development, we believe in creating a foundation that empowers children to break free from the cycle of poverty and realize their full potential. Together, we are building a future where every child's dream is within reach, and the Plantation Human Development Trust is proud to be a catalyst for this transformative journey.

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# VISION & MISSION



**Vision**

“To be the leading human development Organization trusted for excellence, Providing sustainable development programmes to continuously improve the quality of life in the plantations”

**Mission**

- 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

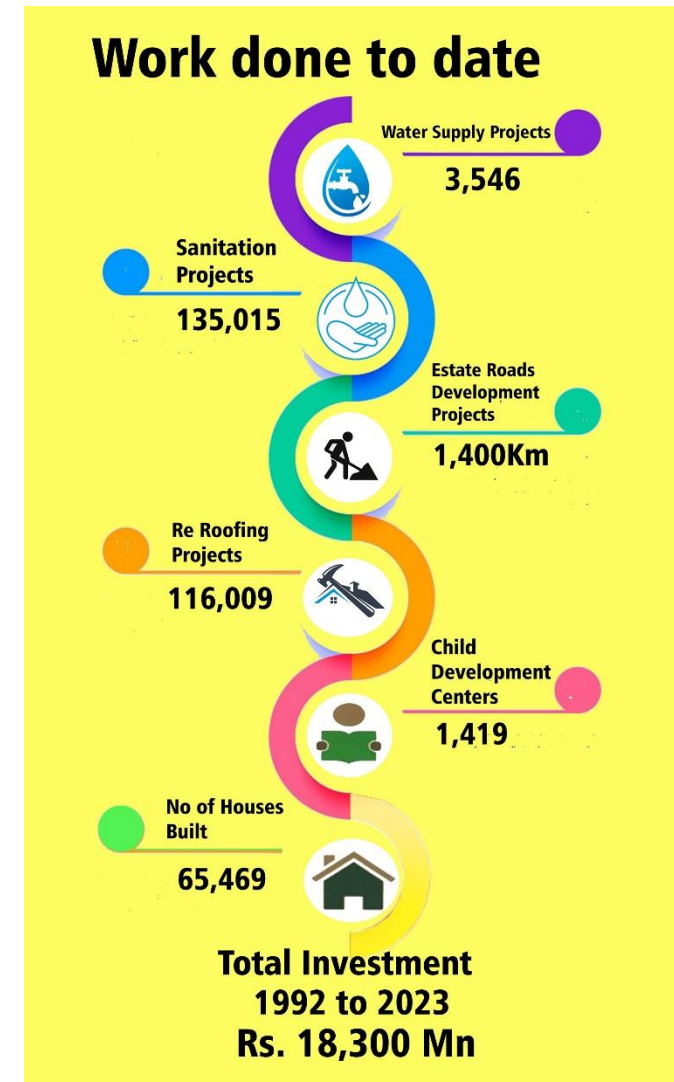
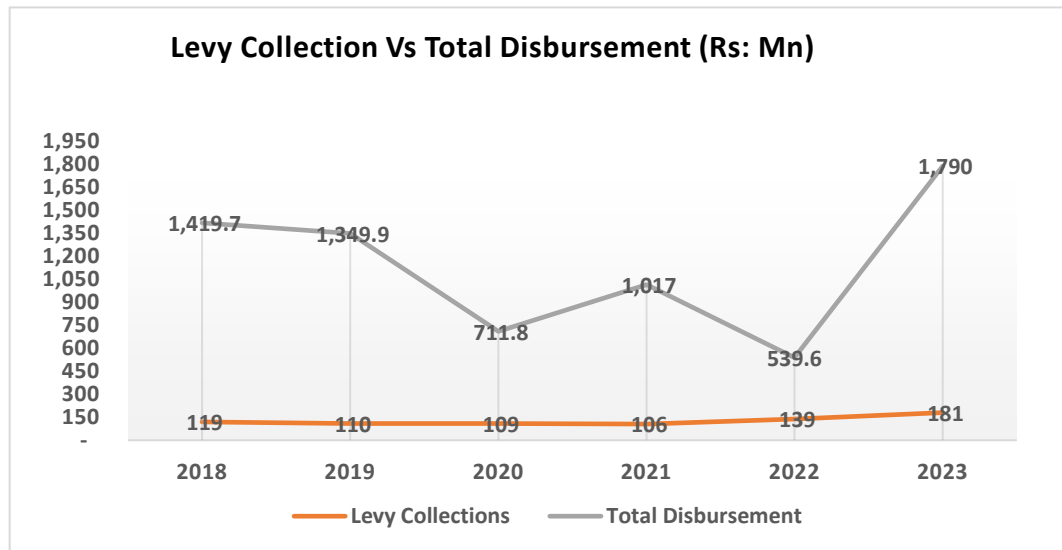
**Values**

- 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 stakeholders satisfaction through our dedicated activities.



# FINANCIAL HIGHLIGHTS

	2022	2023
	Rs: Mn	Rs: Mn
<b>Results for the year</b>		
Levy Income	110.43	143.20
Total Recurrent Expenses	131.91	149.56
Excess from Activities	(21.48)	(6.36)
Other Income & Gains	7.24	10.53
Other Expenses	(44.25)	19.58
Net Project Income	(11.92)	12.75
Finance Cost	(0.71)	(0.29)
Finance Income	3.94	2.68
Excess Before Tax	(67.18)	38.88
Taxation	-	-
Excess for the year	(67.18)	38.88



# YEAR AT A GLANCE

## Annual General Meeting

The 30<sup>th</sup> Annual General Meeting for the year 2022 was held on 30<sup>th</sup> March 2023 at the Grand Monarch, Thalawathugoda with the representation of all stakeholders under the Protem Chairmanship of Mr S K L Obeyesekere.



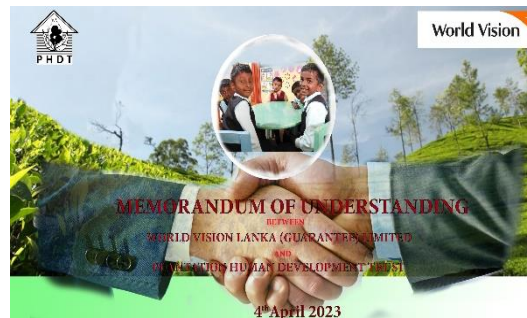
## Appointment of Chairman

Mr Barath Arullamy assumed duties as Chairman of PHDT in April 2023.



## Partnering with World Vision

Two collaboration agreements with World Vision Lanka (Guarantee) Limited for Nutrition Rehabilitation and Community Savings respectively were entered in to with PHDT. Total value of investment is Rs: 20.6Mn.



## MOU with International Labour Organisation (ILO)

A Memorandum of Understanding was signed between PHDT and the ILO to conduct programmes on Occupational Safety in the plantations covering Galle and Badulla Regions. Total value of investment is Rs 8Mn.

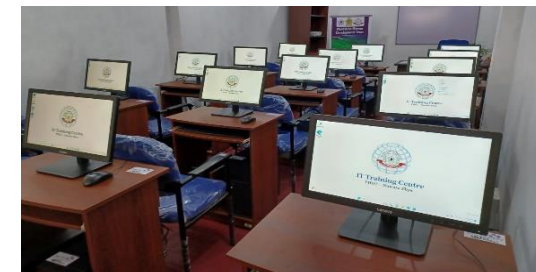
## Launch of Iron fortified Wheat Flour

The Launch of iron fortified wheat flour for the plantation community in collaboration with Serendib Flour Mills was held in Nuwara Eliya with participation of Regional Plantation Companies.



## New IT Centre

A fully equipped IT Training Centre was opened at the PHDT Regional Office in Nuwara Eliya with the collaboration of PALM foundation and funded by "We Effect Sri Lanka" to the value of Rs: 5Mn.





# YEAR AT A GLANCE

## Longstanding Employee Recognition

Longstanding employees of PHDT was felicitated at a ceremony held during the year and appreciation awards were given to employees over 10 years of service at PHDT.



## NGO Forum

A NGO forum was conducted at PHDT with the participation of several NGO's / INGO's with a view to jointly collaborate activities to serve the plantation community.



## Rainforest Alliance

A MOU was entered with Rainforest Alliance for the conservation of micro watersheds and for capacity building of awareness among estates in Sri Lanka.



## International Children's Day

International Children's Day was commemorated in the plantations under the patronage of Rainforest Alliance and KIRIN Beverages under the theme "Lets Protect the Watersheds".



## CHAIRMAN'S REVIEW



I welcome you to the 31<sup>st</sup> Annual General Meeting of Plantation Human Development Trust. On behalf of the Board, I present to you the Annual Report and Audited Financial Statements carrying detailed performance and information of the Company for the financial year ended 31st December 2023.

As you all well aware that the Plantation Human Development Trust in its journey over the past 31 years have been ably supported by the Government Ministries, Trade Unions, Regional Plantation Companies, Donors and many other Institutions to provide sustainable services to enhance the quality of life of the plantation community.

PHDT being the main facilitation agency for the plantation community is continued to be called upon to lead the way for community support to ensure that the community livelihood development and their upliftment while the industry is sustained.

2023 has been a challenging year on our way with curtailment of government funding, rising cost of living and political volatility.

On the positive side we have executed work to the value of over Rs: 1,700 Mn to continue its core activities in areas of housing, infrastructure, re-roofing, water, sanitation, health and nutrition, early childcare development, capacity building, community mobilization & strengthening of Estate Worker Housing Cooperative Societies (EWHCS).

It is absolute privilege to appreciate the guidance and the immense support extended to the PHDT under my leadership by Hon. Jeevan Thondaman, Minister of Water Supply and Estate Infrastructure Development for his vision, guidance and support for the upliftment of the plantation community. His visionary leadership has paved

way to initiate a transformation in the lives of plantation sector community. I extend my gratitude to Hon. Minister for his continuous support to the PHDT. It is also my duty to thank the Government Ministries, Regional Plantation Companies, Trade Unions, Donors and all other stakeholders for their dedication and cooperation extended to the PHDT.

I also take this opportunity to extend my gratitude to all my colleagues on the Board for their support extended and I thank the Director General, all Directors and the abled staff for accomplishment of job entrusted. I am confident the PHDT will continue to be the leading human and social welfare development organisation, providing its services to elevate the quality of life of the plantation community. I believe empowering the human capital of any industry will provide more impact in the industries' growth with the real value of conscious capitalism. We are proud that we are contributing for the evolution of our National Economy.



**Barath Arullamy**  
Chairman



## DIRECTOR GENERAL'S REVIEW



I am delighted to present to you our 31<sup>st</sup> Annual Report for the Financial Year 2023. This year has been a remarkable year for all of us here at Persistent. We emerged more resilient and reinvigorated and our confidence in our capabilities is reflected not only in our numbers but also in the trust that our clients have placed in us. I am grateful to our all the stakeholders, partners, team members and other stakeholders for their relentless collaboration to make this happen.

Last year, we were able to steer through the challenges of the unpredictable conditions effectively and achieve strong growth. We did this by aligning working with our partners, focusing relentlessly on growth, and maintaining a strong operational rigour. This is a testament to the unwavering determination of our teams to help our clients succeed in their industries.

*Social change is the way human interactions and relationships transform cultural and social institutions over time, having a profound impact on society. Social change is a concept many of us take for granted or don't even understand. No society has ever remained the same. Change is always happening.*

When the demographic makeup of a society changes, social change is inevitable. Society's demographics often change when births increase and/or people start living longer. A bigger population affects the dispersal and availability of resources. An increase in immigration or emigration also affects society.

PHDT 's initial 10 years since 1992 have been mostly concentrating on providing basic needs such as electricity, water and sanitation to the existing dwellings. The next decade has been mostly Re-roofing, Last 10 years, it has been single Housing and what is next? Maybe the land ownership.

# DIRECTOR GENERAL'S REVIEW

We cannot work in isolation and have to open our doors even to NGOs who are willing to serve in this industry to join us. This is happening now. We meet these stakeholders quite frequently. They are very supportive. Thanks to the Planters' Association and its membership, even the Plantation Ministry, our own Ministry has always insisting NGOo meet us and work through this exciting system in the sector. We are very much appreciative of this move. This could avoid competition.

Using an existing structure like PHDT would create standardized processes and workflows, you can streamline operations, eliminate redundancies, and reduce time wasted on unnecessary tasks. Efficient systems enable your team to work more productively and consistently, leading to higher output and improved overall efficiency. It would give wide coverage. Avoid duplication.

We are grateful for the support of the NGOo and cooperate partners who are already working with us in this transformative transaction for our company.

The Year 2023 has been eventful, to say the least. It is my pleasure to briefly walk you through the major milestones of the year and give you a taste of the surprising achievements you will encounter throughout the report to move forward with the plantations. The social and economic challenges posed by economic recession have emphasized the true value of identifying a business 'strengths and weaknesses, as well as recognizing the employer's responsibilities towards the employees in the hour of need makes a company more agile and better prepared to deal with and build employer and employee relationship. This was an unprecedented leadership challenge, and there are several key elements of leadership taken by responsible business entrepreneurs in responding to this humanitarian and economic crisis. First and foremost, they had to protect the lives and the health & safety of employees, customers, and other core stakeholders impacted by the company's operations. Simultaneously, they had to focus on business continuity, supply chain resilience, financial liquidity, and overall resilience.

## **Health Childhood Dreams**

Ensuring on health and well-being of children is the most effective and low-cost investment a nation can effect to improve the human capital leading to productivity and socioeconomic development of a country. Several Nobel-winning scholars have done a study and shown that human capital development during the first 4000 days including 1000 golden days from conception has a direct bearing on the GDP of a country. Understanding the gravity and urgency in addressing these issues, PHDT has planned and commenced implementation of a wide variety of activities starting from pregnancy to develop early learning including the health and wellbeing of children.



## DIRECTOR GENERAL'S REVIEW

1129 CDCs were functioning in the RPCs. PHDT was instrumental in the establishment of 125 new CDCs and the refurbishment of 585 CDCs in the recent past. New CDCs were developed to meet the international standards. 770 CDOs were trained and awarded Diplomas making 1100 CDOs fully qualified.

All new CDCs have Breastfeeding corners making 274 CDCs have fully completed breastfeeding corners. All other CDCs had some form of facility for breastfeeding. This development together with giving work in nearby areas paved the way for child development as well as a secure environment for the infants.

Most of the learning of children occurs outside the classroom. The development of play areas for recreation, the establishment of demonstration home gardens and other child-friendly interactions provide inputs through the five senses. The support of parents including drawing child-friendly pictures also had an immense impact on early child learning.

Empowerment of communities especially parents is the foundation for proper early learning. Little Angles project is one such project implemented in **12 estates** to develop early learning with the support of RPCs and Parents through CDOs and PFWOs. Improvement of nutrition through community empowerment with the assistance of WHO (**25 Estates**), alcohol and tobacco prevention supported by ADIC (**07 Estates**) and a Special Nutrition programme supported by World Vision Lanka (**41 Estates**) are a few pilot projects commenced in 2023.

One of the issues about children and even adults is “hidden hunger” or micronutrition deficiencies. PHDT commenced a programme of providing flour fortified with Iron, Folic Acid and Vitamin B12 at a low cost with Serendib flour mills. An MoU was signed with CBL for providing soya fortified with Iron and Folate at a low cost. One of the unique features of the plantation community is that they are living and working in the same environment. In this context “Occupational Safety and Health” programme was redefined to include their living environment as well. The pilot programme is supported by the ILO and includes 29 estates in the Badulla Region and 14 Estates in the Galle Region. In addition to that PHDT has included 30 Tea Small Holder Societies also in the programme to understand and learn how to improve the health and wellbeing of this semi-formal sector.

# DIRECTOR GENERAL'S REVIEW

## **Mobilization**

Nevertheless, we continued community mobilization and software programmes groomed ourselves to meet the challenge and focused on opportunities available to safeguard the lives of nearly one million community living in the plantations as it is our bounden duty to ensure the sustainability of all activities including the projects accomplished over the past 30 years for the benefit of the community. Mail address was created for all plantation residents in the RPC-managed plantations creating a landmark during the year by coordinating with the AG and the plantation ministry.

## **Engineering**

We have collaborated with the National Water Supply & Drainage Board to ensure the sustainability of the safe Drinking water projects implemented in the plantations under the WASSIP water project where over Rs 1000, Mn was utilized to provide water for nearly 25000 population and another Rs.1000 Mn was allocated for this year to cover another 25000 people. This has given a big boost and other NGOs have appreciated the move which was a priority requirement in the plantation sector

## **Finances**

In the fiscal year under review, our commitment to sustainable and comprehensive social development initiatives remained steadfast. We have executed a work investment of Rs. 1,790 million towards hardware activities within the plantation sector, alongside Rs. 59 million dedicated to health and social mobilization endeavours.

Notably, the company witnessed a notable turnaround from a loss of Rs. 67 million to a surplus of Rs. 38 million year-over-year. This recovery was primarily driven by the reversal of bad debts provisioning, resulting in the retrieval of levy dues, coupled with rigorous cost-control measures. It is imperative to commend the Regional Plantation Companies for their exemplary efforts in settling arrears of levy collections, marking the highest contribution in recent years in terms of liquid cash.



## DIRECTOR GENERAL'S REVIEW

While the loss of management fees incurred from housing and infrastructure projects posed challenges, it was partially offset by the revenue generated from facilitating land release for the Indian housing project. This diversified income stream helped mitigate the impact of the aforementioned loss.

### **APPRECIATION:**

We have adopted the hybrid working model and have allowed new people engagement norms to emerge. We believe that it is not about work-life balance or work-life integration anymore. It is about Work-life Harmony. We know that one size does not fit all, and hence we are creating multiple avenues for our people to unleash their potential by taking control of their health and well-being — physical, emotional, social, and financial.

While the pandemic caused unprecedented disruptions, it also taught us some life-changing lessons. We learnt the importance of protecting our family, our communities, and the world at large. As a result, we embarked on extensive outreach programs and practices to connect with our clients, suppliers, and vendors, always assuring them of our unwavering support. The circumstances have pushed us to rise above and beyond our limitations and to align our sustainability agenda with our business and technological transitions and organizational growth. Today, our business approach includes a holistic, sustainable strategy aimed at providing long-term value for our stakeholders.

In conclusion, I express my sincere thanks to the Ministry of Water Supply and Estate Infrastructure, Ministry of Plantation Industries, Ministry of Finance, Ministry of Health, Ministry of Women & Child Affairs, Regional Plantation Companies, Plantation Managers and their committed staff members, Trade Unions, Donor Agencies, INGOs and NGOs for their valuable contribution for advancing our endeavours and look forward for their continued support.

My sincere thanks to the Chairman and the Board of Directors for their consistent support and guidance in all operational matters and my appreciation to PHDT Directors and all the members of staff of the organization for their unstinting cooperation in serving the plantation community and all the stakeholders.

## DIRECTOR GENERAL'S REVIEW

My view is that the Board has been a champion team with novel ambitions and matched the rapid growth of our *programmatic* areas with investment in operations and infrastructure. Under the leadership of the Board's Chair Barath Arullamy and his fellow Board Members, PHDT brings a fresh perspective and passion for addressing public health and welfare challenges at this complicated time in history.

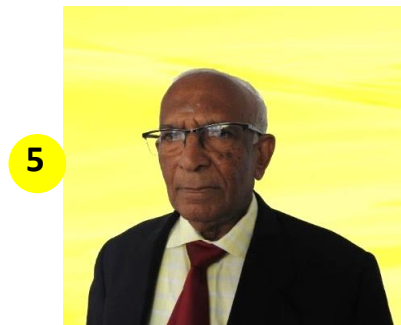
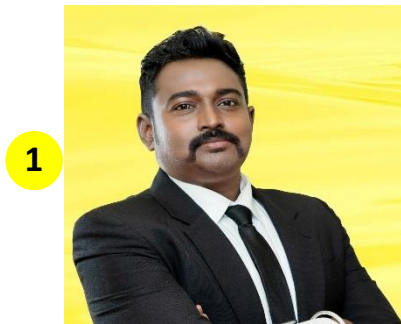
This sector needs innovative Strategies and I look forward to the many ways PHDT will advance its programmes and policies to enable people around the world to lead longer healthier lives.

I would like to thank our donors and stakeholders, whose continued support and trust have been essential for the accomplishment of our goals and our team around the Island for their talent, expertise, and dedication.



**L. R. Perera**  
Director General

# BOARD OF DIRECTORS





# BOARD OF DIRECTORS

## 1. Mr. Barath Arullsamay (Chairman)

As a young professional, he currently serves as the Chairman of the Plantation Human Development Trust under the Ministry of Water Resources & Estate Infrastructure Development.

Law being his forte, he has completed his bachelor's and master's degrees in law at the prestigious University of London and also obtained his professional qualifications for diplomacy and international relations at Bandaranayake Diplomatic Training Institute.

He also received extensive coaching in alternative dispute resolutions and arbitration via the International Training Center of ILO.

As a sprouting politician, he is currently the Vice President of the Ceylon Workers Congress and a member of the Labor Advisory Council of Sri Lanka. Recently he became a fellow of the prestigious St Stephens College University of Delhi.

## 2. Mr. S.K.L. Obeyesekere

Was a founder member of the Plantation Housing & Social Welfare Trust (PHSWT) established on 18<sup>th</sup> September 1992 and later re-named as Plantation Human Development Trust (PHDT) on 10<sup>th</sup> 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 50 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 as 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 Member of Sri Lanka Tea Board, Tea Research Board and Sri Lanka State Plantation Corporation (SLSPC) and currently serves 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.

## 3. 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 37 years of experience in the Plantation Sector, out of which for the past 25 years he is serving at Elpitiya Plantations PLC.

Mr. Bulumulla is the Managing Director of Elpitiya Dianhong Jin Ya Tea (Pvt) Limited, Managing Director of Ceylon Agri Food Technologies (Pvt) Ltd 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.

## BOARD OF DIRECTORS

### 4. 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.

### 5. 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.

### 6. 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 moved to mercantile sector as the Financial Controller of Kotagala Plantations Ltd. under M/s George Steuarts Management Services in 1992 and In 1997 he was promoted as the Group Financial Controller of the George Steuarts Group of Companies and also as the Director Finance of George Steuart 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 his 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 came to Sri Lanka in 2011 and joined Lankem Tea & Rubber Plantations (Pvt) Ltd. (LT&RP) as the Director/ Deputy CEO, and was appointed to as the CEO of Agrapatana Plantations Ltd. in April, 2014.

## BOARD OF DIRECTORS

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 Chief Executive Officer of Maskeliya Plantations PLC in February 2021 in the same Group, in addition to the post he was holding. He is served as the Chief Executive Officer of Maskeliya Plantations PLC until March 2023 and retired from the service.

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.

### 7. Mr. J A Rodrigo

Mr. Rodrigo started his career as an Assistant Manager under JEDB, and presently serves Horana Plantations PLC in the capacity of Director/Chief Executive Officer.

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 an active 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.

### 8. 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.

### 9. 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 has been involving in financial and human resource management, development and implementation of policy and strategic plans as a medical administrator. Further, she is a researcher and carried out research in the areas of parenting, adolescent health, non-communicable diseases, nutrition, medical education, food safety, medical education and human resource management and a medical educator involving in undergraduate and postgraduate medical education.

She had been a Visiting Fellow in Barts and The London School of Medicine and Dentistry of Queen Mary University of London for a period of two years.



## BOARD OF DIRECTORS

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 in the Ministry of Health.

### 10. 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) and attached to Non-Cabinet Ministry of State Plantation Enterprises Reform effective from January 2024.

### 11. 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. 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.

## DIRECTORS - HEAD OFFICE



Mr. R. Y. KULATUNGA  
Director Finance & Administration



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

## DIRECTORS - REGIONS



Mr. C.U.B. Ranasinghe  
Hatton Region



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



Mr. A.S.B. Ekanayake  
Badulla Region



Mr. M. Wanigasuriya  
Kandy Region



Mr. C. Devaranjan  
Nuwara Eliya Region



Mr. J.C. Weerasekara  
Galle Region



Mr. S.T.R.K. Deshapriya  
Kegalle Region



# HOUSING AND INFRASTRUCTURE





# HOUSING AND INFRASTRUCTURE

The development activities implemented by the PHDT in the plantation sector under the Ministry of Water supply and Estate Infrastructure Development in 2023 was relatively same as the work done in the previous years. The total allocation received for 2023 (including for 2022 continuation work) was Rs. 500 Mn and the value of work done was Rs. 465 Mn

The dedication of the Engineering Division at PHDT to sustainable development and the well-being of plantation communities is truly commendable. Spearheading initiatives to enhance living conditions and infrastructure within the plantation sector reflects a proactive approach to addressing crucial aspects of community development.

It's noteworthy that despite limitations in available funding, the commitment to excellence and innovation remains steadfast. This resilience in the face of financial constraints underscores the determination to make a positive impact and highlights the resourcefulness of the Engineering Division.

The emphasis on providing integrated services that benefit not only the plantation sector but also its surrounding environment aligns with a holistic approach to community development. By staying true to our mission, the Engineering Division contributes significantly to fostering positive change and sustainability in the targeted areas.

As we continue to navigate challenges, our dedication to excellence, innovation, and the well-being of plantation communities places the Engineering Division as a key player in the pursuit of a more sustainable and prosperous future for all stakeholders involved.

## Housing Project Progress in 2023

The achievements in the housing project during the fiscal year 2023 are truly noteworthy and represent a pivotal step towards the noble goal of ensuring every plantation worker has access to adequate housing. The significant advancements indicate the effectiveness of meticulous planning and the dedicated efforts invested in various stages of housing construction.

Collaborating with the Ministry of Water Supply and Estate Infrastructure Development not only demonstrates a commitment to working with relevant authorities but also emphasizes a collaborative approach to achieving common goals. This partnership contributes to the efficiency and effectiveness of the housing project, leveraging shared resources and expertise.

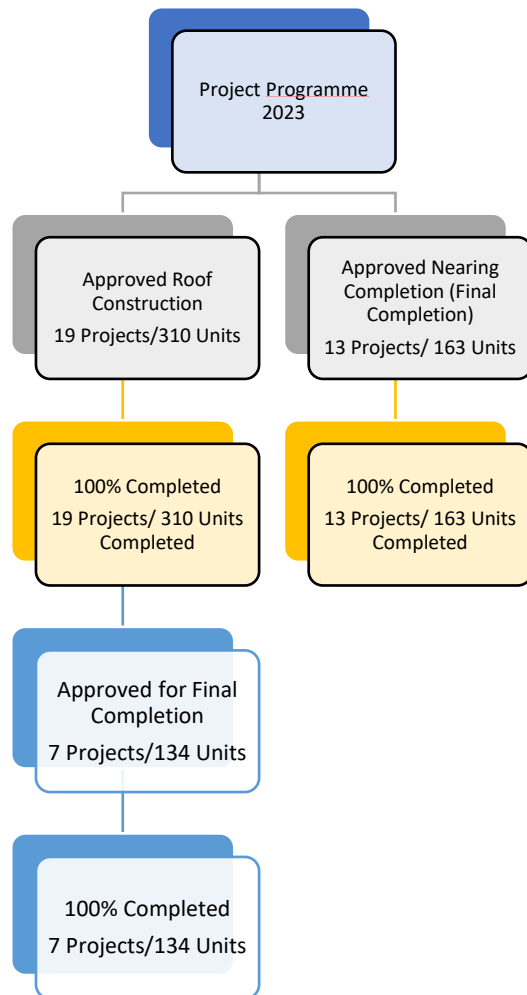
By making substantial progress in housing construction, we are actively addressing a critical aspect of the well-being of plantation workers.

Adequate housing is fundamental to improving living conditions and creating a more sustainable and supportive environment within the plantation sector.

Our unwavering commitment to this cause shines through in these achievements, and the positive impact on the lives of plantation workers is evident. Moving forward, the continued collaboration and dedication to improving living conditions emphasize a commitment to sustainable development and the betterment of communities within the plantation sector.

No.	Project	No of Units Allocated	Completed (Units)	Value (Mn)
1	Housing Completed Units	163	163	
2	Roof Completed	310	134	465
<b>Total</b>		<b>473</b>	<b>297</b>	

# HOUSING AND INFRASTRUCTURE



The detailed breakdown of the standstill housing inventory provides clarity on the current status, with 744 units at various stages above ground level, 108 units at the site clearing level, and 157 units yet to commence construction by the end of the financial year.

The commitment to accelerating efforts and overcoming existing challenges is a proactive stance that reinforces the dedication to the well-being of the plantation community. By addressing the backlog and expediting the completion of housing units, we are demonstrating responsiveness to the evolving needs of the community and a commitment to achieving the overarching goal of providing adequate housing for every plantation worker.

It's essential to maintain open communication about challenges and progress, fostering transparency and accountability. This approach not only engages stakeholders but also allows for a more comprehensive understanding of the work ahead. As we continue to navigate these challenges, the commitment to improvement and the well-being of the plantation community will undoubtedly drive continued success in your housing initiatives.

## Infrastructure

Throughout the fiscal year, the Engineering Division embarked on a series of infrastructure projects aimed at enhancing essential services within the plantation communities.

These projects, spanning across various regions, represent a significant investment in improving access to water and electricity, crucial components for sustaining livelihoods and promoting economic development.

- I. **Water Projects:** Across the regions of Galle, Hatton, Nuwara Eliya, and Kandy, a total of 12 water projects were initiated. These projects aim to address the pressing need for safe and reliable water supply, ensuring that plantation communities have access to clean water for domestic use and agricultural activities. While these projects were not completed within the fiscal year, substantial progress has been made, bringing us closer to achieving our objectives.
- II. **Electricity Projects:** Simultaneously, efforts were underway to enhance electricity infrastructure across the plantation regions. A total of 17 electricity projects were undertaken in Galle, Hatton, Nuwara Eliya, and Kandy, with the aim of improving access to electricity and reducing dependency on unreliable power sources. These projects, while still ongoing, are nearing completion and are poised to make a significant impact on the quality of life for plantation workers.

# HOUSING AND INFRASTRUCTURE

While these infrastructure projects may not have reached completion within the fiscal year, our dedication to their successful implementation remains unwavering. The progress achieved thus far underscores our commitment to addressing the infrastructure needs of plantation communities and creating a sustainable environment for growth and prosperity.

As we move forward, we remain steadfast in our resolve to expedite the completion of these projects and ensure that the benefits of improved infrastructure are realized by all members of the plantation community.

Region	Water Projects	Electricity Projects
Galle	01	01
Hatton	04	13
Nuwara Eliya	06	02
Kandy	01	01
<b>Total</b>	<b>12</b>	<b>17</b>



## Special Projects and Renovations

In addition to our core infrastructure initiatives, the Engineering Division undertook several special projects aimed at enhancing community facilities and promoting sustainable development in the plantation regions.

Funding Agency	Nature of Project	Investment (Rs Mn)
SATVA Foundation	Pre-fabricated latrines	2.17
Rainforest Alliance	Catchment area watersheds	5.85
Ministry of Water Supply & Estate Infrastructure	Lagging Area Development	6.44
Ministry of Water Supply & Estate Infrastructure	Re roofing	8.97
Ministry of Water Supply & Estate Infrastructure	Inland Fisheries	0.50



It's commendable that these efforts are not only focused on ensuring the structural integrity of housing units but also aim to improve the living conditions and safety of plantation workers and their families. By prioritizing these aspects, our commitment to holistic community development and sustainability is evident.

The successful completion of these special projects reflects a dedication to creating positive and lasting change within plantation communities. It's crucial to recognize the importance of addressing evolving needs, as this demonstrates a forward-thinking approach to community development. Collaborative efforts play a key role in achieving sustainable improvements, fostering a sense of unity and shared responsibility.

Continuing to identify and address the changing needs of plantation communities is a crucial aspect of our commitment to positive social impact. By staying engaged and responsive, we contribute to the ongoing well-being and development of these communities, creating a ripple effect of positive change. Our dedication to these principles is likely to foster trust and build strong, resilient communities over time.



# WATER AND SANITATION





# WATER AND SANITATION

## Water and Sanitation Project Funded by the World Bank (WaSSIP)

The World Bank Assisted Water Supply and Sanitation Improvement Project (WaSSIP) was implemented by the Sri Lankan Government to enhance access to safe drinking water and improve sanitation facilities. Initially focused on the Nuwara Eliya district, the project later extended to Badulla and Ratnapura, with a particular focus on the plantation sector. PHDT partnered with the Ministry of Water Supply and Estate Infrastructure Development to execute this project, benefiting both estate and rural populations through a demand-responsive approach.

PHDT has assumed responsibility for the sustainability of completed water projects under phase 1 in Nuwara Eliya and Hatton regions covering 4,587 households.

In this regard a Memorandum of Understanding was signed with the Department of Community Water Supply for the operations and maintenance of the project for sustainability.

09 projects were initiated at an investment of Rs: 356 Mn, which is expected to be completed within 2024, and thereafter which will come under the purview of PHDT for operation and maintenance along with the projects completed in phase 1.

Water Project	Targeted Households
Calsey Maha Eliya	542
New Peacock	926
Strathspey	190
Tillicoultry	260
Invery	175
St. James	105
Adawatte	282
Rilhena	79
Hemingford	201
<b>Total</b>	<b>2,760</b>

This structured approach ensures the provision of safe drinking water and improved sanitation facilities, contributing to the overall well-being and development of plantation community.

### Water Testing Laboratory

The Water testing lab is now fully functional at our Nuwara Eliya regional office and caters to all water testing requirements in the district.

The Lab is staffed with a qualified Lab Technician and generates income to sustain itself.



## Collaboration with World Vision Lanka (Guarantee) Limited

A collaboration agreement between World Vision Lanka (Guarantee) Limited and the Plantation Human Development Trust was signed for the sustaining of community water supply projects implemented by the World Vision Lanka (Guarantee) Limited. The projects are mainly in the Nuwara Eliya, Kandy, and Badulla Districts of Sri Lanka.

The total estimated cost of the project is Rs: 31.4Mn under three components.

1. Sustainability Assessment of 45 schemes and Technical Rehabilitation of 20 Water Supply Schemes in Nuwara-Eliya and Hatton – Rs: 25.8Mn
2. Strengthening of Water Consumer Societies of 20 Water Supply Schemes – Rs: 5.6Mn

# HEALTH & NUTRITION

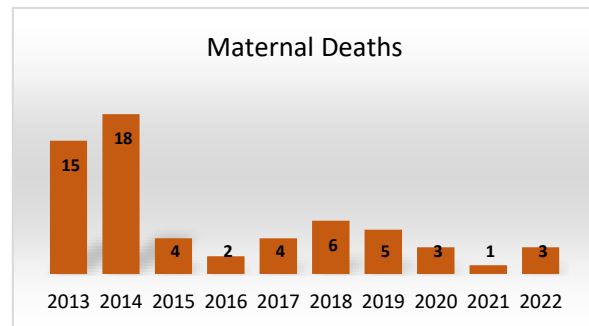
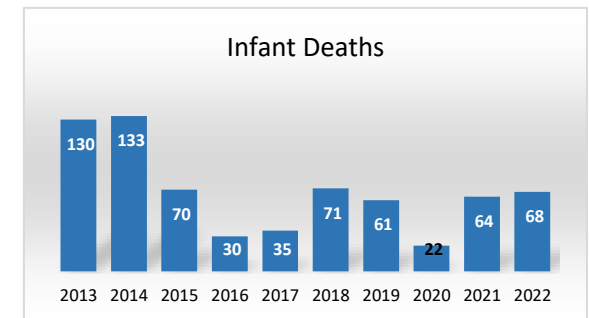
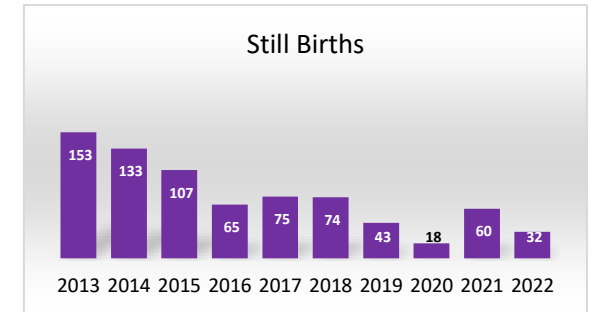
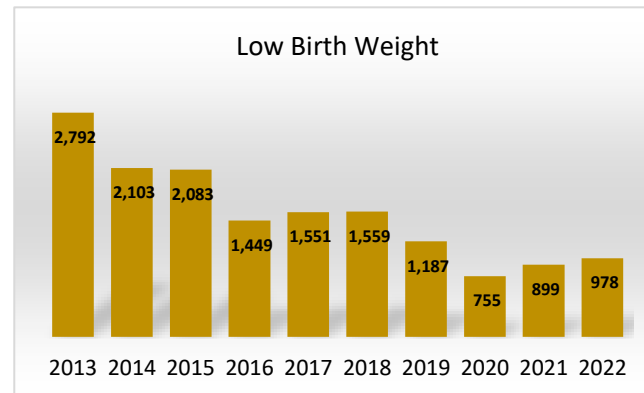
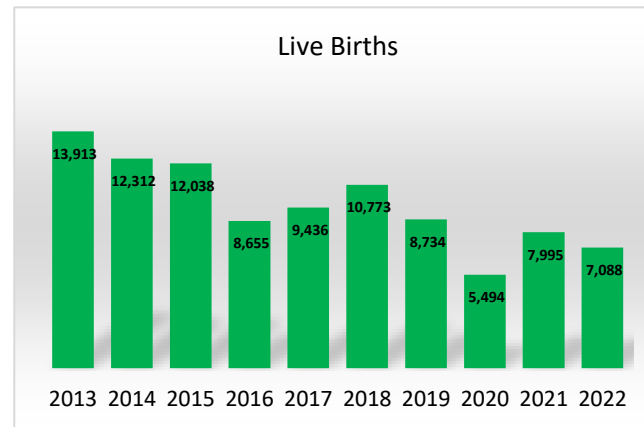




# Health & Nutrition

There were 7120 deliveries occurred during 2022 and almost all (99%) occurred in health institutions. There were 7088 live births reported during 2022 (7.14 per 1000 population) which shows a steady decline as in the other parts of the country. 978 low births (Below 2500gm) were reported during 2022 with a rate of 13.80% which is slightly marginally higher than the national average (12.7%). 32 still births were reported during 2022 (National rate is 6.9 %). Five Maternal deaths occurred during 2022. one was a suspected homicide and another is still under investigation and most probably due to covid infection. Both deaths were among non-worker families and not due to direct cause of pregnancy. Adjusted rate is 41.96 per 100,000 live births (National figure is 29.2 per 100000 live births). Even out of 03 remains, only one out of 05 suspected maternal deaths were from worker families. 58 infant deaths were reported during 2022 with 8.18 per 1000 live births, which was marginally higher than the national average (7.62 per 1000 live births).

Declining of Infant mortality was steady according to DHS surveys 1987 and 2016 (57, 13.7). 67 under five deaths occurred during 2021 with the rate of 8.4 which is lower than the national average (11.1 per 1000 live births).



# Health & Nutrition

## Nutritional status of the Plantation sector

899 low births (Below 2500gm) were reported during 2022 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 was a steady decline (60, 31, 25.4) of low birth weight indicating general improvement of health of plantation workers especially care of pregnant mothers.

DHS survey 2016 revealed that;

1. 95.8% of pregnant mothers, took iron tablets during pregnancy.
2. 95.9% of pregnant mothers, received anti helminthiasis drugs during pregnancy.
3. 94.0% of pregnant mothers measured blood pressure.
4. 90.3% of pregnant mother's blood were taken for grouping and VDRL testing.
5. 92.5% of pregnant mothers received tetanus toxoid.

9325 under 05 children were malnourished (<-2SD) during 2022 with the rate of 20%. When compared with DHS survey 2006 and 2016, there was a steady decline from 33% to 15%. However, it seems to be static since then. Even though the rate is higher than the National average (12.2%), 2022 Nutritional month data shows that the increase of the national average to 25%. This increase is attributed to the 2023 covid 19 epidemic.

### Monitoring and evaluation

On average officials of regional offices have visited each and every Estate at least once mainly for monitoring and evaluation of health activities. They have conducted 839 visits including 264 monitoring and evaluation visits during 2023.

07 Estate Health Steering Committee meetings were conducted with the Health Sector partners and PA representatives at regional level to discuss and get the cooperation of them for activities conducted in the plantation sector. Presence of representatives of Planters' Association is immensely appreciated by the Health Sector.

Those meetings paved the way to improve the health-related activities.

46 cluster reviews were conducted during 2023 with Regional Plantation Companies to review the RPC level programmes and obtain consensus among PHDT Regional Staff and RPCs.

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

368 Child Development Centers were categorized during 2023 with the objective of identifying shortcomings and developing them to optimum levels.

### Healthcare activities

225 childcare related activities and 263 adult related activities were conducted during 2023 to improve the wellbeing of families especially children.

Empowering communities is the key to improving wellbeing of families and communities. 115 such activities were conducted during 2023.

# Health & Nutrition

## Screening activities

Health screenings are being done to identify chronic disease which can be detected early and treatable. It's a collaborative activity conducted with the assistance of health authorities. 305 screening activities were conducted 18774. Screened 2023

No	Activity	Number	Number attended
1	Oral Cancer Screening	173	11283
2	TB screening	46	2125
3	Eye screening	40	3294
4	Pre-Screening and Biometry of Cataract Patient	11	191
5	NCD Clinic	19	1379
6	Well Women Clinic	14	419
7	Skin clinic	2	152
8	STD Screening	1	53
9	Brest Cancer Screening	1	30
<b>Total</b>		<b>307</b>	<b>18926</b>

## World children's Day

The PHDT Children's Day programme is mainly to showcase the talent of the children of the RPCs in the Nuwara Eliya District and provide their parents to understand special aesthetic talents of their children. It is an opportunity to nurture these children and motivate them to engage in their more interesting areas.



Special Nutrition Programme was conducted in 81 divisions in RPCs 42 estates and 7 Non RPC estates for this programme with the assistance of World Vision Lanka. Programme planned to implement with the blessings of RPCs and MoHs of the selected area and 857 children benefitted through these interventions. Programme focused on healthy hygiene practices, nutrients in food, good food preparation techniques, and dietary practices.

Group feeding for young children is an effective and proven practice. Here we reinforced best hygienic practices like washing hands with soap before and after eating, finishing dishes, using a serviettes and cup at the meal time etc. Onsite feeding is very useful in this young ages for nutritional improvements.



# Health & Nutrition

## Breast feeding corners and Growth Monitoring areas

Breast feeding corners were introduced to all DCs with the support of World Bank and Health Ministry. At present almost all CDCs are having breast feeding corners to facilitate working mothers to breast feed their children cared by the CDOs.

Growth Monitoring Area enable parents and management to easily monitor children's growth. This tool is based on the child's CHDR card and the government midwife's monthly weighing measurements. At present 931 CDCs are having complete growth monitoring areas and another 247 are having basic essential monitoring charts.

PHM/ CDO advises parents how to monitor the gaining of weight and providing proper nutritious food, its frequency and portion size. Height measurement card provided to the CDCs makes it easy to measure child's height and monitor development to parents and CDOs. Parents themselves marked the growth monitoring chart to take remedial measures for growth. This display document is useful for PHDT, estate management and estate health staff to take corrective actions at community level.



## Pilot programme of Community empowerment to improve Nutrition

Going beyond advices, PHDT commenced a pilot operational research on empowering of women through CDOs and PFWOs with the assistance of WHO. Monthly interactive sessions were conducted with estate health staff and mothers how to identify problems, develop solutions, implementations and monitoring of the programme using their own monitoring tools. Group dynamics such as their enthusiasm, capacity for learning and group interactions also measured by observation. 65 parent groups were developed and the programme will be continued in 2024 as well.





# Health & Nutrition

## Pilot programme on alcohol and tobacco control through community empowerment

Alcohol and tobacco consumption together with family violence and poor house hold cash management are some of the major determinants of malnutrition of children. This project was started with the support of ADIC by empowering of women through CDOs and PWOs.

There are many success of stories among youth in prevention of alcohol and tobacco and improving the happiness of mothers and families. Programme will be continued during 2024 as well.



## Occupational Safety and Health

Occupational safety & health is one of the new areas touched upon by the PHDT. The pilot project is implanted in Badulla and Galle RPCs as well as Tea Small Holders in Badulla District.

The programme is funded by the ILO and looking at holistic approach to health going beyond the work place. OSH Committees will be strengthened/ established and empowered to improve their own health and safety as well as the neighbouring communities.





# EARLY CHILDHOOD DEVELOPMENT PROJECT (ECDP) IN PLANTATIONS



# Early Childhood Development Project (ECDP) in Plantations

The World Bank funded Early Childhood Development (ECD) project in Sri Lanka represents a significant investment in the nation's approach to early childhood education and welfare. Specifically targeting the estate sector, the project aims to transform the landscape of early childhood development by establishing ECD centers across these areas.

The primary goal of the project is to guarantee that every child in Sri Lanka, including those in the estate sector, has access to high-quality early childhood education and care. By focusing on this critical developmental stage, the initiative seeks to lay a solid foundation for children's future success and well-being.

Through strategic interventions and active community engagement, the project endeavors to break the cycle of poverty and inequality that often plagues vulnerable communities. By providing access to quality early childhood education, the initiative aims to empower children from disadvantaged backgrounds, equipping them with the necessary skills and knowledge to thrive in later life.

Furthermore, by investing in early childhood development, the project aims to foster a generation of resilient and empowered individuals who can positively contribute to society.

By addressing gaps in access to education and care at an early age, the initiative seeks to promote social inclusion and equal opportunities for all children in the plantations.

## Construction of New Child Development Centers

Carrying over 19 projects from 2023 due to incomplete work and subsequent legal disputes reflects challenges faced in project management and execution. However, re-awarding these projects in 2023 for completion demonstrates the commitment of PHDT in resolving issues and ensuring the successful implementation of initiatives. The total investment of Rs. 347 million underscores the significant financial resources involved in these projects and benefits to stakeholders and the community.



No	Region	RPC	Estate	Division
1	Galle	Kotagala	Vogan	Upper
2		Kahawatta	Rilhena	Rilhena
3	Rathnapura	Agalawatte	Peenkande	No.02
4		Kegalle	Ambadeniya	Karandupana
5	Kegalle	Kelani Valley	Kiriporuwa	Para
6		Pvt	Hatale	Upper
7	Kandy	SLSPC	Rangala	Peru
8		Elkaduwa	Elkaduwa	Dotalawa
9		Bogawanthalawa	Bogawanthalawa	Teinstin
10	Hatton	Bogawanthalawa	Kotiyagalla	Lower
11	N.eliya	Kegalle	Allagolla	Napalabokka LW.
12		Uda Pussellawa	Gordon	Gordon
13		Maturata	Bramley	Bramley
14		Uda Pussellawa	Park	Kandapola
15		Hatton	Agarakanda	Fassifen
16		Elpitiya	Fernlands	Herrow Lower
17		Maturata	Ragalla	Middle
18		Maturata	Liddesdale	Harrasbedda
19		Talawakelle	Logie	Logie

## Mid-Day Meal Programme

The mid-day meal program implemented by the Plantation Human Development Trust (PHDT) using funds received from the Early Childhood Development Project targeted 21,000 children in Child Development Centers across plantations. The total investment for this program amounted to Rs. 40 million.



# Early Childhood Development Project (ECDP) in Plantations

This initiative aimed to address the nutritional needs of children in the plantation community, ensuring they receive adequate nourishment during the crucial early years of development. By providing mid-day meals, the program not only supports the physical well-being of children but also enhances their concentration and performance in educational activities.

The investment of Rs. 40 million towards the plantations reflects the commitment in improving the overall welfare and development of children in the plantation sector. Through initiatives like the mid-day meal program, creates a conducive environment for early childhood education and ensuring that every child has the opportunity to thrive and succeed.

Region	No of Estates	No of CDCs	No of Children	Investment (Rs: Mn)
Galle	42	42	1,200	2.0
Ratnapura	47	49	2,961	3.0
Badulla	65	66	3,753	8.1
Kegalle	41	41	1,072	1.9
Kandy	37	48	2,127	3.1
Hatton	63	255	4,717	8.1
Nuwara Eliya	69	70	5,850	13.8
<b>TOTAL</b>	<b>364</b>	<b>571</b>	<b>21,680</b>	<b>40</b>





# Estate Worker Housing Co-operative Societies (EWHCS)

## Empower the Plantation Community

There is a significant growth and impact of the Estate Worker Housing Cooperative Societies (EWHCS) in the plantation sector.

The EWHCS has experienced substantial growth in its membership over the years. Starting with 98,000 members at its inception in 1993, it grew to over 145,641 members by 2023, marking a 68% increase. This growth indicates a significant level of engagement and trust from plantation workers in the EWHCS.

The improvement in rankings of EWHCS units, based on criteria set by the Plantation Human Development Trust (PHDT) and monitored by Regional Offices, reflects the effectiveness and efficiency of these units in meeting the established standards. This improvement could be in areas such as housing quality, community development initiatives, or overall well-being of members.

Region	No of EWHCS	Grading				
		A+	A	B	C	D
Galle	55	3	15	12	16	9
Rathnapura	59	17	24	14	4	0
Badulla	63	20	26	11	4	2
Kegalle	51	13	23	14	1	0
Kandy	60	4	2	10	28	16
Hatton	63	5	5	26	26	1
NuwaraEliya	68	0	0	2	39	27
<b>Total</b>	<b>419</b>	<b>62</b>	<b>95</b>	<b>89</b>	<b>118</b>	<b>55</b>
<b>%</b>		<b>15%</b>	<b>23%</b>	<b>21%</b>	<b>28%</b>	<b>13%</b>

The plantations workers as members from the EWHCS, and have demonstrated that they now have substantial capacity to fulfil their financial and other needs. In 2023, EWHCS units had a membership of over 145641 – a 68% growth from the 98,000 members at the inception in 1993. The EWHCS has emerged as a leading community – based organization (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 units operate Welfare Shops, Barber Saloons, Communication Centres 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 organizations 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.

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.

# Estate Worker Housing Co-operative Societies (EWHCS)

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 Manger serves ex – office as the President of the Estate’s EWHCS and committee which comprises estate workers, Providing necessary guidance and direction. The RPCs continue to assist the initiatives of the cooperatives by allocating space within buildings 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 are beyond.

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.

## Establishment of Community Kitchen

Under the patronage of the PALM foundation and Ethical Tea partnership a project to establish Community Kitchens at selective estates in NuwaraEliya and Badulla Districts are underway. The objective of this program is to thrive the Sri Lankan tea sector with the healthier, more resilient and productive workforce. This will concentrate on improved nutritional. Health for women, men and children in these districts.



## 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.

## Training 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.

# Estate Worker Housing Co-operative Societies (EWHCS)

## 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 the PALM Foundation

## 30th Anniversary of Estate Workers Housing Co-operative Society

The EWHCS celebrated 30 years of service in the plantations and several programmes were conducted through out to commemorate this anniversary.

The main objective of this program is to evaluate the services rendered by Estate Workers Housing while promoting goodwill and better relationship between the members and the management of the EWHCS.

A summary of the programs presented by each Regional Office were

- Selection of Best Estate Worker Housing Cooperative Society
- WANISA Accounts Training Programme
- Self-Employment Training Programme for WANISA Members
- Dengue Programme for Estate Communities
- First-aid Awareness & practical Program for WANISA Members
- Tree Planting Programme
- Health Camp
- Ayurvedic Camp
- EWHCS Special Activity Income generating activities for Estate Community
- Establishment of Child & Women protection Committee with Police Department
- Art Competition for EWHCS Members and their Children
- Distribution of stationary for estate children
- Awareness programme for the estate children on Child protection
- Blood Donation Programme
- Leadership training programme for school children
- Providing scholarships to children with special talents

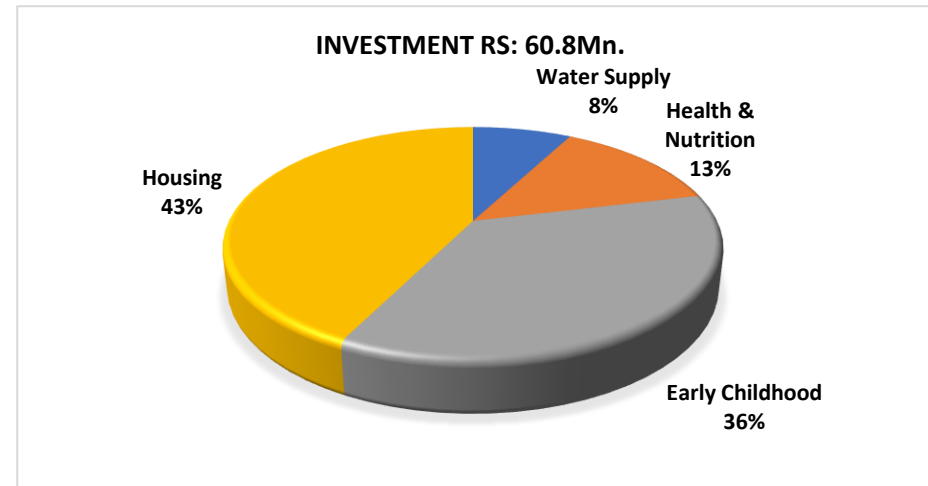
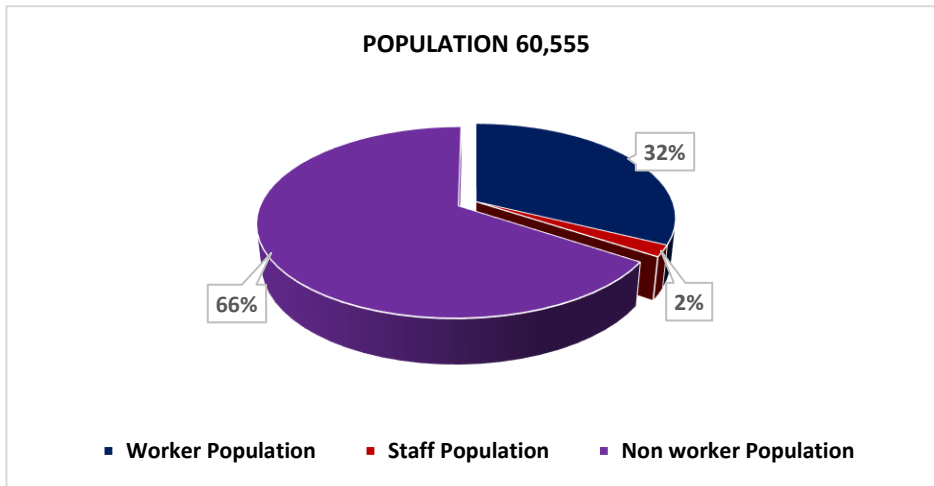




# HEAD OFFICE TEAM



# GALLE REGION



PFWO & CDO Review Meeting



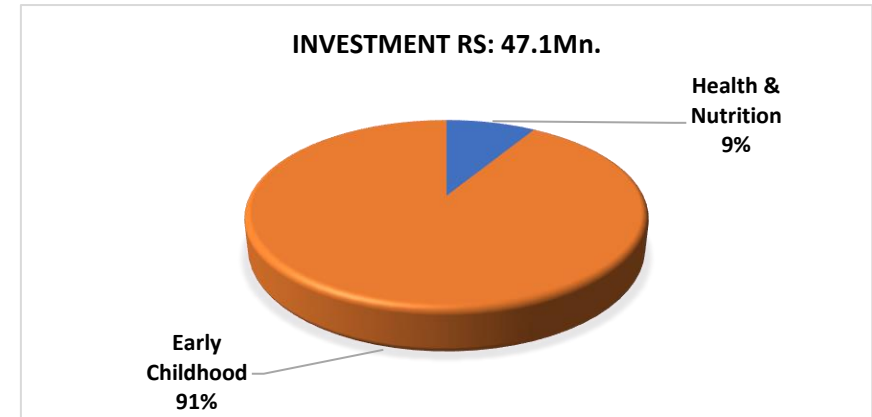
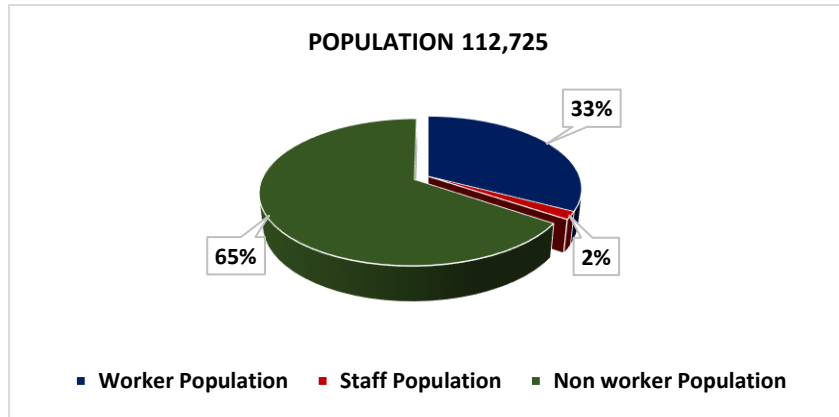
Galle Regional Team



Home Gardening



# RATNAPURA REGION



Health Steering Committee Meeting



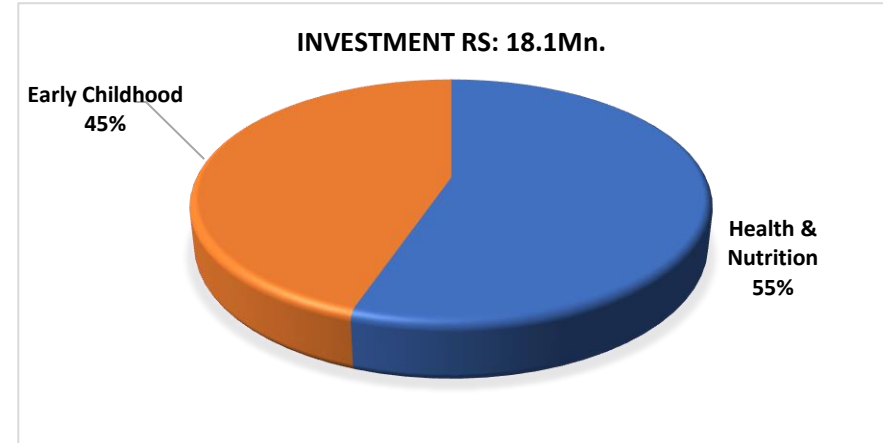
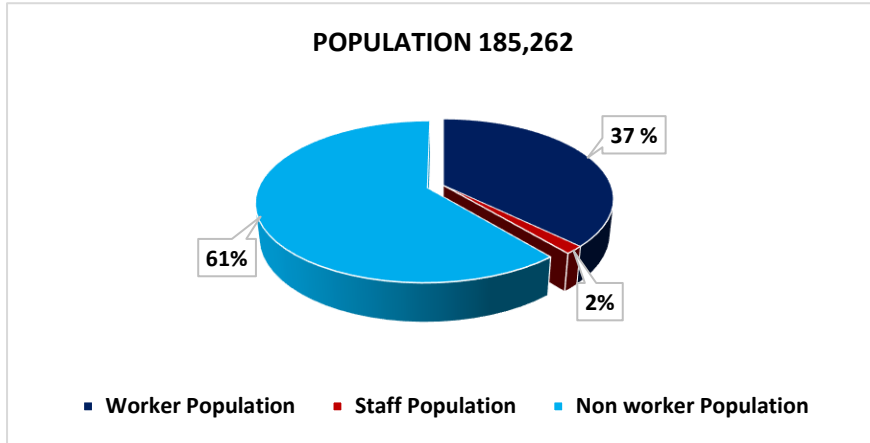
Ratnapura Regional Team



Cluster Review Meeting



# BADULLA REGION



Dental Screening



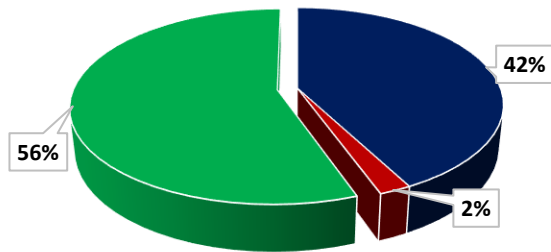
Badulla Regional Team



Ayurvedic Clinic

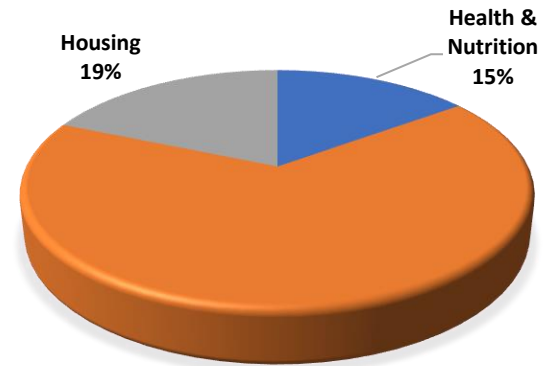
# KEGALLE REGION

POPULATION 56,468



■ Worker Population ■ Staff Population ■ Non worker Population

INVESTMENT RS: 66.1Mn.



Early Childhood  
66%



Art Competition

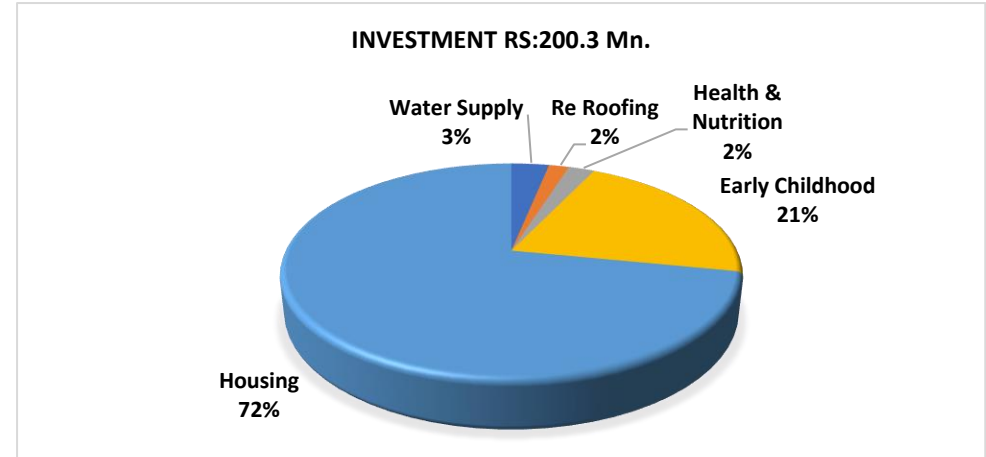
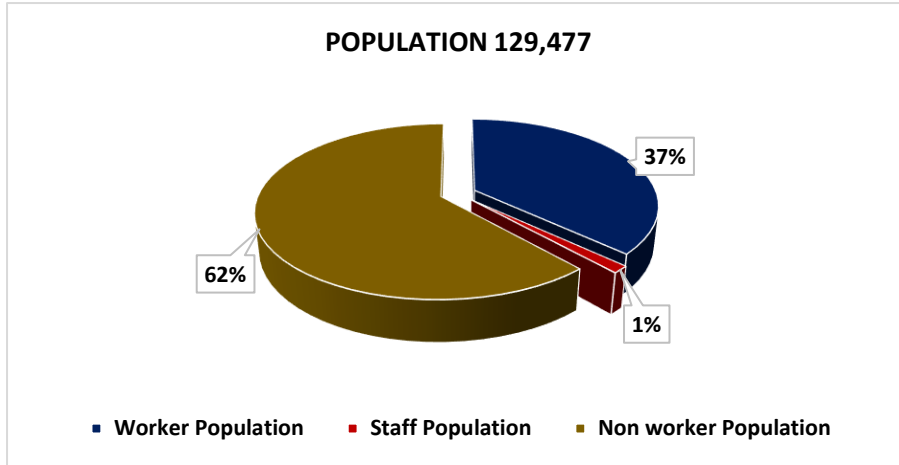


Kegalle Regional Team



Mushroom Cultivation Awareness

# KANDY REGION



TB Awareness Programme



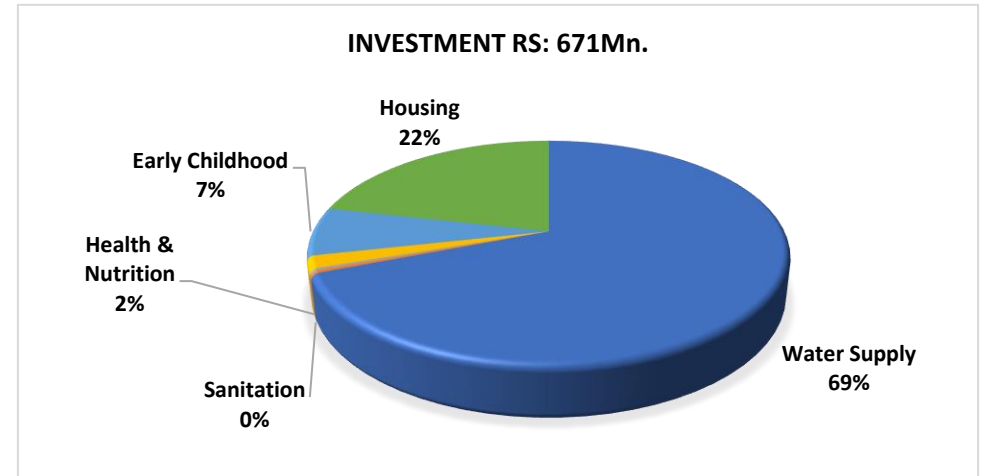
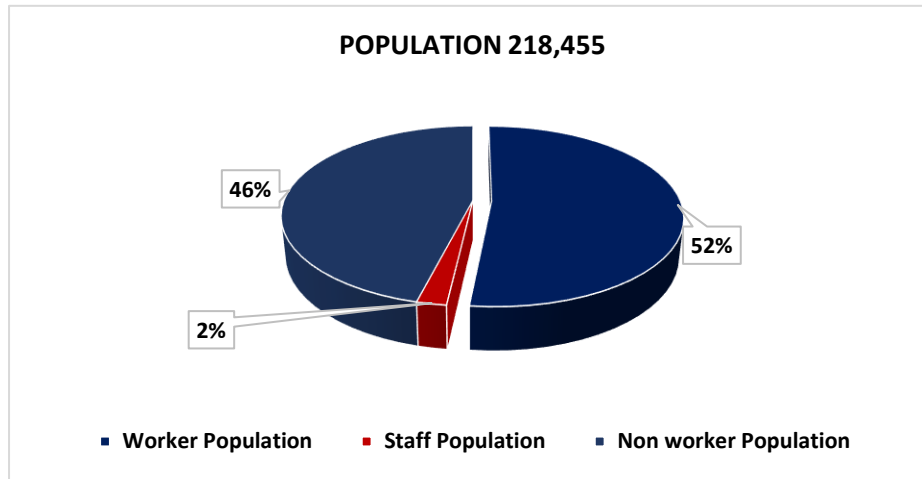
Kandy Regional Team



Health Awareness Programme



# HATTON REGION



TB Awareness Programme

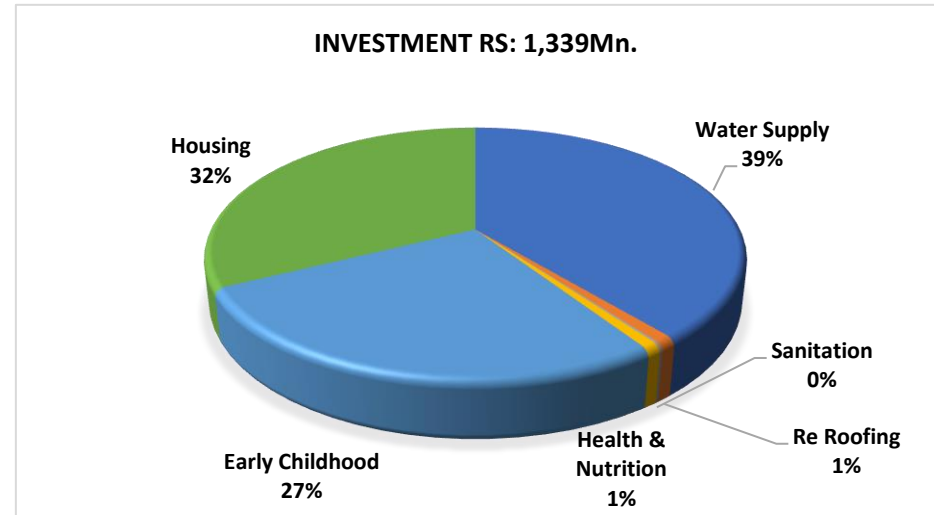
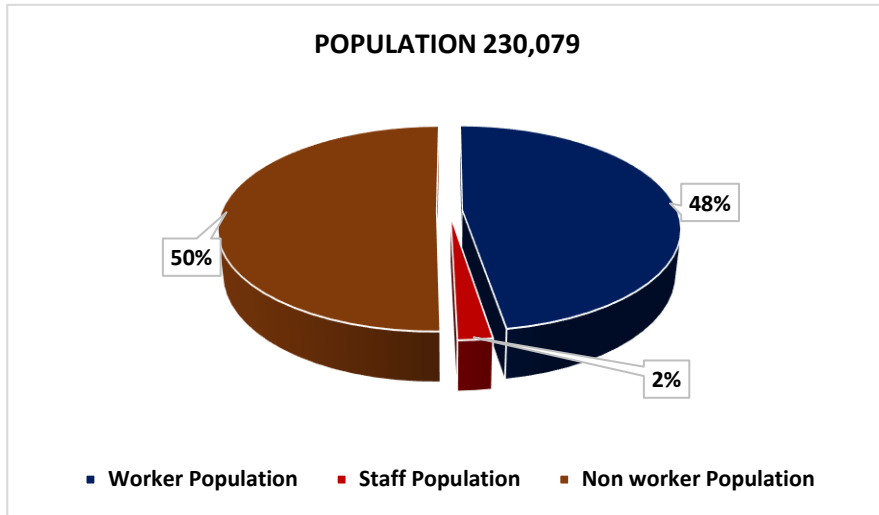


Hatton Regional Team



Tree Planting Programme

# NUWARA ELIYA REGION



Community Awareness Programme



Nuwara Eliya Regional Team



IT Training Programme

# SUSTAINABILITY

The Plantation Human Development Trust (PHDT) serves as a significant initiative in Sri Lanka aimed at enhancing the quality of life for the plantation community through various social welfare programs. Founded in 1992, it operates under a unique tripartite structure involving the Government of Sri Lanka, Regional Plantation Companies, and major Trade Unions within the plantation sector.

This tripartite arrangement is a cornerstone of the organization's strength, as it ensures that all key stakeholders, including the government, employers, and employees, are actively involved in decision-making processes and project implementation. By bringing together representatives from these diverse sectors, PHDT can effectively address the needs and concerns of the plantation community while fostering collaboration and cooperation among different stakeholders.

The collaborative nature of PHDT's approach allows for the development and implementation of comprehensive programs that target various aspects of community welfare, including education, healthcare, housing, and socio-economic development. Additionally, the shared responsibility among the three parties helps ensure accountability, transparency, and sustainability in the organization's endeavors.

Overall, the tripartite structure of the Plantation Human Development Trust serves as a model for inclusive and participatory development initiatives, leveraging the collective efforts of government, employers, and employees to bring about positive change and improvement in the lives of the plantation community in Sri Lanka.

The Articles of Association of the Plantation Human Development Trust (PHDT) empower the organization to undertake a broad range of services aimed at enhancing the well-being of the plantation worker community. These services encompass various aspects of community development, including but not limited to:

1. **Housing & Infrastructure:** PHDT can engage in initiatives to improve the housing conditions of plantation workers, such as constructing or renovating housing units, providing access to basic amenities like electricity and sanitation facilities, and upgrading infrastructure within plantation areas.
2. **Water & Sanitation:** The organization can implement projects focused on ensuring access to clean and safe drinking water, as well as promoting sanitation and hygiene practices among the plantation community.

This could involve the installation of water supply systems, construction of sanitation facilities, and conducting awareness campaigns on hygiene.

3. **Health & Childcare:** PHDT is authorized to support healthcare services for plantation workers and their families, including establishing health clinics, organizing medical camps, providing access to essential medicines and healthcare professionals, and offering childcare facilities or services to support working parents.
4. **Social Mobilization:** The organization has the mandate to undertake initiatives to mobilize the plantation community for collective action and empowerment. This may involve organizing community meetings, workshops, and training sessions to raise awareness, build capacity, and foster social cohesion among community members.



# Sustainability

These programs target key areas such as housing, healthcare, sanitation, and community development to address the needs of the plantation workers, who represent approximately 5% of the total population in Sri Lanka. Some of the main initiatives include

1. **Housing & Reroofing:** Addressing the basic shelter requirement by providing housing assistance and reroofing initiatives to improve living conditions for plantation worker community.
2. **Healthcare Services:** Providing free medicine and conducting medical clinics to address health and nutrition factors among plantation worker community, ensuring access to essential healthcare services.
3. **Water & Sanitation Facilities:** Constructing latrines and water and sanitation facilities near their residences to prevent diseases and improve hygiene standards within the community.
4. **Establishment of Co-operative Societies:** Supporting the establishment and development of Estate Worker Housing Co-operative Societies to empower plantation worker community and enhance their access to resources and services.
5. **Community and Child Development Centers:** Establishing modern facilities such as Community and Child Development Centers aimed at upgrading knowledge,

6. **Community Development:** PHDT is mandated to facilitate overall community development by implementing projects and programs that address various socio-economic needs and challenges faced by the plantation worker community. This includes initiatives related to education, skill development, income generation, environmental conservation, and cultural preservation.

By leveraging the provisions outlined in its Articles of Association, PHDT can effectively carry out a wide spectrum of services and interventions aimed at improving the quality of life and promoting sustainable development among the plantation worker community in Sri Lanka. These efforts contribute to fostering a more equitable and inclusive society while addressing the unique needs and circumstances of this marginalized population.

The Government plays a crucial role in supporting the welfare of the plantation community in Sri Lanka through various infrastructure programs administered by ministries such as Plantations, Finance, Health, and the Ministry for Water Supply and Estate Infrastructure, which serves as the line Ministry for the Plantation Human Development Trust (PHDT).

skills, and providing educational opportunities for both adults and children within the plantation community.

These initiatives are designed to substantially improve the lifestyles of plantation worker community by addressing their basic needs and providing opportunities for social and economic advancement. Through collaborative efforts between the Government, PHDT, and other stakeholders, these programs contribute to enhancing the overall well-being and quality of life for the plantation community in Sri Lanka.

The Plantation Human Development Trust (PHDT) has expanded its services to the plantation worker community by venturing into various specialized sectors, aimed at delivering services in a more professional and efficient manner. Some of these expansions include:

1. **ISO Quality Standards Accreditation:** PHDT has been approved as an accredited agent by the Sri Lanka Standards Institution (SLSI) to facilitate quality improvements in the plantation sector through adherence to ISO Quality Standards. This accreditation ensures that PHDT's services meet internationally recognized quality benchmarks, enhancing their effectiveness and reliability.
2. **Construction Services:** PHDT is registered as a Grade C-6 Contractor with the Institute for Construction Training and Development (ICTAD), enabling them to provide high-quality construction work to the plantation sector.

# Sustainability

This registration signifies PHDT's capability to undertake construction projects efficiently and to the required standards.

- 3. Education and Training:** PHDT is 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. Additionally, PHDT is recognized as an approved Training Organization for Intermediate Students seeking experience and knowledge for examinations conducted by the Institute of Chartered Accountants of Sri Lanka. These educational initiatives aim to enhance skills and knowledge among plantation workers, empowering them for better career prospects.
- 4. Healthcare and Personal Care Products:** PHDT introduces healthcare, personal care, and food products from Government-recognized organizations through the Estate Worker Health Care Services. These products aim to enhance the health, nutrition, and hygiene of the plantation community, ensuring access to essential items for their well-being.

- 5. Home Gardening and Nutrition Programs:** PHDT supports the concept of home gardening in estates through awareness programs on nutrition aspects and food security, conducted in collaboration with government agencies. These programs aim to promote self-sufficiency and improve nutrition among plantation workers by encouraging the cultivation of nutritious foods at home. Overall, PHDT's expansion into specialized sectors reflects its commitment to enhancing the overall welfare and quality of life for the plantation worker community by providing comprehensive services and support in various essential areas.

# 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 2023 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 of deceases.
- Participation in dengue prevention programmes in the local area with the Central Environmental Authority.

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)

The PHDT as the main service provider to the plantation worker community has also expanded its services through various specialised 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.
- Recognised by the Government of Sri Lanka and registered under the Ministry of Women's Affairs, to conduct National Diploma Courses in Child Care
- Signed up with the Department of Community Water Supply as a partner for the sustenance of the water schemes in the plantations.

In addition to the above professional services, the Organisation has two IT Training Centers and conducting programmes on IT related curricula for the youth and children in the plantations. The Plantation Human Development Trust also distributed Iron fortified wheat flour manufactured by Serendib Flour Mills (Pvt) Limited.

All these sustainable programmes were successfully operated by the organisation during the year under review and the additional income generated was ploughed back for the community development programmes specified in the Articles of Association.



# ADMINISTRATION & HUMAN RESOURCES

## 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, Asst. Managers, Community Development Officers, Engineering Assistants, Project Officers (Health) & other Officers, Accounts Executives, Computer Application Officers and Secretaries.
3. Support Staff - Computer Application Assistants, Project Assistants, Community Development Assistants, Accounts Assistants, Office Assistants and Drivers.
4. Project Specialist & Consultants

## 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.
- 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.

# Administration & Human Resources

- 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.

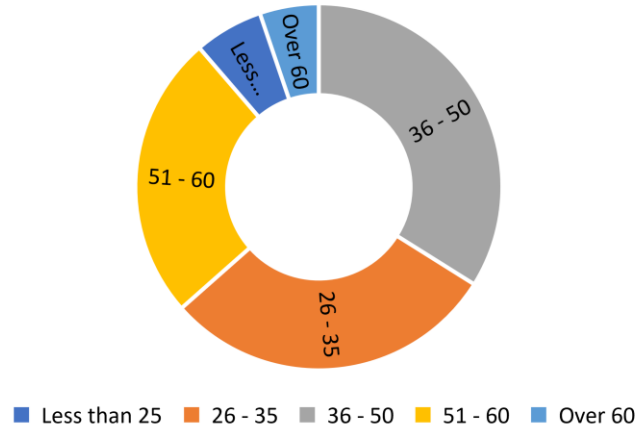


## Key Performance Indicators (KPI)

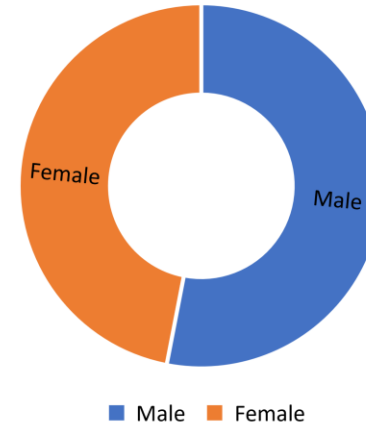
In order to assess the performance of employees PHDT has developed Key Performance Indicators (KPI) to assess the employees. This exercise is carried out on monthly basis and submitted to the Board. Based on this evaluation employee performance is identified and those who have excelled are awarded with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

# Administration & Human Resources

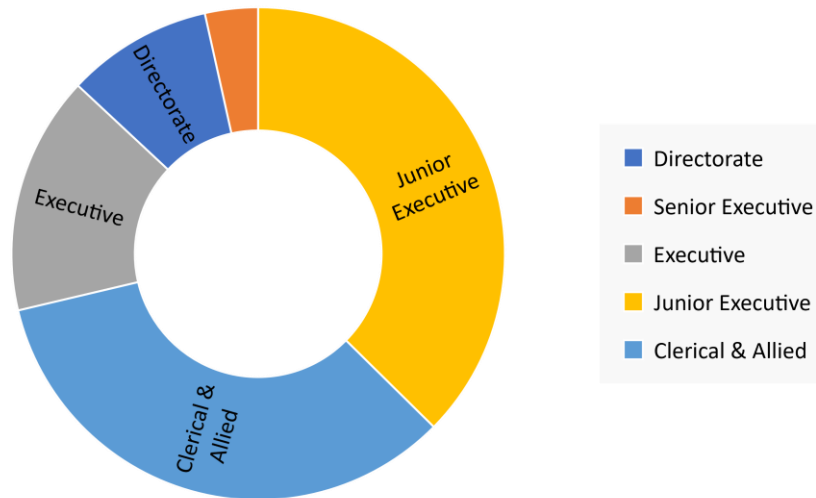
**EMPLOYEE AGEWISE**



**EMPLOYEE GENDERWISE**



**EMPLOYEE CATEGORYWISE**



**EMPLOYEE YEARS OF SERVICE**





# SPORTS & WELFARE

## Recreation and Welfare

PHDT actively promote sports and welfare activities with a view to foster relationships among the community, staff and stakeholders. The Plantation Community, particularly the children, have the talent but not the opportunity and facilities to improve and showcase their skills

## International Children’s Day

The International Childrens Day was commemorated in the plantations with the patronage of Rainforest Alliance and KIRIN Beverages. The celebrations were held in Nuwara Eliya under the theme “Lets Protect the Watersheds”. Children in the estates in the Nuwara Eliya district participated and displayed their talents in art, singing, dancing and drama.



## Jeewana Shakthi

A special life and health insurance cover “Jeewana Shakthi” for the plantation sector employees was introduced by the Sri Lanka Insurance. This special cover was developed in collaboration with the PHDT and the Ministry of Water Supply and Estate Infrastructure Development.

This policy cover was offered exclusively to the estate community and employees as a family cover including critical illness, hospital cash benefits life covers etc.



## Poson Dansala

The annual Poson Dansala was organized by the staff of PHDT at the main office premises which catered to more than 800 persons in the vicinity.



## Inter Planters Cricket Tournament

PHDT 30<sup>th</sup> Anniversary Inter Plantation Cricket Tournament was conducted bringing together all Regional Plantation Companies in a spirited display of sportsmanship/comradeship. This event highlighted the importance of collaboration and commitment to the community and social development. Malwatte Valley Plantations PLC emerged Champions while Elpitiya Plantations was placed as runner ups.

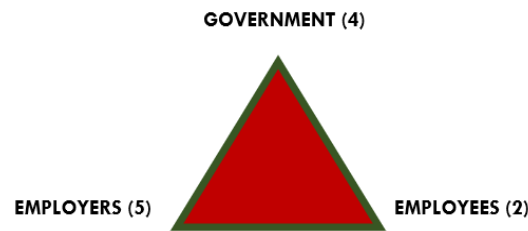


# CORPORATE GOVERNANCE

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 Composition of the Board of PHDT

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



## 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.

11 Board Meetings were held throughout the calendar year to consider, the strategy of the 2023 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 2023 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 09<sup>th</sup> November 2023. The Committee comprised four Board Directors headed by Mr. S.K.L. Obeyesekere, Board Director 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 2024 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 Ms 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. Ms 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 quarterly 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 2023 has been prepared based on the Going Concern Concept.

## Applications for SLFRS for SMEs

The Financial Statements for the year ended 31<sup>st</sup> December 2023 has been prepared under the standards of SLFRS.

## Auditors Report

The Auditors Report on the Financial Statements for the year ended 31<sup>st</sup> December 2023 is given on Page 69

## 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 the latest being in the year 2018.

## Annual General Meeting

The 30<sup>th</sup> Annual General Meeting was held on 30<sup>th</sup> March 2023 in complying with the statutory requirement.

## Environmental Protection

Adequate measures were taken by the management to conduct their operations in an environmentally 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 Zoom, Teams, WhatsApp 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 Main & 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 and the South Asian Federation of Accountants (SAFA) 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.

In order to retain competent professionals, the organization provides opportunity for existing employees to become professionals in their respective fields.

The Organization also, has a process for regularly reviewing staffing needs and have established a clear grievance procedure.

## 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 Head & Regional Offices ensure accurate and speedy communications.

# Risk Management

## 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.

## Economic Risk

The year under review was faced with post impact of the 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 was limited thus reduction in budgeted management fees. PHDT diversified its activities through other donor funded programmes which subsidies our operational costs for sustenance

while government funding for planned project was limited thus reduction in budgeted management fees. PHDT diversified its activities through other donor funded programmes which subsidies our operational costs 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 31<sup>st</sup> December 2023.

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 31<sup>st</sup> December 2023 and Future Developments.

A review of the Company’s performance during the year with comments on financial results for the year ended 31<sup>st</sup> December 2023 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 71 to 102 of the Annual Report.

## Auditor’s Report

The Auditor’s Report on the Financial Statements is given on pages 69 to 70 of the Annual Report.

## Accounting Policies

Accounting policies adopted in preparation of financial Statements are given on pages 75 to 84 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 31<sup>st</sup> December 2023 is given in note 22 to the Financial Statements.



# Report of the Board Directors on the Affairs of the Company

## Board of Directors

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

Mr. Barath Shan Arullamy  
 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

Mr. Ganesh E. Deivanayagam, Director and Chairman of the Board resigned with effect from 14<sup>th</sup> March 2023 and Mr. B.S. Arullamy was appointed as Director and Chairman of the Board with effect from 27<sup>th</sup> April 2023 the Board wishes to place on record the Company's sincere appreciation to Mr. Ganesh E. Deivanayagam for the valuable contribution extended to the Company during his tenure on the Board.

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

1. Mr. Wickrama Arachchilage Leelanath Wickrama Arachchi nominated as representative of the Ministry of Plantation Industries completes his two-year term in office during the year. The Ministry of Plantation Industries has re-nominated Mr. Wickrama Arachchilage Leelanath Wickrama Arachchi as their nominee.
2. Ms. Pathira Arachchilage Nilusha Abeysekera nominated as representative of the Ministry of Finance completes her two-year term in office during the year. The Ministry of Finance has re-nominated Ms. Pathira Arachchilage Nilusha Abeysekera as their nominee.
3. Mr. Ponniah Sivarajah nominated as representative of the Ceylon Workers Congress completes his two-year term in office during the year. The Ceylon Workers Congress has re-nominated Mr. Ponniah Sivarajah as their nominee.
4. Mr. Sinnathamby Petchimuthu Vijekumaran nominated as representative of the Lanka Jathika Estate Workers Union completes his two-year term in office during the year. The Lanka Jathika Estate Workers Union has re-nominated Mr. Sinnathamby Petchimuthu Vijekumaran as their nominee.

## Retirement of Directors

1. In terms of Article 55 of the Articles of Association, Mr. S.D. Samaradiwakara 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. S.K.L. Obeyesekere retires by rotation and the Plantation Management Committee of the Planters' Association of Ceylon has recommended his re-election to the Board of Directors.

# Report of the Board Directors on the Affairs of the Company

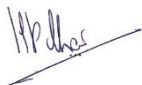
## Auditors

The Financial Statements for the year ended 31<sup>st</sup> December 2023 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 Rs2,220,785 (2022 – Rs1,722,695) 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

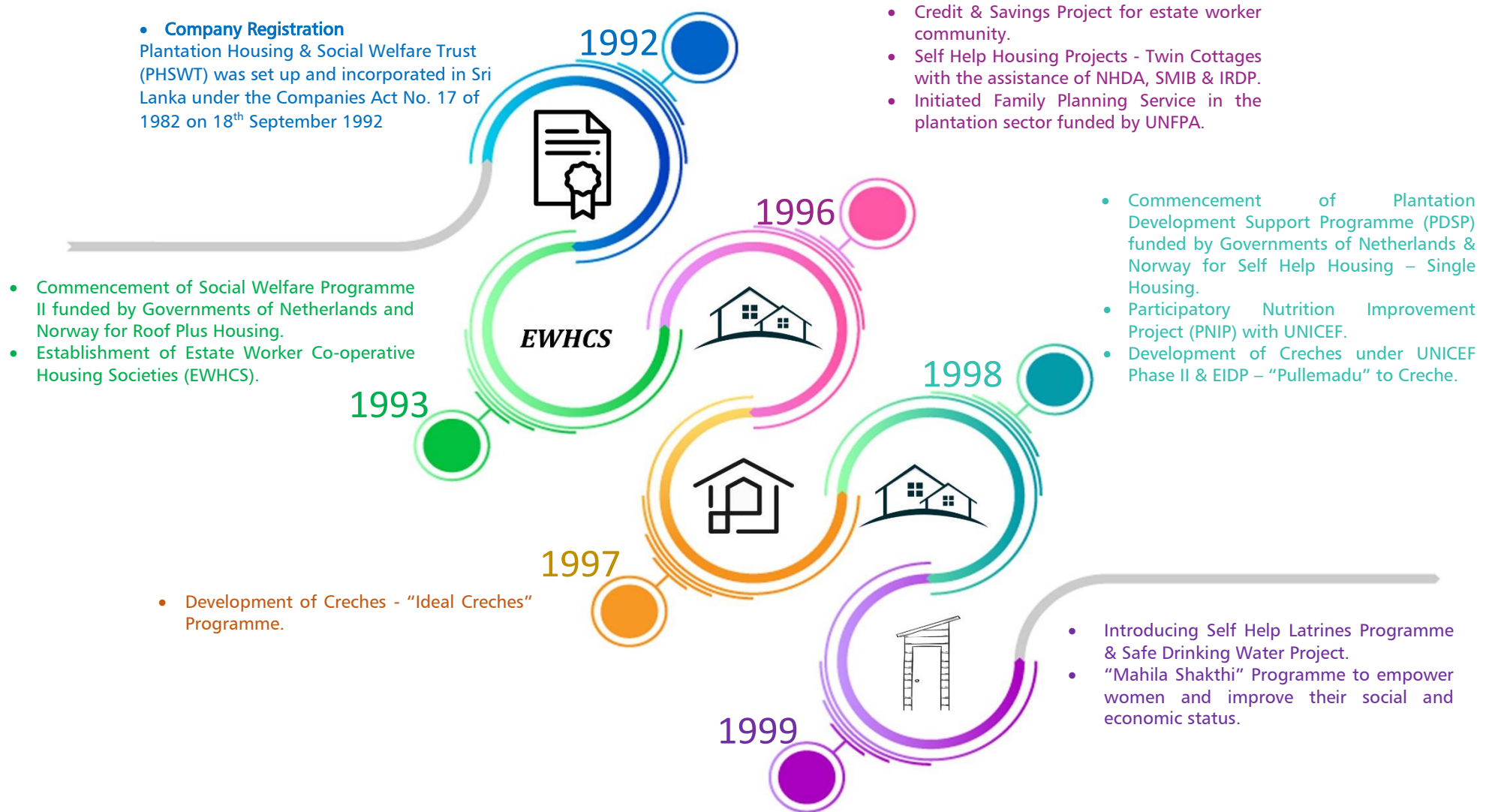


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**S S P Corporate Services (Private) Limited  
Secretaries**

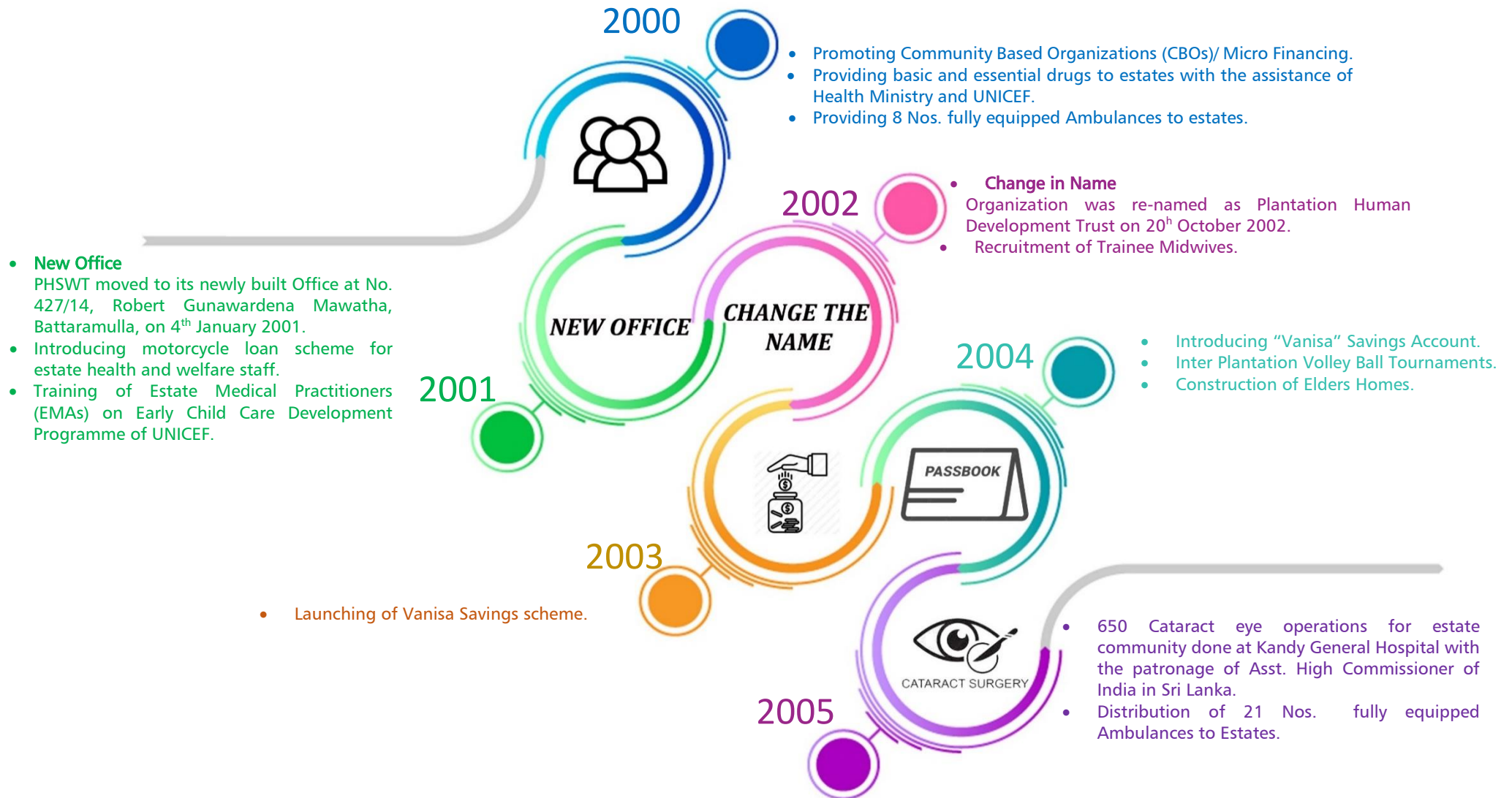
Dated on this 29<sup>th</sup> day of February 2024

# Milestones

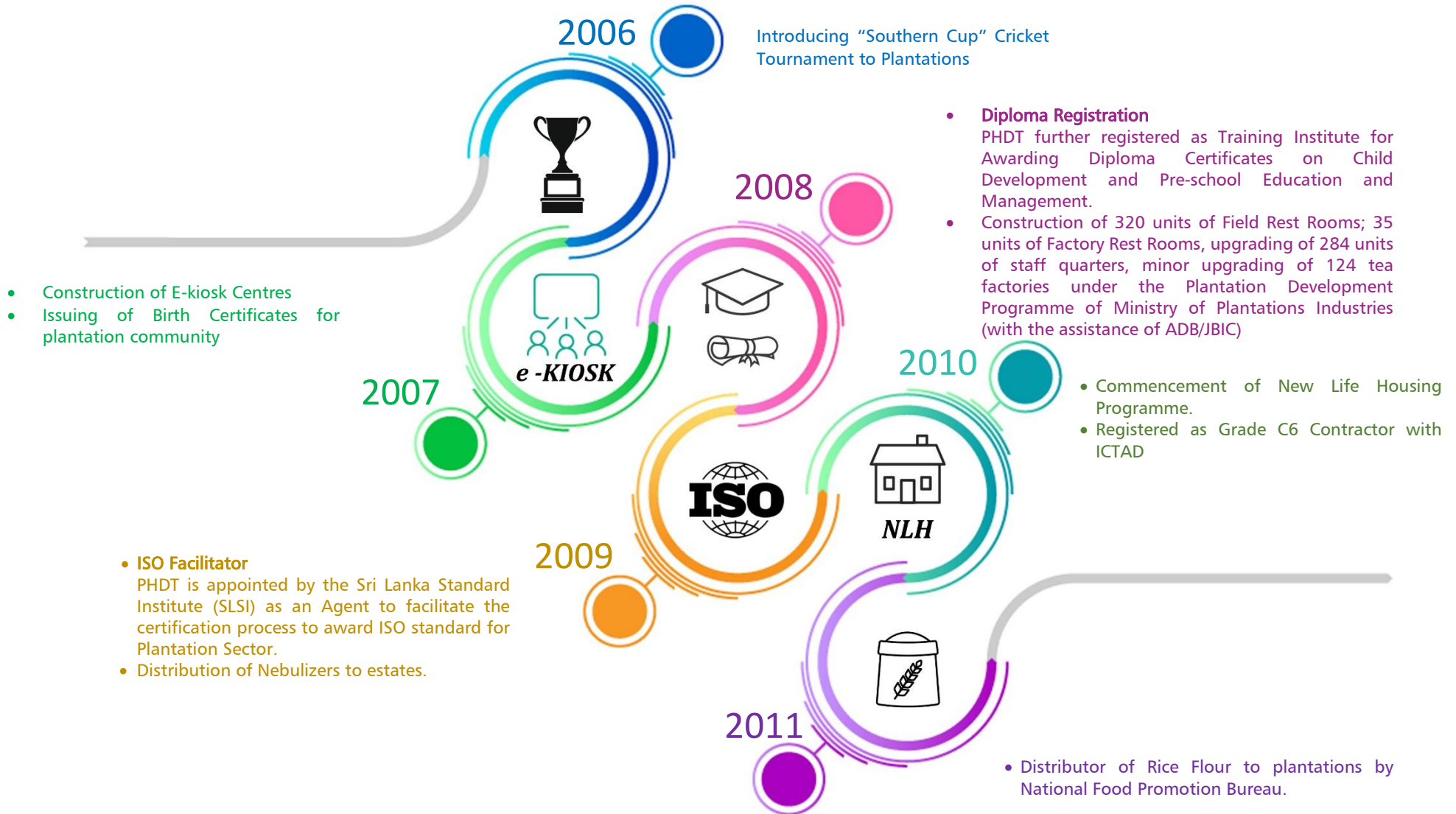




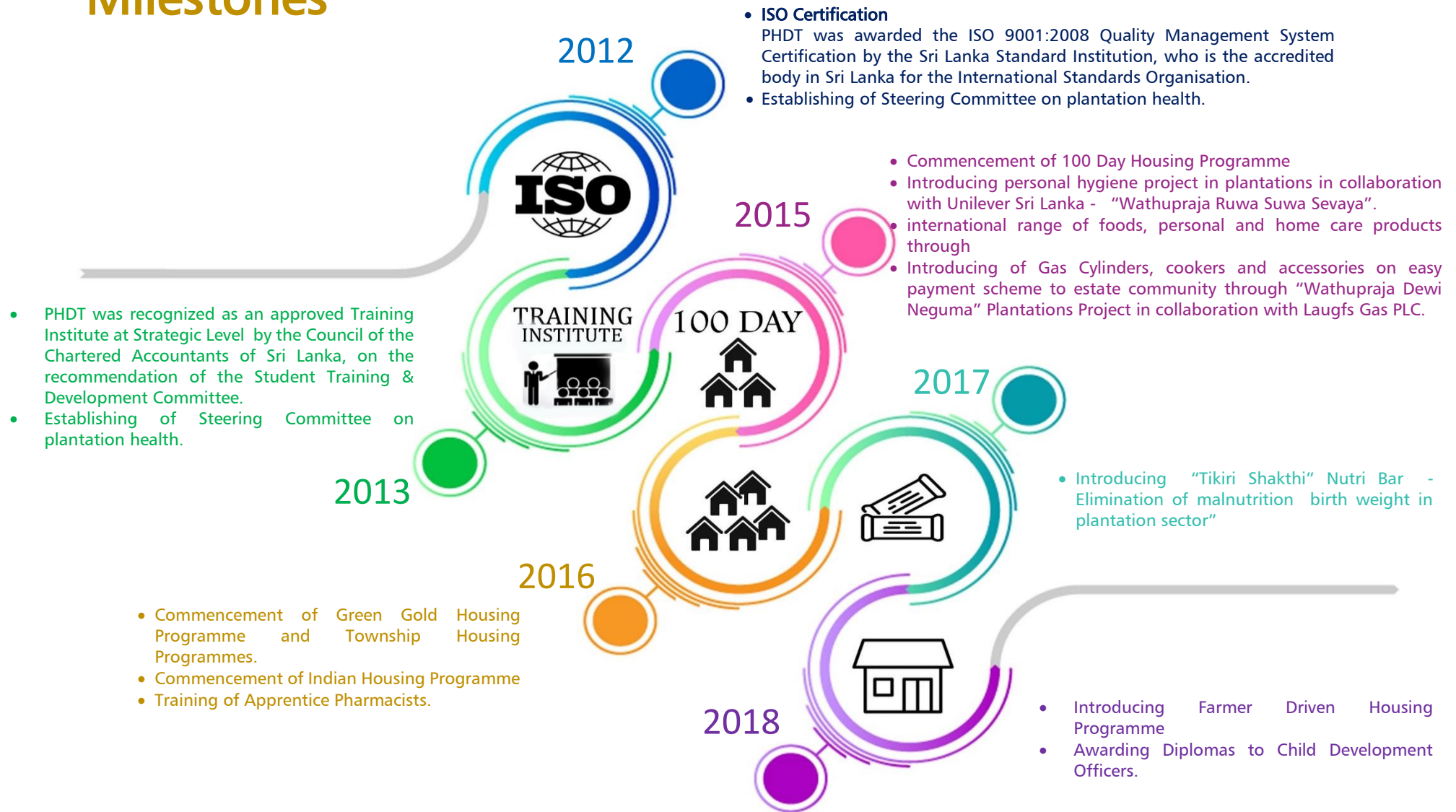
# Milestones



# Milestones

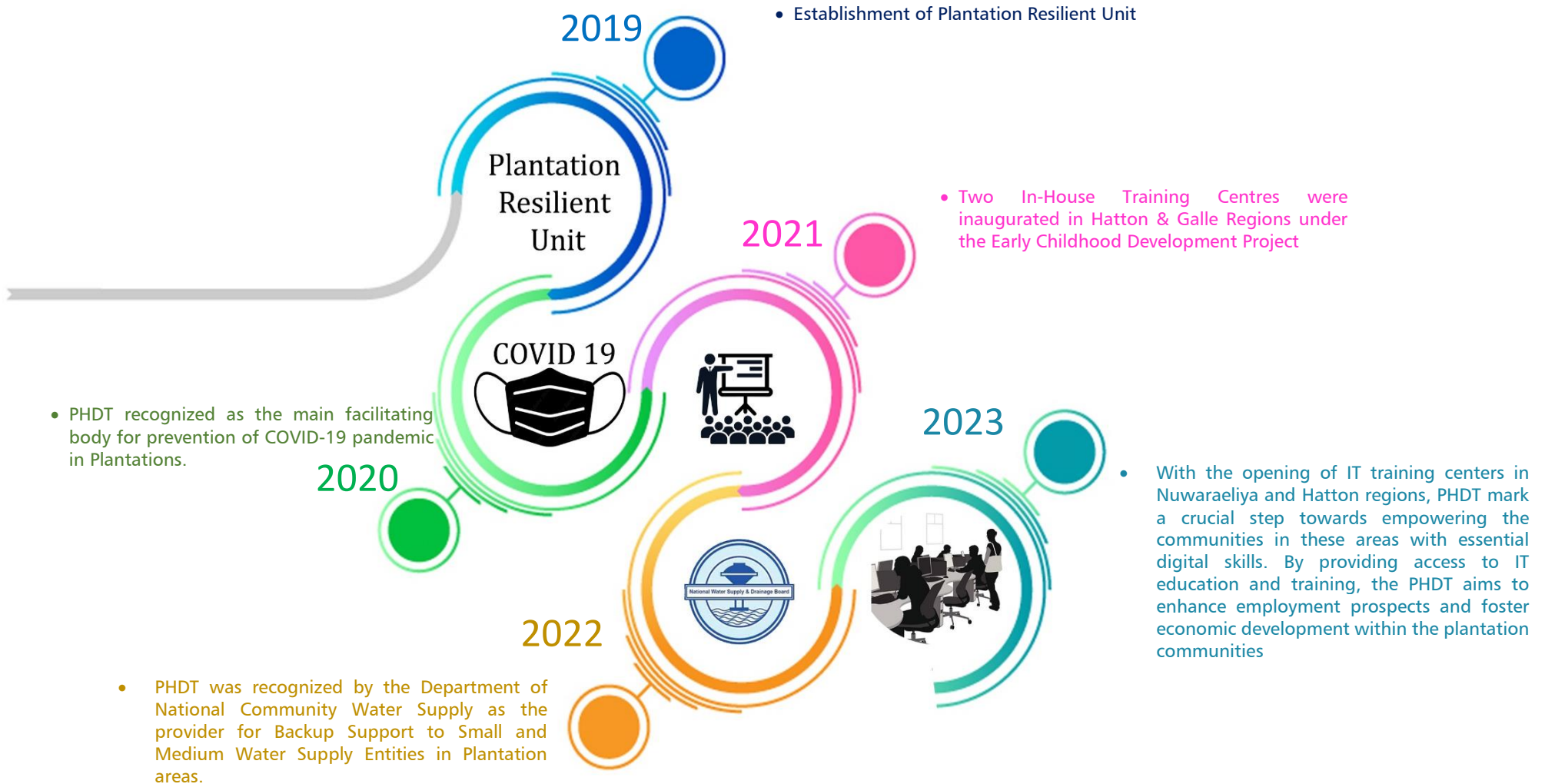


# Milestones





# Milestones



# Stakeholder Composition

- Government Ministries

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

- Regional Plantation Companies

Agalawatte Plantations  
 Agarapatana 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

## State Owned Organizations

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

- 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.



Certificate at the TAGS awards ceremony, a distinguished event organized by the Institute of Chartered Accountants of Sri Lanka. This recognition underscores PHDT's unwavering commitment to adherence to the highest standards of compliance and transparency in accounting.





## Financial Calendar

### Interim Reports

1 <sup>st</sup> Quarter ending	31.03.2023	27.04.2023
2 <sup>nd</sup> Quarter ending	30.06.2023	27.07.2023
3 <sup>rd</sup> Quarter ending	30.09.2023	27.10.2023
Annual Accounts Year Ended	31.12.2023	29.02.2024

### Meetings

31<sup>st</sup> Annual General Meeting      28<sup>th</sup> March 2024

# Independent Auditors' Report



## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PLANTATION HUMAN DEVELOPMENT TRUST

### Report on the Audit of the Financial Statements

#### ***Opinion***

We have audited the financial statements of Plantation Human Development Trust, which comprise the statement of financial position as at 31 December 2023, 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 material accounting policy information.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Company as at 31 December 2023, 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 for professional accounts 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 2023 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 so. 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.



27<sup>th</sup> February 2024  
Colombo

# Statement of Financial Position

As AT 31<sup>st</sup> December 2023

	Notes	2023 Rs.	2022 Rs.
<b>ASSETS</b>			
Non-Current Assets			
Property, Plant and Equipment	3	52,864,859	45,289,162
Levy and Other Receivables	4	335,460	872,194
		53,200,319	46,161,356
<b>Current Assets</b>			
Levy and Other Receivables	4	457,309,907	509,341,296
Income Tax Recoverable		3,630,768	3,630,768
Investments	5	1,881,477	1,674,235
Cash and Cash Equivalents	11	121,781,913	66,136,758
		584,604,065	580,783,057
<b>Total Assets</b>		<b>637,804,384</b>	<b>626,944,413</b>
<b>RESERVES AND LIABILITIES</b>			
<b>Reserves</b>			
Project Reserves		4,469,274	4,469,274
General Reserves		1,615,251	1,615,251
Accumulated Fund		3,287,293	(35,566,150)
Revolving Funds	12	46,237,903	45,501,291
<b>Total Reserves</b>		<b>55,609,721</b>	<b>16,019,666</b>
Non-Current Liabilities and Deferred Income			
Interest Bearing Loans and Borrowings	6	-	2,473,613
Retirement Benefit Liability	7	28,747,787	31,899,310
Deferred Grants and Recoveries	8	49,917,749	50,376,168
		78,665,536	84,749,091
Current Liabilities			
Other Projects	9	31,764,051	30,309,375
Interest Bearing Loans and Borrowings	6	2,369,933	3,717,714
Trade and Other Payables	10	469,395,143	492,148,567
Income Tax Payable			
		503,529,127	526,175,656
<b>Total Reserves and Liabilities</b>		<b>637,804,384</b>	<b>626,944,413</b>

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



Director



Director

The Accounting Policies and Notes on page 75 through 96 from an integral part of Financial Statements.

# Statement of Comprehensive Income

Year ended 31<sup>st</sup> December 2023

	Notes	2023 Rs.	2022 Rs.
<b>Income for Recurrent Expenses</b>	13	143,175,477	110,434,461
Total Recurrent Expenses	Statement- I	(149,563,662)	(131,917,745)
(Deficit)/Excess from Activities		(6,388,186)	(21,483,284)
Other Income and Gains	14	10,525,126	7,237,779
Other Expenses	Statement- II	19,579,850	(44,251,188)
Project Administrative Income	15	57,450,575	36,687,334
Project Administrative Expenditure	Statement III	(44,709,964)	(48,604,318)
Finance Cost	16.1	(290,118)	(714,467)
Finance Income	16.2	2,686,161	3,941,388
<b>Surplus/(Deficit) Before Tax</b>		<b>38,853,443</b>	<b>(67,186,757)</b>
Income Tax Expense	18	-	-
<b>Surplus/(Deficit) for the Year</b>		<b><u>38,853,443</u></b>	<b><u>(67,186,757)</u></b>

The Accounting Policies and Notes on page 75 through 96 from an integral part of Financial Statements.



# Statement of Changes in Reserves

Year ended 31 December 2023

	Project	General	Accumulated	Revolving	Total
	Reserves	Reserves	Fund	Fund	
	Rs.	Rs.	Rs.	Rs.	
<b>As at 01 January 2022</b>	<b>4,469,274</b>	<b>1,615,251</b>	<b>31,620,607</b>	<b>45,015,037</b>	<b>82,720,169</b>
Loan Recovered	-	-	-	486,254	486,254
Surplus/(Deficit) for the Year	-	-	(67,186,757)	-	(67,186,757)
<b>As at 31 December 2022</b>	<b>4,469,274</b>	<b>1,615,251</b>	<b>(35,566,150)</b>	<b>45,501,291</b>	<b>16,019,666</b>
Loan Recovered	-	-	-	736,612	736,612
Surplus/(Deficit) for the Year	-	-	38,853,443	-	38,853,443
<b>As at 31 December 2023</b>	<b>4,469,274</b>	<b>1,615,251</b>	<b>3,287,293</b>	<b>46,237,903</b>	<b>55,609,721</b>

The Accounting Policies and Notes on page 75 through 96 from an integral part of Financial Statements.

# Cash Flow Statement

Year ended 31<sup>st</sup> December 2023

	Note	2023 Rs.	2022 Rs.
<b>Cash Flows From / (Used in) Operating Activities</b>			
<b>Surplus/(Deficit) Before Tax</b>		38,853,443	(67,186,757)
<b>Adjustments for,</b>			
Depreciation	3	13,061,203	15,992,054
Finance Costs	16.1	290,118	714,467
Finance Income	16.2	(2,686,161)	(3,941,388)
Provision for Bad and Doubtful Receivables		(35,867,369)	20,578,981
Amortization of Lease Rental		536,735	536,735
Amortization	14	(3,593,127)	(3,604,054)
Long Outstanding Debtor Write-off		2,689,582	7,143,419
Payable Write Back	14	(3,019,427)	(239,515)
Provision for Defined Benefit Plans	7	4,631,661	2,531,285
<b>Operating Income before Working Capital Changes</b>		14,896,658	(27,474,774)
(Increase) / Decrease in Trade and Other Receivables		88,373,011	126,234,263
Increase / (Decrease) in Trade and Other Payables		(21,298,748)	(228,512,482)
Increase / (Decrease) in Deferred Grant		(458,419)	(1,013,917)
<b>Cash Generated from Operations</b>		81,512,505	(130,766,909)
Defined Benefit Plan Costs Paid	7	(7,328,545)	(1,884,630)
Finance Costs Paid	16.1	(290,118)	(714,467)
<b>Net Cash from/(Used in) Operating Activities</b>		73,893,842	(133,366,005)
<b>Cash Flows From / (Used in) Investing Activities</b>			
Acquisition of Property, Plant and Equipment		(17,502,192)	(3,089,035)
(Investments)/Withdrawal in Investments	5	(207,242)	(121,579)
Finance Income		2,545,529	3,941,388
<b>Net Cash Flows From / (Used in) Investing Activities</b>		(15,163,905)	730,774
<b>Cash Flows From / (Used in) Financing Activities</b>			
Payments under Finance Lease Liabilities	6.1	(3,821,394)	(3,625,011)
Receipts from Revolving Funds	12	736,612	486,254
<b>Net Cash Flows (Used in) Financing Activities</b>		(3,084,782)	(3,138,757)
		55,645,155	(135,773,991)
<b>Cash and Cash Equivalents at the Beginning of the Year</b>	11	66,136,758	201,910,748
<b>Cash and Cash Equivalents at the End of the Year</b>	11	121,781,913	66,136,758

The Accounting Policies and Notes on page 75 through 96 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 2023, covering the period 01 January 2023 to 31 December 2023, were authorized for issue in accordance with a resolution of the Board of Directors on 29<sup>th</sup> February 2024.

# 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 Comprehensive Income, 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 2.2.9 to these Financial Statements.

### **2.1.4 Going Concern**

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, directors is not aware of any material uncertainties that may cast significant doubt upon the Company'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 Comprehensive Income over the useful life of the asset.

## 2.2.3 Expenditure Recognition

Expenditure are recognized in the Statement of Comprehensive Income 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 Comprehensive Income.

For the purpose of presentation of the Statement of Comprehensive Income 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 Comprehensive Income.

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

# Notes to the Financial Statements

## 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.

### 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 19<sup>th</sup> January 2023. 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<sup>st</sup> December 2023

<b>3. PROPERTY, PLANT AND EQUIPMENT</b>				
	<b>Balance</b>	<b>Additions</b>	<b>Disposals/Transfers</b>	<b>Balance</b>
<b>3.1 Gross Carrying Amounts</b>	<b>as at</b>			<b>as at</b>
	<b>01.01.2023</b>			<b>31.12.2023</b>
<b>At Cost</b>	<b>Rs.</b>	<b>Rs.</b>	<b>Rs.</b>	<b>Rs.</b>
Building	86,578,668	-	-	86,578,668
Computer and Peripherals	44,156,887	2,756,302	-	46,913,189
Electrical and Electronic Equipment	14,588,324	5,720,104	-	20,308,428
Other Office Equipment	4,620,806	18,700	-	4,639,506
Wooden Furniture	5,688,786	1,062,753	-	6,751,539
Steel Furniture	3,728,916	179,041	-	3,907,957
Office Fittings	515,311	-	-	515,311
Motor Vehicles	101,044,918	10,900,000	-	111,944,918
	260,922,615	20,636,900	-	281,559,514
<b>Assets on Finance Lease</b>				
Motor Vehicles	30,900,000	-	-	30,900,000
	30,900,000	-	-	30,900,000
<b>Total Gross Carrying Amount</b>	<b>291,822,615</b>	<b>20,636,900</b>	<b>-</b>	<b>312,459,514</b>
<b>3.2 Depreciation</b>	<b>Balance</b>	<b>Charge for</b>	<b>Disposals</b>	<b>Balance</b>
	<b>as at 01.01.2023</b>	<b>the Year/ Quarter</b>		<b>as at</b>
<b>At Cost</b>	<b>Rs.</b>	<b>Rs.</b>	<b>Rs.</b>	<b>31.12.2023</b>
				<b>Rs.</b>
Building	56,231,458	2,744,395	-	58,975,853
Computer and Peripherals	42,456,288	1,032,424	-	43,488,712
Electrical and Electronic Equipment	14,039,391	197,717	-	14,237,108
Other Office Equipment	3,891,857	163,663	-	4,055,520
Wooden Furniture	5,332,722	109,833	-	5,442,555
Steel Furniture	3,414,675	57,080	-	3,471,755
Office Fittings	462,769	21,342	-	484,112
Motor Vehicles	97,410,168	3,431,623	-	100,841,791
	223,239,327	7,758,077	-	230,997,405
<b>Assets on Finance Lease</b>				
Motor Vehicles	23,294,125	5,303,125	-	28,597,250
	23,294,125	5,303,125	-	28,597,250
<b>Total Depreciation</b>	<b>246,533,452</b>	<b>13,061,202</b>	<b>-</b>	<b>259,594,655</b>

# Notes to the Financial Statements

<b>3.3 Net Book Values</b>		
<b>At Cost</b>	<b>2023</b>	<b>2022</b>
	<b>Rs.</b>	<b>Rs.</b>
Building	27,602,815	30,347,209
Computer and Peripherals	3,424,477	1,700,599
Electrical and Electronic Equipment	6,071,320	548,932
Other Office Equipment	583,986	728,949
Wooden Furniture	1,308,984	356,065
Steel Furniture	436,202	314,241
Office Fittings	31,200	52,542
Motor Vehicles	11,103,127	3,634,750
	<b>50,562,109</b>	<b>37,683,287</b>
<b>Assets on Finance Lease</b>		
Motor Vehicles	2,302,750	7,605,875
	<b>2,302,750</b>	<b>7,605,875</b>
<b>Total Carrying Amount of Property, Plant and Equipment</b>	<b>52,864,859</b>	<b>45,289,162</b>

**3.4** During the financial year, the Company acquired Property, Plant and Equipment to the aggregate value of Rs.20,636,900/- (2022 -Rs 3,089,035/-) Cash payments amounting to Rs.20,636,900/- (2022 - Rs.3,089,035/-) were made during the year for purchase of Property, Plant and Equipment.

# Notes to the Financial Statements

Year ended 31<sup>st</sup> December 2023

## 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
		<b>30,900,000</b>		<b>12,640,000</b>

## 4. LEVY AND OTHER RECEIVABLES

	2023	2023	2023	2022	2022	2022
	Amount	Amount	Total	Amount	Amount	Total
	Receivable	Receivable	As at	Receivable	Receivable	As at
	Within 1 Year	After 1 Year	31.12.2023	Within 1 Year	After 1 Year	31.12.2022
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Levy Receivables	280,465,820	-	280,465,820	313,493,309	-	313,493,309
Less: Allowances for Doubtful Debts	(250,292,135)	-	(250,292,135)	(286,159,504)	-	(286,159,504)
	30,173,685	-	30,173,685	27,333,805	-	27,333,805
Project Receivables	417,542,424	-	417,542,424	477,196,785	-	477,196,785
Other Receivables	8,632,082	-	8,632,082	3,933,648	-	3,933,648
Advances and Prepayments	961,715	335,460	1,297,175	877,058	872,194	1,749,252
	<b>457,309,907</b>	<b>335,460</b>	<b>457,645,367</b>	<b>509,341,296</b>	<b>872,194</b>	<b>510,213,490</b>

# Notes to the Financial Statements

## 5. Investments

	2023	2022
	Rs.	Rs.
Fixed Deposits	1,881,477	1,674,235
	<b>1,881,477</b>	<b>1,674,235</b>

## 6. Interest Bearing Loans and Borrowings

	2023	2023	2023	2022	2022	2022
	Amount	Amount	Total	Amount	Amount	Total
	Repayable	Repayable	As at	Repayable	Repayable	As at
	Within 1 Year	After 1 Year	31.12.2023	Within 1 Year	After 1 Year	31.12.2022
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Finance Leases (Note 6.1)	2,369,933	-	2,369,933	3,717,714	2,473,613	6,191,326
	2,369,933	-	2,369,933	3,717,714	2,473,613	6,191,326

### 6. 1. Finance Lease

	As at	New Leases	Repayments	As at	Current	Non-Current
	01.01.2023	Obtained		31.12.2023	as at	as at
	Rs.	Rs.	Rs.	Rs.	31.12.2023	31.12.2023
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Gross liability	6,509,898	-	(4,111,512)	2,398,386	2,398,386	-
Finance Charges allocated to future periods	(318,571)	-	290,118	(28,453)	(28,453)	-
	<b>6,191,326</b>	-	<b>(3,821,394)</b>	<b>2,369,933</b>	<b>2,369,933</b>	-



# Notes to the Financial Statements

## 7. Retirement Benefit Liability

	2023	2022
	Rs.	Rs.
Retirement Benefits Obligation - Gratuity		
Balance as at 01 January 2023	31,899,310	28,265,127
Provision for the year	4,631,661	5,518,813
Transferred to Current Liability	(454,640)	(849,735)
Payments made During the year	(7,328,545)	(1,034,895)
<b>Balance as at 31 December 2023</b>	<b>28,747,787</b>	<b>31,899,310</b>

# Notes to the Financial Statements

Year ended 31<sup>st</sup> December 2023

8. Deferred Grants and Recoveries					
8.1 Foreign and Local as Property, Plant and Equipment					
	Balance	Balance	Additions	Adjustments	Balance
At Cost	as at			During the	as at
	01.01.2023		Year/Period	Year	31.12.2023
	Rs.		Rs.	Rs.	Rs.
Plantation Development Support Programme (PDSP)	22,201,972		-	(388,570)	21,813,403
United Nations Populations Fund (UNFPA)	327,790			(42,800)	284,990
Social Republic of Sri Lanka	1,520,879		-	(106,472)	1,414,408
Initial Project	331,915		-	(19,250)	312,665
Programme Support Group / Technical Assistant Team	2,299,441		-	(812,460)	1,486,981
United Nation International Children`s Emergency Fund (UNICEF)	8,090,204		-	(217,717)	7,872,486
Social Welfare Programme - II - Housing	30,950			-	30,950
Asian Development Bank	163,474		-	-	163,474
Investment and Restructuring Fund	67,056,092			(471,753)	66,584,339
HIV /AIDS Project	85,675		-	-	85,675
International Labour Organization Project	134,050			-	134,050
Institutional and Housing Support	15,868,502		-	(38,722)	15,829,780
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		-	40,930	26,989,163
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		3,134,708		5,543,285
Sarvodaya Grant	181,560		-		181,560
Gross Carrying value	150,897,896		3,134,708	(2,056,814)	151,975,790
Less : Accumulated Depreciation	(119,849,818)		(3,588,720)	2,052,407	(121,386,130)
Net Carrying value	31,048,078				30,589,660

# Notes to the Financial Statements

## 8.2 Recoveries

	Balance as at 01.01.2023	Loan Recovered	Settlements	Balance as at 31.12.2023
	Rs.	Rs.	Rs.	Rs.
Estate Infrastructure Development Programme	19,288,289	-	-	19,288,289
National Housing Development Authority	39,800	-	-	39,800
	19,328,090			19,328,089
	50,376,168			49,917,749

## 9. Other Projects

	Balance as at 01.01.2023	Funds Received During the Year	Disbursements	Balance as at 31.12.2023
	Rs.	Rs.	Rs.	Rs.
Other Projects	30,309,375	458,385,923	(456,931,247)	31,764,051
	30,309,375	458,385,923	(456,931,247)	31,764,051

## 10. Trade and Other Payables

	2023	2022
	Rs.	Rs.
Construction Activity Payable	453,098,017	471,453,522
Other Payables	6,269,544	9,805,868
Sundry Creditors including Accrued Expenses	10,027,582	10,889,177
	469,395,143	492,148,567

# Notes to the Financial Statements

Year ended 31<sup>st</sup> December 2023

11. CASH AND CASH EQUIVALENTS IN THE CASH FLOW STATEMENT		2023	2022
Components of Cash and Cash Equivalents		Rs.	Rs.
11.1 Favorable Cash and Cash Equivalents Balances			
Cash and Bank Balances		121,781,913	66,136,758
<b>Total Cash and Cash Equivalents for the Purpose of Cash Flow Statement</b>		<b>121,781,913</b>	<b>66,136,758</b>

12. REVOLVING FUNDS	Balance as at 01.01.2023	Loan Recovered	Balance as at 31.12.2023	Balance as at 31.12.2022
	Rs.	Rs.	Rs.	Rs.
Social Welfare Programme 11(Reroofing)	2,711,870	3,236	2,715,106	2,711,870
Plantation Development Support Programme	26,746,696	298,426	27,045,122	26,746,696
Health Motor Bike - PDSP	15,803,925	-	15,803,925	15,803,925
DNCWS - Water Tariff Collection 2022	238,800	434,950	673,750	238,800
	45,501,291	736,612	46,237,903	45,501,291

13. INCOME FOR RECURRENT EXPENDITURE	2023	2022
	Rs.	Rs.
Levy Income from Regional Plantation Companies	143,175,477	110,434,461
	<b>143,175,477</b>	<b>110,434,461</b>



# Notes to the Financial Statements

Year ended 31<sup>st</sup> December 2023

14. OTHER INCOME AND GAINS	2023	2022
	Rs.	Rs.
Levy Income from Plantation Small Holders' Companies	3,594,672	3,146,550
Sundry Income	238,992	245,135
Long Outstanding Payable Write Back	3,019,427	239,515
Amortization on Deferred Grant	3,593,127	3,604,055
Net Income from ECDP Training Center	78,909	2,523
	10,525,126	7,237,779

15. PROJECT ADMINISTRATIVE INCOME	2023	2022
	Rs.	Rs.
Ministry Project Management Fee	38,661,577	14,981,101
Other Project Income	18,788,999	21,706,233
	57,450,575	36,687,334

16. FINANCE COST AND INCOME	2023	2022
16.1 Finance Cost	Rs.	Rs.
Finance Charges on Lease Liabilities	290,118	714,467
	290,118	714,467

# Notes to the Financial Statements

Year ended 31<sup>st</sup> December 2023

16.2 Finance Income	2023	2022
	Rs.	Rs.
Income from Investments:		
-Interest on REPO	2,434,780	3,792,857
-Interest on Fixed Deposits	235,243	124,817
-Interest on Savings Deposits	16,138	23,714
	2,686,161	3,941,388
<b>17. NET INCOME / (EXPENDITURE) BEFORE TAX</b>	<b>2023</b>	<b>2022</b>
	<b>Rs.</b>	<b>Rs.</b>
<b>Stated after Charging</b>		
Audit Fees	2,220,785	1,722,695
Employees Benefits including the following	113,709,089	117,532,271
- Defined Benefit Plan Costs - Gratuity	1,794,880	1,667,478
- Defined Contribution Plan Costs - EPF & ETF	10,373,710	10,351,460
Depreciation	13,061,203	15,992,054
Allowances for Doubtful Debts	(35,867,369)	20,578,981
Legal Expenses	666,350	728,380
<b>18. INCOME TAX EXPENSE</b>	<b>2023</b>	<b>2022</b>
	<b>Rs.</b>	<b>Rs.</b>
Current Income Tax	-	-
Income Tax Expense Reported in the Income Statement	-	-

# Notes to the Financial Statements

Year ended 31<sup>st</sup> December 2023

18.1	Reconciliation Between Current Tax Expense and the Product of Accounting Income	2023	2022
		Rs.	Rs.
	Profit from Trade Business (Note 18.2)	12,818,583	(31,637,246)
	Finance Income (Note 16.2)	2,686,161	3,941,388
	Total Statutory Income	15,504,744	(27,695,858)
	Less : Tax Losses	(15,504,744)	-
	Income Liabile for Income Tax	-	(27,695,858)
	Tax Free Allowance	-	-
	Taxable Income / (Tax Loss)	-	(27,695,858)
	Income Tax at 14%	-	-
	Current Tax Expense	-	-
18.2	Profit from Trade Business	2023	2022
		Rs.	Rs.
	Surplus/(Deficit) Before Tax	38,853,443	(67,186,757)
	Disallowed Expenses	22,167,863	45,128,447
	Allowable Expenses	(45,516,562)	(9,578,936)
	Investment Income	(2,686,161)	-
		12,818,583	(31,637,246)
18.3	Tax Losses		
	Tax Losses brought forward	89,404,744	61,708,886
	Tax losses Incurred during the year	-	31,637,246
	Tax losses utilised	(15,504,744)	(3,941,388)
	Tax losses carried forward	73,900,000	89,404,744

# Notes to the Financial Statements

Year ended 31<sup>st</sup> December 2023

## 19 COMMITMENTS AND CONTINGENCIES

	The Company does not have significant commitments and contingences as at reporting date.			
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## 20 ASSETS PLEDGED

	Leased assets having Rs. 2,302,750/- (2022- Rs.7,605,875/-) are pledged as security for the related finance lease.			
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## 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:

### 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	
	2023	2022
	Rs.	Rs.
Malwatte Valley Plantations PLC	12,143,130	12,143,130
Maskeliya Plantations PLC	-	24,479,709
Horana Plantation PLC	1,282,263	358,964
Elpitiya Plantation PLC	-	374,456

### 22.2 Transactions with Key Management Personnel of the Trust

The Trust has paid Rs 1,115,000/- to the members of the Board of Directors during the year (2022-Rs.1,060,000/-) as sitting allowances and no emoluments have been paid to the members of the Board of Directors.



# Detailed Statement of Income and Expenditure

Year ended 31<sup>st</sup> December 2023

STATEMENT I	2023	2022
	Rs.	Rs.
<b>RECURRENT TRUST EXPENSES</b>		
Salaries and Wages	75,473,569	72,848,921
Holiday Pay and Overtime	1,210,202	985,724
EPF	8,291,258	8,281,168
ETF	2,082,452	2,070,292
Staff Medical Scheme and Insurance	3,468,837	2,303,686
Personal and Accident Insurance	61,781	63,426
Travelling and Subsistence	805,132	526,469
Vehicle Running and Fuel	8,541,105	6,948,372
Motor Vehicle Maintenance	8,870,262	7,507,670
Motor Vehicle Insurance	1,458,508	780,924
Audit Fees	2,220,785	1,722,695
Gratuity	1,794,880	1,667,478
Printing and Stationeries	1,858,905	2,157,512
Telephone	838,633	944,605
Postage	436,885	389,911
Newspapers	57,350	29,660
Staff Welfare	2,856,154	2,506,849
Company Secretarial Work	338,431	288,481
Electricity	3,914,164	2,765,209
Water	457,819	258,700
Security	4,905,820	4,164,060
Building Upkeep	5,480,211	3,426,055
Equipment Upkeep	855,689	931,576
Bungalow Expenses	5,461,045	2,992,052
Staff Quarters Expenses	362,500	262,500
Medical Officer Quarters Expenses	1,006,115	93,763
General Expenses	1,952,340	1,024,117
Conferences and Meeting	1,380,887	1,419,775
Lease Expenses	65,104	59,513
Bank Charges	127,208	101,334
Legal Expenses	666,350	728,380
Advertising - Recruitment	95,238	10,300
Death Donation Expenses	10,360	11,860
Staff Birthday Expenditure	29,390	13,950
Stamp duty	15,500	12,800
Internet Protocol Virtual Private Network Expenses	1,189,812	1,123,461
Professional Charges	231,223	174,280
Other Insurance	294,189	282,007
	<b>149,563,662</b>	<b>131,917,745</b>

# Detailed Statement of Income and Expenditure

Year ended 31<sup>st</sup> December 2023

	2023	2022
	Rs.	Rs.
<b>STATEMENT II</b>		
<b>OTHER EXPENSES</b>		
Depreciation	13,061,203	15,992,054
Amortization of Lease Rental	536,735	536,735
Reversal of over provision	(35,867,369)	20,578,981
Long Outstanding Receivables Write Off	2,689,582	7,143,419
	(19,579,850)	44,251,188

# Detailed Statement of Income and Expenditure

Year ended 31<sup>st</sup> December 2023

STATEMENT III	2023	2022
	Rs.	Rs.
<b>PROJECT ADMINISTRATIVE EXPENSES</b>		
Staff Salaries & Staff Expenses	20,189,691	27,676,340
Motor Vehicle Fuel	9,547,459	5,937,832
EPF	2,394,464	3,366,140
Motor Vehicle Maintenance	3,950,356	2,353,511
Expenditure On WASSIP Project	-	100,799
Holiday Pay & Overtime	475,459	715,220
Medical Insurance - Project	1,170,785	360,169
Gratuity & Compensation	798,603	863,807
Vehicle Insurance - Project	537,784	746,255
ETF	598,616	841,535
Printing & Stationery	553,941	1,884,813
Conferences & Meetings	362,138	277,136
Professional Charges - Project	37,500	197,700
Ministry Overhead	2,084,200	15,000
Travelling & Subsistence	532,916	389,620
Staff Welfare	5,050	775
Bank Charges	25,911	22,622
Personal Accident Insurance	13,985	12,238
Staff Rent - Project	120,000	177,500
Project Consultant Fee	-	1,467,000
Other Expenses - Project	385,060	55,223
Legal Expenses	213,500	479,500
Telephone - Project	712,547	663,583
	<b>44,709,964</b>	<b>48,604,318</b>

# Detailed Statement of Deferred Grants

Year ended 31<sup>st</sup> December 2023

## STATEMENTS IV

DEFERRED GRANTS	Balance	Additions	Adjustment	Balance
Foreign and Local	as at	During the	During the	as at
As Property, Plant and Equipment	01.01.2023	Year	Year	31.12.2023
At Cost	Rs.	Rs.	Rs.	Rs.
Gross Carrying value	150,897,896	3,134,708	(2,056,814)	151,975,790
Less : Accumulated Depreciation	(119,849,818)	(3,590,943)	2,054,631	(121,386,130)
Net Carrying value	31,048,078	-	-	30,589,660
Recoveries	Balance as at 01.01.2023	Loan Recovered	Settlements	Balance as at 31.12.2023
	Rs.	Rs.	Rs.	Rs.
Estate Infrastructure Development Programme	19,288,290	-	-	19,288,289
National Housing Development Authority	39,800	-	-	39,800
	19,328,090	-	-	19,328,089



# Detailed Statement of Deferred Grants

Year ended 31<sup>st</sup> December 2023

As Funds	Balance as at 01.01.2023	Adjustments During the year	Fund Received During the year	Management Fee	Disbursements	Balance as at 31.12.2023
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Ministry of Water Supply & Estate Infrastructure Development						
Infrastructure Projects	(59,511,996)	-	440,106	-	(38,365)	(59,110,255)
New Life Housing Project	1,187,790	(9,982,728)	-	-	-	(8,794,938)
100 Day Housing Project	(9,982,728)	9,982,728	-	-	-	(0)
Township Project	(489,533)	-	-	-	-	(489,533)
Green Gold Housing Project	(212,783,592)	12,275,097	136,411,327	(5,289,583)	(105,746,179)	(175,132,931)
Indian Housing Project	(19,842,186)	-	14,188,415	(13,440,000)	-	(19,093,771)
Field Rest Rooms Project - 2020	(1,540,881)	-	999,481	-	(51,261)	(592,661)
New Housing Project -2020	(73,085,874)	88,983,724	261,387,630	(18,407,415)	(354,939,349)	(96,061,285)
Special Project 2020	(11,640,387)	1,180,793	3,919,850	(38,627)	(911,869)	(7,490,240)
Special Project 2021	(32,645,079)	2,841,787	20,393,613	(32,031)	(405,726)	(9,847,436)
Indian Housing Infrastructure Project -2021	(56,862,320)	415,590	29,912,484	(117,025)	(2,746,959)	(29,398,229)
Special Project - 2023	-	-	4,709,830	(445,826)	(15,795,148)	(11,531,145)
	(477,196,786)	105,696,991	467,652,905	(37,324,682)	(464,839,708)	(417,542,425)
Other Projects	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Palm Foundation Project	2,979,634	-	1,385,666	-	-	4,365,300
Wash Project	524,690	-	-	-	-	524,690
PHDT Funds	4,891,686	-	-	-	-	4,891,686
Early Child Development Project	(0)	-	442,569,098	-	(442,558,538)	10,560
UNICEF Grant	284,277	-	-	-	-	284,277
International Labour Organization Project	1,768,398	-	2,415,774	-	(2,188,993)	1,995,179
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	620,420	0	3,384,750.00	-	(4,141,831)	(136,661)
World Vision Project - 2023	-	0	5,980,635.00	-	(5,975,635)	5,000
Satva Foundation Project - 2023	-	-	2,250,000.00	-	(2,066,250)	183,750
Sarvodaya Project 2023	0	0	400,000.00	-	0	400,000
	30,309,375	-	458,385,923	-	(456,931,247)	31,764,051
	(446,887,412)	105,696,991	926,038,828	(37,324,682)	(921,770,955)	(385,778,374)
<b>Net Balance of Grants</b>	<b>(396,511,243)</b>					<b>(335,860,625)</b>

(Con102)

# Detailed Statement of Deferred Grants

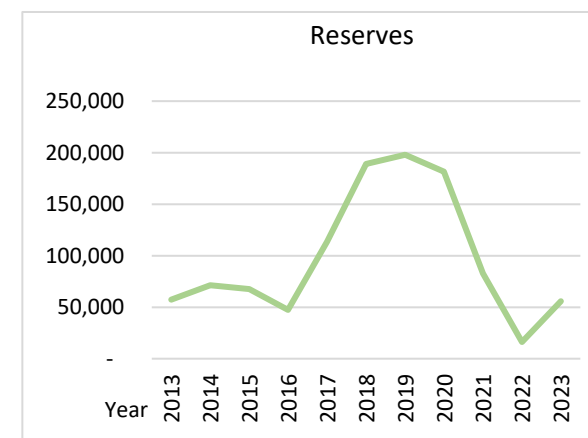
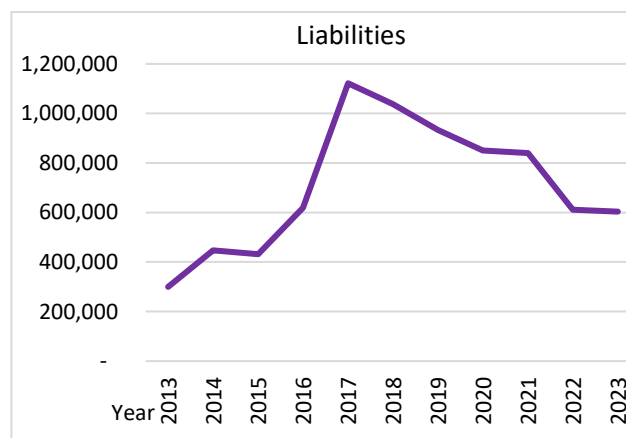
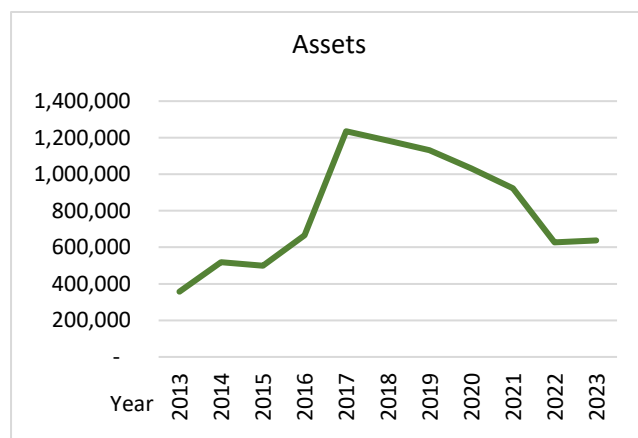
(Con 101)

Year ended 31<sup>st</sup> December 2023

As Funds	Balance as at 01.01.2023	Adjustments During the year	Fund Received During the year	Management Fee	Disbursements	Balance as at 31.12.2023
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Reclassified to Receivables						
Infrastructure Projects	59,511,995					59,110,255
New Life Housing Project	(1,187,790)					8,794,938
100 Day Housing Project	9,982,728					(0)
Township Project	489,533					489,533
Green Gold Housing Project	212,783,592					175,132,931
Indian Housing Project	19,842,187					19,093,771
Field Rest Rooms Project - 2020	1,540,882					592,662
New Housing Project	73,085,875					96,061,286
Special Project 2020	11,640,387					7,490,240
Special Project 2021	32,645,078					9,847,436
Indian Housing Infrastructure Project -2021	56,862,319					29,398,229
Special Project - 2023	-					11,531,145
	<b>477,196,786</b>					<b>417,542,425</b>

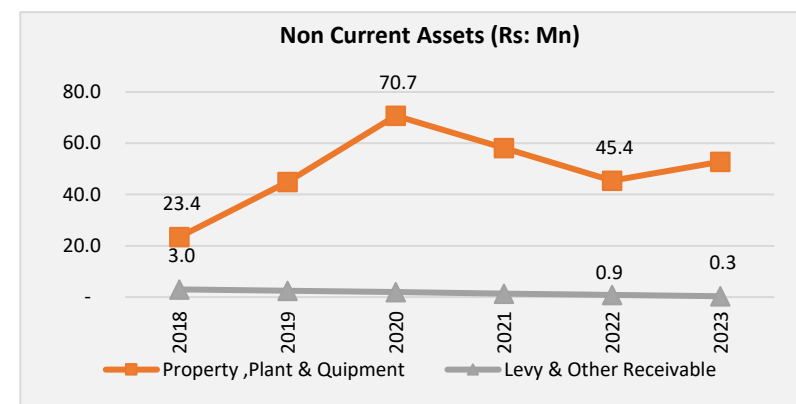
# Ten Year Summary

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000
<b>Operational Results</b>											
Recurrent Expenditure & Levy	126,861	139,026	138,461	136,116	141,896	139,567	141,924	138,024	64,025	113,422	143,175
Gain / (Loss) on Project Activities	(4,227)	9,420	4,290	15,903	82,078	76,137	11,773	(870)	4,589	(11,916)	57,450
Income / (Loss) Before Tax	(15,364)	15,339	(3,317)	(20,230)	73,412	39,056	12,972	(15,327)	(103,101)	(66,998)	38,853
Income Tax Expenses	(352)	(1,656)	(369)	35	7,270	6,462	4,970	3,732	-	-	
Income / (Loss) After Tax	(15,716)	13,683	(3,686)	(20,195)	66,142	32,594	8,002	(19,059)	(103,101)	(66,998)	38,853
<b>Reserves</b>											
Project Reserves	4,469	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	1,615
Accumulated Fund	51,382	65,066	61,381	41,185	107,327	139,921	147,923	130,902	31,621	(35,377)	3,287
Revolving Funds						42,906	43,956	44,598	45,015	45,501	46,237
	<b>57,466</b>	<b>71,150</b>	<b>67,465</b>	<b>47,269</b>	<b>113,411</b>	<b>188,911</b>	<b>197,963</b>	<b>181,584</b>	<b>82,720</b>	<b>16,208</b>	<b>55,608</b>
<b>Liabilities</b>											
Non Current Liabilities	146,311	206,009	205,580	177,728	149,404	140,073	91,733	115,695	115,092	115,076	134,275
Current Liabilities	153,413	240,611	226,132	441,511	972,401	897,614	841,197	735,201	724,500	495,836	469,395
	<b>299,724</b>	<b>446,620</b>	<b>431,712</b>	<b>619,239</b>	<b>1,121,805</b>	<b>1,037,687</b>	<b>932,930</b>	<b>850,896</b>	<b>839,592</b>	<b>610,912</b>	<b>603,670</b>
<b>Assets</b>											
Non Current Assets	43,295	83,093	70,966	53,114	34,183	26,432	47,450	72,673	59,601	46,338	53,864
Current Assets	313,895	434,677	428,211	613,394	1,201,033	1,157,260	1,083,444	959,810	862,711	580,783	584,604
	<b>357,190</b>	<b>517,770</b>	<b>499,177</b>	<b>666,508</b>	<b>1,235,216</b>	<b>1,183,692</b>	<b>1,130,894</b>	<b>1,032,483</b>	<b>922,312</b>	<b>627,121</b>	<b>638,468</b>

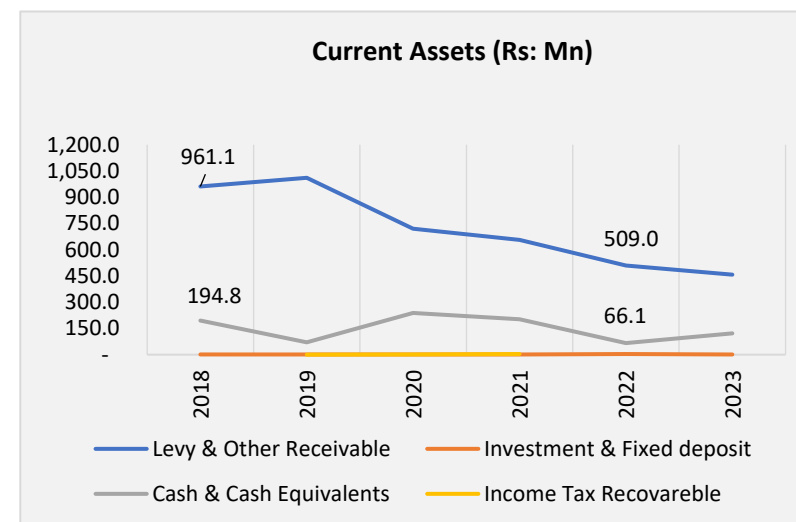


# Graphical View of Financial Statements

	2018	2019	2020	2021	2022	2023
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
<b>Non Current Assets</b>						
<b>Property ,Plant &amp; Equipment</b>	23.4	45.0	70.7	58.2	45.4	52.8
<b>Levy &amp; Other Receivable</b>	3.0	2.5	1.9	1.4	0.9	0.3
	<b>26.4</b>	<b>47.4</b>	<b>72.7</b>	<b>59.6</b>	<b>46.3</b>	<b>53.1</b>

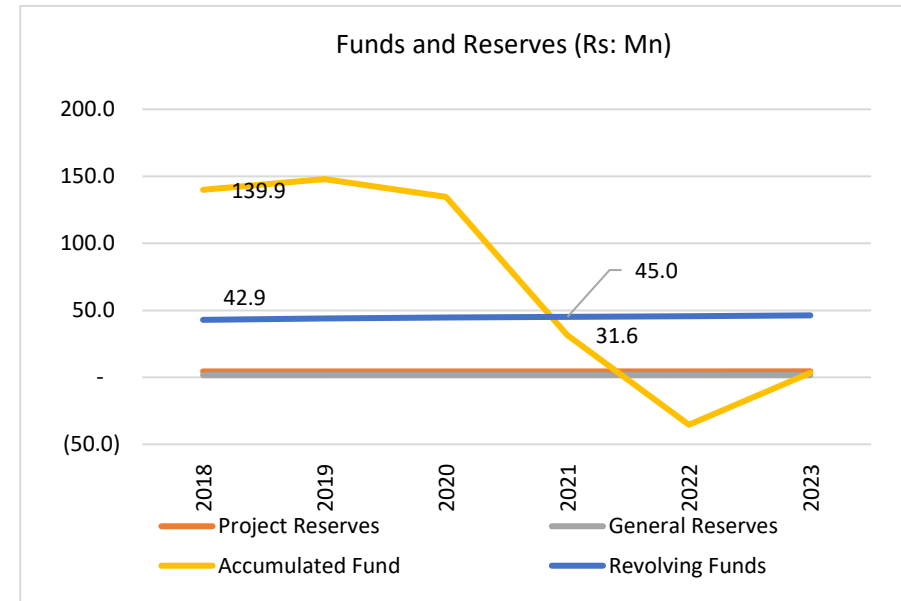


	2018	2019	2020	2021	2022	2023
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
<b>Current Assets</b>						
<b>Levy &amp; Other Receivable</b>	961.1	1,010.9	720.0	655.6	509.0	457.3
<b>Investment &amp; Fixed deposit</b>	1.3	1.3	1.4	1.5	3.6	1.9
<b>Cash &amp; Cash Equivalents</b>	194.8	71.1	238.4	201.9	66.1	121.8
<b>Income Tax Recoverable</b>	-	-	1.1	3.6	-	3.6
	<b>1,157.2</b>	<b>1,083.3</b>	<b>960.9</b>	<b>862.6</b>	<b>578.7</b>	<b>584.6</b>

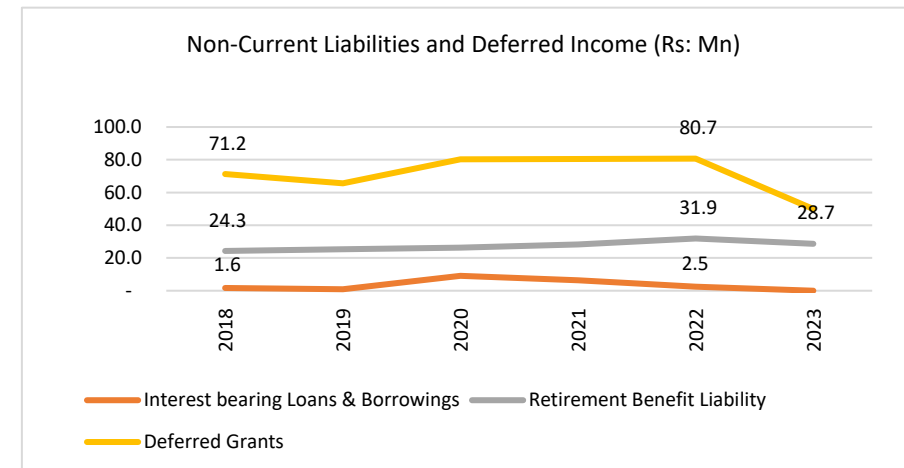


# Graphical View of Financial Statements

	2018	2019	2020	2021	2022	2023
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
<b>Funds and Reserves</b>						
Project Reserves	4.4	4.4	4.4	4.4	4.4	4.5
General Reserves	1.6	1.6	1.6	1.6	1.6	1.6
Accumulated Fund	139.9	147.9	134.7	31.6	(35.4)	3.3
Revolving Funds	42.9	44.0	44.6	45.0	45.6	46.2
	<b>188.8</b>	<b>197.9</b>	<b>185.3</b>	<b>82.6</b>	<b>16.2</b>	<b>55.6</b>



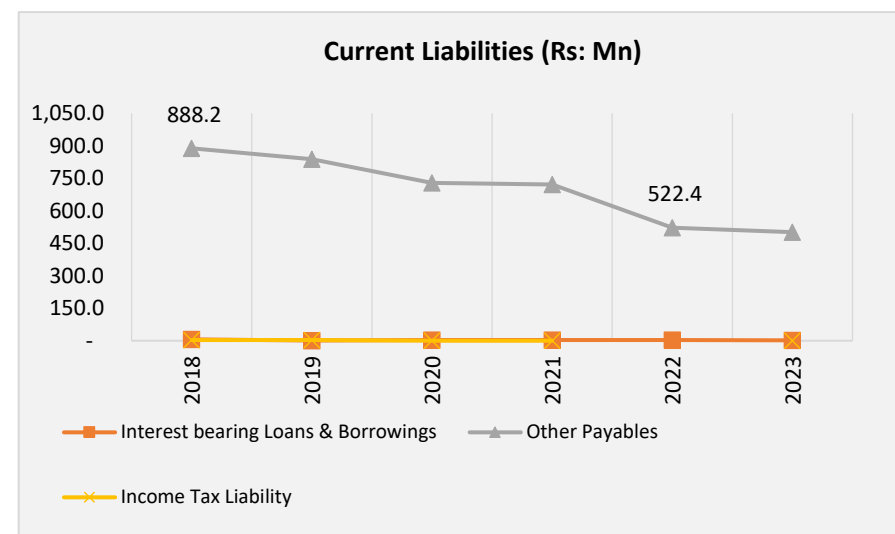
	2018	2019	2020	2021	2022	2023
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
<b>Non-Current Liabilities and Deferred Income</b>						
Interest bearing Loans & Borrowings	1.6	0.8	9.1	6.4	2.5	-
Retirement Benefit Liability	24.3	25.3	26.3	28.3	31.9	28.7
Deferred Grants	71.2	65.6	80.3	80.5	80.7	49.9
	<b>97.2</b>	<b>91.7</b>	<b>115.7</b>	<b>115.1</b>	<b>115.1</b>	<b>78.7</b>





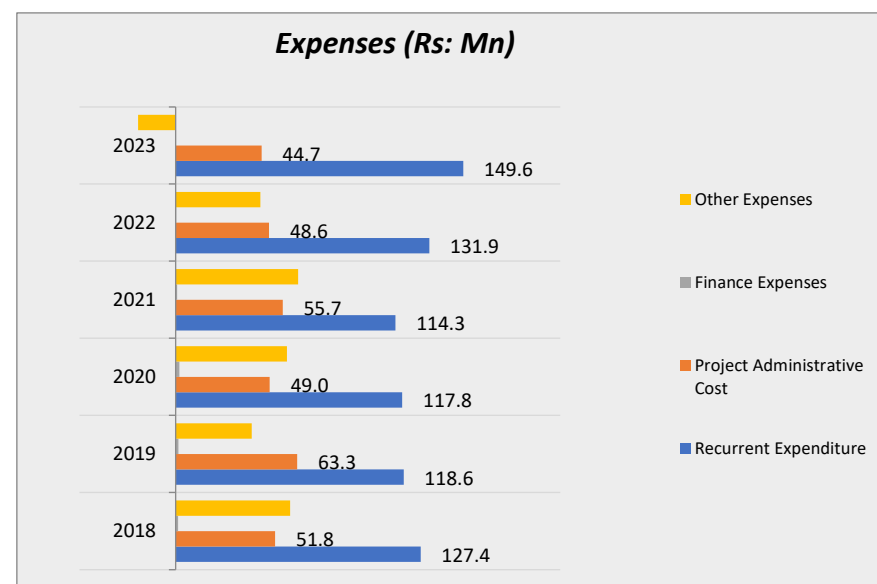
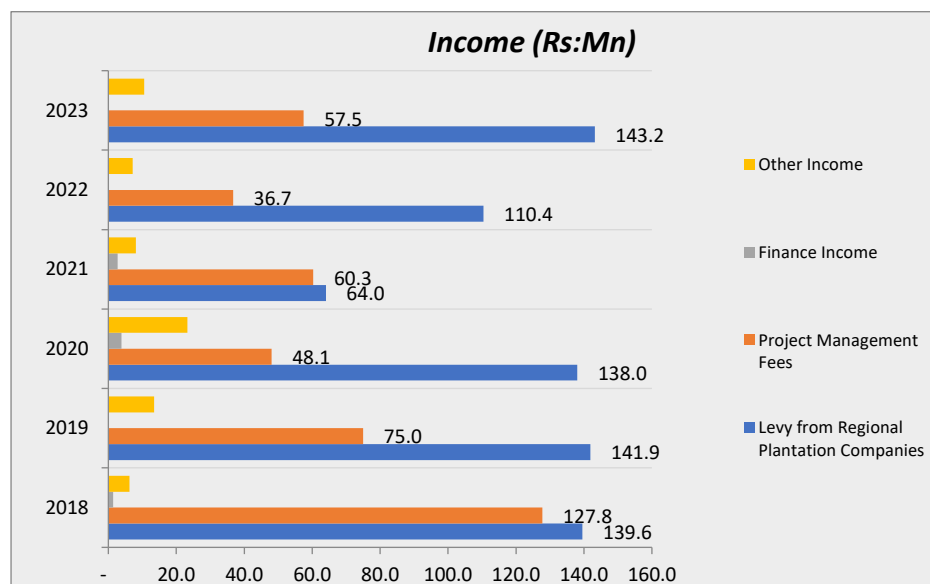
# Graphical View of Financial Statements

	2018	2019	2020	2021	2022	2023
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
<b>Current Liabilities</b>						
Interest bearing Loans & Borrowings	6.4	0.8	3.8	3.5	3.7	2.4
Other Payables	888.2	837.5	728.7	721.0	522.4	501.1
Income Tax Liability	3.0	2.9	-	-	-	-
	<b>897.6</b>	<b>841.2</b>	<b>732.5</b>	<b>724.5</b>	<b>526.1</b>	<b>503.4</b>



# Graphical View of Financial Statements

Income Rs (Mn)	2018	2019	2020	2021	2022	2023
Levy from Regional Plantation Companies	139.6	141.9	138.0	64.0	110.4	143.2
Project Management Fees	127.8	75.0	48.1	60.3	36.7	57.5
Finance Income	5.1	5.2	1.4	0.2	3.9	2.7
Other Income	6.2	13.5	23.3	8.1	7.2	10.5
	<b>278.7</b>	<b>235.6</b>	<b>210.8</b>	<b>132.6</b>	<b>158.2</b>	<b>213.8</b>
<b>Expenses</b>						
Recurrent Expenditure	127.4	118.6	117.8	114.3	131.9	149.6
Project Administrative Cost	51.8	63.3	49.0	55.7	48.6	44.7
Finance Expenses	1.1	1.2	1.5	2.0	0.7	0.3
Other Expenses	59.5	39.6	57.9	63.8	44.1	(19.5)
	<b>239.7</b>	<b>222.7</b>	<b>226.1</b>	<b>235.8</b>	<b>225.3</b>	<b>175.1</b>
<b>Income Before Tax</b>	<b>39.0</b>	<b>13.0</b>	<b>(15.3)</b>	<b>(103.1)</b>	<b>(67.1)</b>	<b>38.8</b>



# Notice of the Meeting

Notice is hereby given that the 31<sup>st</sup> Annual General Meeting of the members of the Plantation Human Development Trust will be held at the “Royal Ballroom”, Grand Monarch, Thalawathugoda, on Thursday, 28<sup>th</sup> March 2024 at 9.30 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 31<sup>st</sup> December 2023.
3. To re-elect Mr. S.D. Samaradiwakara who retires by rotation in terms of Article 55 of the Articles of Association as a Director.
4. To re-elect and Mr. S.K.L. Obeyesekere 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 79 years of age. (having reached 70 years of age on 10<sup>th</sup> 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.

By Order of the Board of Directors of the  
**PLANTATION HUMAN DEVELOPMENT TRUST**  
S S P CORPORATE SERVICES (PRIVATE) LIMITED  
SECRETARIES

29<sup>th</sup> February 2024

### 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. Bharath Shan Arullamy                            | 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 28<sup>th</sup> March 2024 at 9.30 a.m. 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 <sup>st</sup> December 2023.	<input type="checkbox"/>	<input type="checkbox"/>
2. To re-elect Mr. S.D. Samaradiwakara 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. S.K.L. Obeyesekere as a Director who retires by rotation in terms of Article 55 of the Articles of Associations.	<input type="checkbox"/>	<input type="checkbox"/>
4. To 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 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 hand/s this ..... day of ..... Two Thousand and Twenty-Four. Signature of 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 28<sup>th</sup> March 2024 at 9.30 a.m. 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.



# 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,  
Fax 011-2888619, 2887476  
Web Site: [www.phdt.org](http://www.phdt.org)

## BOARD OF DIRECTORS

Mr. Barath Arullamy  
Ministry of Water Supply & Estate Infrastructure Development

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  
Planters' Association of Ceylon

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

Rotunda Towers  
No 109, Galle Road  
Colombo 03

## 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

### Ratnapura

Paradise, Kuruwita, Ratnapura.  
Tel. 045-2262497/2262102

### Badulla

Hingurugama Complex, Badulla.  
Tel. 055-2226205/2226248

### Kegalle

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

### Kandy

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

### Hatton

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

### Nuwara Eliya

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



