



Plantation Human Development Trust

ANNUAL REPORT

2016

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# *Towards Empowerment*

We at Plantation Human Development Trust believe in empowering plantation workers with the knowledge, skill and opportunities to change for the betterment of their lives. Our impetus to build a resolute foundation for the plantation community, while enhancing their welfare is our fundamental concern.

It is with this community in mind that the PHDT continues implementation of successful projects during the year under review. Through the years PHDT has risen to the apex as the principal catalyst through which the needs of the plantation community are identified and provided.

Our Organization has performed strategically and systematically to expand operations, having streamlined and implemented an array of effective projects catering to the needs and requirements of the plantation community, providing them with greater opportunities and the adequate tools to assiduously build their dreams.

We have spread our mighty wings to ensure positive change in the areas of Housing and Infrastructure, Water and Sanitation, Childcare and development, Health and Nutrition, EWHCS, Community Empowerment etc.

It has truly been a bountiful endeavour - not without its fair share of turbulent periods and hardships along the way. However what's important is to not lose track of our focus to achieve true empowerment to one of this nation's foremost communities. We are honoured and humbled to be involved in each of these projects knowing that providing better living standards for this strata of plantation workers would lead to growth and sustainability of this vital industry for our country.



[www.phdt.org](http://www.phdt.org)





## Our Vision

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

## Our Mission

“To improve;

- Integrated services beneficial to plantation sector and its environs
- Social economic and spiritual well being
- Knowledge and self confidence
- Occupational health and safety dimensions
- Talents and capabilities of the beneficiaries by bench marking against the best practices
- Productivity of the sector”

## Values

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

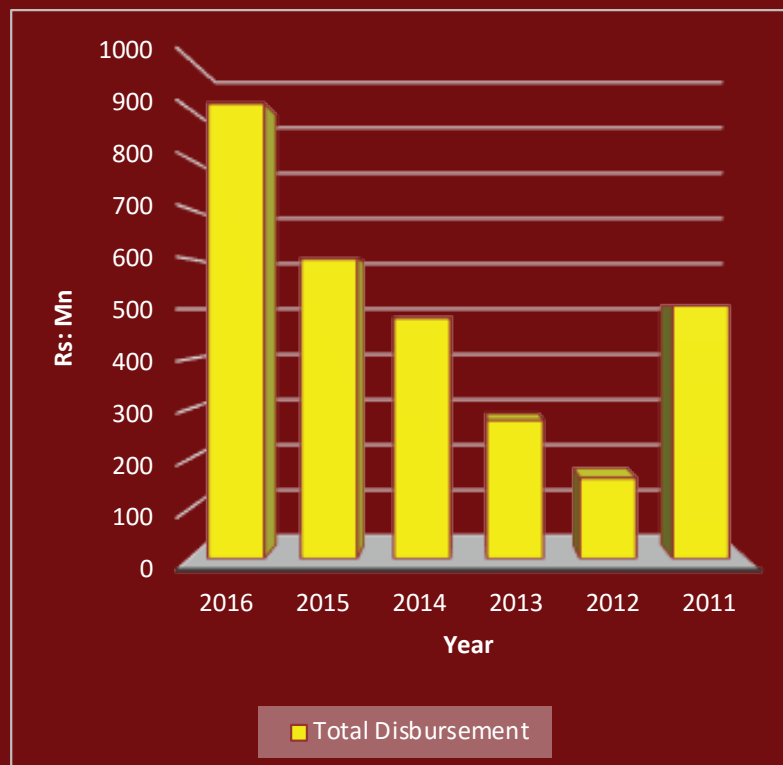


# FINANCIAL HIGHLIGHTS

	2016 Rs: Mn	2015 Rs: Mn
<b>Results for the year</b>		
Recurrent Expenditure & Levy	136.11	138.46
Total Recurrent Expenses	133.77	130.53
<b>Excess from Activites</b>	<b>2.34</b>	<b>7.93</b>
Other Income & Gains	43.66	20.58
Other Expenses	(80.04)	(33.95)
Project Administrative Income	15.90	4.29
Finance Cost	(2.57)	(3.28)
Finance Income	0.48	1.12
<b>Excess / Deficit Before Tax</b>	<b>(20.23)</b>	<b>(3.31)</b>
Taxation	0.03	(0.37)
<b>Excess / Deficit for the year</b>	<b>(20.19)</b>	<b>(3.68)</b>

**Project Disbursements 911.33 600.30**

Total Project Disbursements



# Chairman's Review

On behalf of the Board of Directors of the Plantation Human Development Trust (PHDT), I have the pleasure in presenting the Annual Report for the year ended 31st December 2016. The PHDT has completed yet another year of successful implementation of many programmes, and other initiatives to uplift the quality of life of the plantation community.

The PHDT created parallel to the privatization of the management of Plantations initially to look after the housing and social welfare of the plantation workers has expanded its activities now and serves as the 'Trusted' partner for any Organization or Agency to implement many diverse initiatives in the plantations for the benefit of the industry and the community.

We were initially supported by Donors including the Governments of Netherlands and Norway through the Plantation Development Support Programme whose excellent progress has been recorded for the Estate Community. We are now being ably supported by the Government Ministries, Trade Unions, Regional Plantation Companies, Donors and many other Institutions for over two decades to continuously enhance the quality of life of the plantation community who are the backbone of this vital industry, to the National economy.

In this respect, we acknowledge with appreciation the initiative by the present GoSL for establishing a separate Ministry dedicated to develop the plantations and surrounding areas and to improve the welfare facilities for the community living in the Estates.

In 2016, the year under review, PHDT has received funding totalling Rs.759.60 Mn to continue its core activities particularly housing, re-roofing, water, sanitation, road development and also, health and nutrition, childcare and education, capacity building and mobilization programmes, developing and strengthening of the Estate Worker Housing Cooperative Societies (EWHCS), which makes a significant contribution to uplift the living conditions of the plantation community.

In view of the need to further develop the quality of life of the plantation community, the Ministry of Hill Country New Villages, Infrastructure and Community Development moved in with resources to meet future challenges. The speedy resettlement of families affected by the landslides by constructing 1,449 new individual complete houses including Township Project given by the Ministry proved the capability of PHDT through their regions to meet any challenge.



The PHDT was also, appointed during the year as the Implementing Agency for two World Bank assisted projects. One was the Water Supply & Sanitation Improvement Project(WASSIP) to provide safe drinking water to the community living in Estates of Nuwara Eliya District and the other, the Early Childhood Development (ECD) Project, to build and upgrade existing Child Development Centres(CDCs) and play areas in the plantations in all seven regions and also, enhance the skills of the Child Development Officers(CDOs) through the conduct of the CDO Diploma Programme by us.

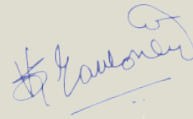
We also appreciate the support extended by other relevant Ministries, Regional Plantation Companies, Trade Unions, UN Agencies, INGOs/NGOs and several institutions to achieve the PHDT's concept of creating a "happy family living with dignity".

It is with pride I highlight that the PHDT has bagged the "Bronze Award" under NPO category at the 52nd Annual Report Awards, organized by the Institute of Chartered Accountants of Sri Lanka. We also, won a "Certificate of Merit" presented by the South Asian Federation of Accountants (SAFA) for transparency and accountability of published Annual Reports in the Region.

The PHDT Main Office and Nuwara Eliya Regional Office have been recognized with the "Silver" and "Bronze" Awards at the SD Excellence Award 2016 for medium & small scale service sector organizations respectively, in the Social Dialogue and Workplace Co-operation competition conducted by the Department of Labour and the Ministry of Labour and Labour Relations.

I wish to place on record our appreciation to Hon. P. Thigambaram MP, Minister of Hill Country New Villages, Infrastructure and Community Development, his Ministry Secretary and Staff, other relevant Ministries, Members of Parliament, Provincial Councillors, CEOs of Regional Plantation Companies, Trade Unions, The World Bank, Private Sector Organizations, Donors and all other stakeholders for extending their cooperation and support for PHDT to implement the many activities. I take this opportunity to extend my gratitude to all my colleagues on the Board, who have extended their unstinted cooperation at all times to successfully guide PHDT. I also commend and thank all Internal & Regional Directors and staff of PHDT, under the leadership of the Director General, Mr. Ranjith Ellegala, who has always led from the front in implementing many activities undertaken by PHDT and for the cooperation extended at all levels.

I am confident the PHDT as the leading human development organization would continue its services to enhance the quality of life of the plantation community in the future as well.



**V. Puththirasigamoney**  
Chairman



# Director General's Review

At the end of a financial year of accomplishments it is with great pleasure I present my report to you.

- **Sustainable social development strategy has been our focus**

Our vision of the organization, over the years, has been the plantations and their communities thriving together in a socio-economically sustainable society. Our sustainable development programmes have aligned with this broad vision.

When PHDT was established in 1992, the population of the plantation community was around 838,000. Today it has increased and stands nearly at one million, posing new challenges as well as leading to increased aspirations.

As an organization that deals with the socio-economic advancement of the plantation society, we have high level of dependence on community participation in their sustainable development process. For any social development intervention to be sustainable, it needs to be well accepted by the beneficiaries and economically viable. At the PHDT, all our social development programmes revolve around sustainability.

In achieving this broad vision, the organization is committed to create constant awareness at grass root level while understanding the socio-economic dimensions and impact of strategic decisions.

- **Shaping a future collectively**

We need to understand that the plantation society around us consists of nearly a million of people towards whom our development is aimed at. In our delivery, we have ensured that people's aspirations are encompassed, which manifest in finding more appropriate and pragmatic decisions. Our long term commitments have been portrayed by tangible actions and achievements there on. This report aims to enlighten all our stake holders involved as partners of our forward march towards excellence.

- **Growth amidst challenges**

While being in a more challenging context, the PHDT was sound on it's performance in the year under review and we are pleased to report you that a sum of Rs. 1977.99 million has been invested in the people of the plantations for their socio-economic advancement. The nature and segmentation of which is given below.



Activity	Units	Allocation (Rs. Mn.)
Housing (Green Gold Housing, New Life Continuation & Township Projects)	1733	1,070.86
Re-roofing	905	57.42
Sanitation	500	23.17
Water Supply (Green Gold Housing Water Projects)	36	40.19
Special/Other Infrastructure Projects including Water Supply	-	41.10
WASSIP Water Sanitation	16,000 HH 12500 Latrines	1400 (05 Yrs.) 500 (05 Yrs)
ECD Project Software Activities (Appvd.) Construction Activities (Appvd.)	414 Pro-grammes 700 Units	62.5 (05 Yrs.) 1247.75 (05 Yrs.)
Sustainability programmes	-	3.75
<b>Total</b>		<b>1977.99 (Approx.)</b>

Our continued contribution for the sustainable growth of industry has been achieved through our multi-partite stake holders that consist of Government Ministries, Regional Plantation Companies, Trade Unions, donor agencies both national and international, the plantation community and our committed staff whose active involvement has been a tower of strength over the years. During the year under review, we continued to gain confidence of all these stake holders who endorsed our commitment and services.

In this year too in our Investment Portfolio, the construction of individual houses continued to be the key component and the volume of total investments showed a significant upward trend in comparison to the previous years, which is highly appreciated. We value the guidance and assistance of the Hon. Minister of Hill Country New Villages, Infrastructure & Community Development.

We too facilitated the initial stage of two projects namely *Water Supply & Sanitation Improvement Project (WASSIP) and Early Childhood Development Project (ECDP)*, assisted by the Government of Sri Lanka, the World Bank, PHDT and Regional Plantation Companies, which involved in a substantial investment spreading across several years. We place on record with pleasure that a concept of the Hon. Minister of Hill Country New Villages, Infrastructure & Community Development was translated into action titled 'New Villages and Township Project 2016', located at Hautville Estate of Agarapatana Plantations Ltd., and Kotiyagalla Estate of Bogawanthalawa Tea Estates PLC, consisting of 150 and 184 houses respectively.

The community based organizations set up on the estates to support development process named Estate Worker Housing Co-operative Societies continued to function well and their membership and member savings increased.

We value the efforts of the Provincial Commissioners of the Department of Co-operative Development, their Assistant Commissioners, relevant officials, Estate Management and Office Bearers of such societies for their cooperation, ensuring good governance and transparency.

We are glad to note that the organization will involve in the process of constructing more and more houses for the worker families and converting them into happy households. In the 24 years of the organization's history, many changes have taken place and with the continuous support of many a stake holders, it withstood challenges and forged the head.

We must congratulate all those concerned for facing these challenges and obstacles immense as ever. Looking to the future, this esteemed organization will no doubt revolve around the 'Happy Family' concept of benefitting individuals, industry and the country in a more broader sense. We are mindful that with increased investments for social development in the sector, the PHDT will continue to remain extremely important, while uploading rich traditions of the plantation culture and displaying professionalism.

- **Accolades**

As it was the case, we continued to pursue the effective implementation of our strategic plan and are glad to place on record that our good governance and transparency enabled us being chosen for many national and international coveted accolades that are attributable to our multi-stake holder partners.

In drawing up our strategic plan, we have been mindful of the 'National Plan of Action 2016-2020' for social development of plantation community envisioned by the Ministry of Hill Country New Villages, Infrastructure & Community Development. We take this opportunity to thank Hon. P. Thigambaram M.P, Minister of Hill Country New Villages, Infrastructure & Community Development, and the other members of the Parliament for their guidance and support. The kind assistance of the Secretary and the staff of the Ministry of Hill Country New Villages, Infrastructure & Community Development, the Advisors and the personal staff of the Hon. Minister are also appreciated.

We wish to extend our sincere appreciation and gratitude to the Ministry of Plantation Industries, Ministry of Finance & Planning, Ministry of Health, Nutrition & Indigenous Medicine, Ministry of Women & Child Affairs, Regional Plantation Companies, Trade Unions and the community for their valuable contribution for advancing our endeavours.

We are also grateful to many foreign missions including the Government of India, Donor gencies, INGOs and NGOs for their kind cooperation and look forward to their continued support.

I also wish to express my sincere appreciation for the Chairman and the Board of Directors for their tireless pursuit of this strategic vision which was translated into action by our Internal Directors, Regional Directors and the members of staff.

In conclusion, I wish to thank you for placing confidence and trust in us.

I wish the PHDT all success.



**R.M.B. Ellegala**  
**Director General**

(Retired on 31<sup>st</sup> March 2017)

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## Present Director General's Message



*I would like to extend my sincere thanks to the Board of Directors for their keen interest and eager participation in all Board matters. I also wish to take this opportunity to thank the Chairman and the former Director General, the senior management and the entire staff of PHDT for the dedication and commitment with which they have worked to deliver consistent results for the company. A special thank you also to the Hon Minister P. Thigambaram and Ms. N.R. Ranjini - Secretary to the Ministry of Hill Country New Villages, Infrastructure & Community Development and the MDs/CEOs of RPCs for their continued support. Finally, I wish to thank all our stakeholders for the trust and confidence placed in the company.*

*With an expanding aging population, the rise of chronic diseases and global resource constraints, health systems all over the country are under tremendous pressure. At the same time, more and more plantation people are keen and eagerly waiting until their living conditions are improved. I need a constant flow of new ideas and different approaches to meet the challenges and opportunities of the future of this industry. I look forward to your continued support in the years ahead.*



**L.R. Perera**  
**Director General**



## Board of *Directors*



**Mr. V. Puththirasigamoney**

Mr. V. Puththirasigamoney, had been a Honorary Professor (Emeritus) of two universities in India and holds Diploma in Industrial Law (Sri Lanka), Diploma in Business Administration (India), Diploma in Strategic InfoTech (Italy) and completed a Special Study on Minorities and American Constitution in America.

As a Trade Unionist, he has held various positions including Deputy General Secretary of LJEWU and Administrative Secretary and Vice President of CWC and now the Senior Advisor of NUW. In political career his is the most senior Upcountry Tamil Politician, who was elected as Deputy Mayor of Nuwara Eliya in 1983 and as Member of Provincial Council in 1988 and has held the Office of Deputy Chairman and Minister of Education(T), Trade, Tourism, Industries and other portfolios of the Province up to 1999 and appointed to Parliament in 2000 and held office of the Secretary of Parliamentary Friendship Association of many countries including USA, Switzerland, Australia, Cyprus besides other positions and the Deputy and Acting Minister of Justice and Law Reforms up to 2010. Also, served in the Working Committee of the United National Party appointed by Late President J.R. Jayawardena as the

youngest member in 1984 and served up to 2001.

He is appointed to serve as a Member of Tertiary and Vocational Education Commission at present by H.E. the President. Served as a Director/Board Member of the Tea Research Board for 6 years and Lanka Estate Development Ltd. for 6 years.

Represented Sri Lanka as the Youngest Workers' Delegate ever in 1984 and as Workers' Advisor continuously from 1981 to 1992 at International Labour Conference, Geneva. Also, as the Advisor to Hon. Minister of Labour in 2014.

Travelled widely around the world to many countries representing Sri Lanka participated and presided over many conferences, workshops and seminars.

He is the Patron of Nuwara Eliya District Cricket Association and Football League.

Chairman of Hill Country Sports Federation; Patron of Dimbulla Athletic and Cricket Club and Past Pupils Association of Holy Trinity College; President of Scout Association of Nuwara Eliya District; Past President and Zonal Chairman MJF of Lions Club International, Nuwara Eliya; Justice of Peace (Sri Lanka); Ambassador of Peace (Korea) and hold several positions in sports, social, cultural and religious organizations.



**Mr. S.K.L. Obeyesekere**

Since Privatization of Plantations and the formation of Regional Plantation Companies Mr. Obeyesekere has been functioning as the Chief Executive Officer of Madulsima Plantations & Balangoda Plantations PLC. He is a Fellow of the National Institute of Plantation Management in Sri Lanka and counts over 43 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 Ceylon Planters' Association and the Plantation Employers' Services Group of the Employers' Federation of Ceylon. He serves as an elected member of the Ceylon Rubber Traders Association & the Ceylon Tea Traders Association and also a nominated member of the Council of the Employers' Federation of Ceylon. He is a member of the National Labour Advisory Council (NLAC) and the Consultative Committee on Research of the Tea Research Institute of Sri Lanka and a Board Member of Madulsima Plantations PLC & Balangoda Plantations PLC.



**Mr. H.M. Goonetilleke**

Mr. Goonetilleke has just completed 51 years in the Plantation Industry.

He is currently the Secretary General of the Planters' Association of Ceylon, which position he has held since 2002 and in which capacity he serves on several National and Industry Boards and Committees, representing the Association and its membership.

Prior to that, he was the Managing Director of a BOI Company manufacturing bulk packaging for Tea and thereafter, the Director, Plantation Management Monitoring Division of the Ministry of Plantation Industries.

Having Commenced his planting career in Sri Lanka and rapidly moving up the ranks to become a Senior Manager and Visiting Agent, he was invited by the Commonwealth Development Corporation to undertake a pioneering Tea project in East Malaysia where he worked as General Manager for 9 years until its fruition.

He is a Fellow of the National Institute of Plantation Management.



**Dr. R.R.M.L.R. Siyambalagoda**

Apart from his MBBS Medical Degree from the University of Peradeniya, Dr. Siyambalagoda has a Masters in Medical Administration from the University of Colombo and a M.Phil. in Community Nutrition from the University of Peradeniya.

Presently, he is the Additional Secretary (Medical Services) and the DDG (PHS II), Ministry of Health, Nutrition & Indigenous Medicine.

He served as Medical Officer for the General Hospital in Kurunegala and in Maternal and Child Health in Polonnaruwa District. In addition to this, he was also the Medical Officer of Health for Gampola followed by Hingurakgoda and Polonnaruwa whilst also assuming the role of Regional Director of Health Services in the district of Polonnaruwa.

In a directorial capacity, Dr. Siyambalagoda was the Deputy Director of the Teaching Hospital in Peradeniya, the Director of the Anti Malaria Campaign.



**Mr. D.S. Seneviratne**

Mr. Seneviratne is a Fellow of the Institute of Chartered Accountants of Sri Lanka (FCA) and a Fellow of the Institute of Certified Management Accountants (FCMA) with over 25 years of post-qualifying experience in Finance, General Management & Commercial operations in the corporate sector.

At present, he is a Director at Hayleys Plantation Services (Pvt) Ltd. and Director/ Chief Executive Officer of Talawakelle Tea Estates PLC.

He served as a member of the Steering Committee on IAS 41 – Agriculture of the Institute of Chartered Accountants of Sri Lanka and the Chairman of the CSR Steering Committee of Ceylon Chamber of Commerce. He also served as a Trustee of the Plantation Trust Fund.





**Mr. G.D.V. Perera**

He commenced his career in planting with Mackwoods Estates & Agencies Limited in 1971. With the nationalization of Estates, he worked as an Estate Manager and Visiting Agent and was subsequently promoted as a Director of Janatha Estates Development Board in the Nuwara Eliya Region. He has provided his services to the prestigious Commonwealth Development Corporation (CDC) of UK on Tea Projects in Tanzania and was resident there. After the privatization of the management of Regional Plantation Companies, he returned to Sri Lanka and joined Forbes Plantation Management Services Ltd., as a Plantation Director of Balangoda Plantations Limited in 1993. He joined Lankem Tea & Rubber Plantations (Pvt) Limited (LT&RP), Managing Agents in 1996 and was appointed to the Directorate of LT&RP in 2002. He was appointed to the Boards of Kotagala Plantations Limited and Agrapatana Plantations Limited in 2006. Director, Union Commodities(Pvt) Ltd.

He is a past Chairman of the Planters' Association of Ceylon and is a Member of the Ceylon Institute of Planting and a Fellow of the National Institute of Plantation Management.



**Mr. M. Ravindran**

Mr. M. Ravindran is currently holding the post of Deputy President of Lanka Jathika Estate Workers Union (LJEWU). Prior to that, he served the Union as its Deputy General Secretary from 2007 to 2014. Mr. Ravindran commenced his political career as the Honorary Organizer of the LJEWU from 1993.

Apart from this, he has involved himself in the local politics, holding posts in the Ambagamuwa Pradeshiya Sabha. He was elected as the past Chairman of that Council in 1997 and served up to 2002 and thereafter till 2006, he was functioning as the Vice Chairman of the same Council. In 2006, he was elected as the Member of the Central Provincial Council and contributed his service up to 2009. Presently he is continuing his services as the Member of Ambagamuwa Pradeshiya Sabha.

To his credit, he served as a Working Director of JEDB and SLSPC under the Ministry of Plantation Industries from 2002 to 2004.



**Mr. S. Arullamy**

Mr. S. Arullamy who is representing the Ceylon Workers' Congress as the Vice president started his carrier as a young Trade Unionist under the leadership of Late Hon. Saumyamoorthi Thondaman. He has possessed wide Trade Union experience by attending various International Conferences for the wellbeing of workers in Sri Lanka, including International Labour Conference held at ILO, Geneva in the 80's.

He had been elected as a Member of Central Provincial Council from Nuwara Eliya District in 1993 and then continued to be a Member till 2008. In 2005, he became the Minister of Tamil Education, Sports, Industries, Estate Infrastructure, Rural Development, Women Affairs and Hindu Cultural Affairs Ministry of Central Province.

In 2009, he was appointed as the Coordinating Director to His Excellency former President Mahinda Rajapakse till 2014. In 2010, he was elected as a Member of Parliament from Nuwara Eliya District after the demise of Late Hon. Chandrasekeran.



**Mrs. W.L.M.A.Liyanage**

Mrs. Liyanage obtained her first degree BSc in Business Administration (Special) Finance from the University of Sri Jayewardenepura and reading for the Master of Financial Economics in the University of Colombo. In addition to that she is an Associated Member of Chartered Institute of Management Accountants (CIMA) –UK. Further to being a member of the Sri Lanka Accountancy Service, she is also the Assistant Director-Finance of the Department of Development Finance in the Ministry of Finance.



**Mr. D.M.P. Weerasinghe**

Mr. Weerasinghe possesses more than 30 years of experience in the Plantation Industry having commenced his career with the Janatha Estates Development Board (JEDB). He having been an associate member of the United Kingdom Association of Professionals (2009), holds Diplomas in Business Administration and Personal Management and Industrial Relations. Having acquired management trainings overseas, he has occupied various positions in the Planting Sector. He is presently serving as the Chief Executive Officer of Maturata Plantations Ltd.



**Mr. B.L.A.J. Dharmakeerthi**

Mr. Dharmakeerthi a Member of Sri Lanka Administrative Service, in possession of a B.Sc.(Special) Degree from the University of Sri Jayawardanapura, is an Additional Secretary (Development) to the Ministry of Plantation Industries. He also serving on the Board of Directors of Coconut Research Institute and Tea Small Holdings Development Authority.





## HEAD OFFICE DIRECTORS

- 1** Mr. R.M.B. Ellegala  
*Director General*
- 2** Mr. C.U.B. Ranasinghe  
*Senior Director Administration & HR*
- 3** Mr. R.Y. Kulatunga  
*Director Finance*
- 4** Mr. A.P. Abeysekara  
*Director Engineering*
- 5** Mr. J. Kudahetty  
*Project Co-ordinating Consultant*
- 6** Dr. P.H.S. Ananda  
*Director Health*

# REGIONAL DIRECTORS



**L.R. Perera**  
*Nuwara Eliya Region*



**H.N. De Silva**  
*Galle Region*



**R.V.A.N.P. Wijeratne**  
*Badulla Region*



**G.B. Dissanayake**  
*Kegalle Region*





**A.S. Ratwatte**  
*Kandy Region*



**L.P.A.N. Senaratne**  
*Hatton Region*



**A.S.B. Ekanayake**  
*Ratnapura Region*



# HOUSING & INFRASTRUCTURE

An aerial photograph showing a housing project in a rural, hilly area. The landscape is dominated by terraced tea plantations. A cluster of approximately 20-25 small, single-story houses with white walls and bright green roofs is built on a cleared, reddish-brown plot. A paved road curves through the site, and a small, colorful gate structure is visible. A blue truck and a few people are near the gate. The surrounding hills are covered in lush green tea bushes, with some trees and utility poles scattered throughout.

*A House for each family*



The development activities implemented by the PHDT in the plantation sector under the Ministry of Hill Country, New Villages Infrastructure and Community Development in 2016 was relatively higher than the work done in the previous years.

The total allocation received for 2016 (including for 2015 continuation work) was Rs.1, 232.74 Mn and the value of work done was Rs. 759.60 Mn. The main activities carried out, fund allocations and value of work done in 2016 are given below

No	Activity	Units	Allocation (Rs: Mn)	Value of work done (Rs: Mn)	Work carried over to 2017
1	Green Gold Housing	1115	724.75	422.45	302.30
2	Green Gold Housing Water Projects	36	40.19	14.72	25.47
3	New Life Housing continuation programme	284	129.01	120.19	8.82
4	Township Projects	334	217.10	91.65	125.45
5	Re - roofing	905	57.42	57.42	-
6	Latrines	500	23.17	23.17	-
7	Other Infrastructure Including water Supply	-	41.10	30.00	11.10
	<b>Total</b>		<b>1,232.74</b>	<b>759.60</b>	<b>473.14</b>



## Green Gold Housing

Housing has become the major need in the plantation sector. The Ministry of Hill Country New Villages, Infrastructure & Community Development continues to take initiatives to fulfil this requirement since the plantation sector is playing a major role for the economy of Sri Lanka and the community should be taken cared for and during the year 2016, the PHDT was entrusted to construct 1,015 housing units by the Ministry of Hill Country New Villages, Infrastructure & Community Development at an annual allocation of Rs.660 Mn.

Total houses constructed under the "Green Gold" housing program

Region	No. of Units	Value Rs.Mn
Galle	91	59.15
Ratnapura	113	73.45
Badulla	149	96.85
Kegalle	92	59.80
Kandy	154	100.10
Hatton	147	95.55
Nuwara Eliya	269	174.85
Total	1015	659.75

Out of the 1,015 housing units, 457 units have been carried forward to year 2017 as these projects were approved by the Ministry in the latter part of the year 2016.

The balance 558 units is nearing completion and will be vested with the community in the near future.

Under the "Green Gold Housing" priority was given to those families affected by landslides and natural calamities as identified by the National Building Research Organisation (NBRO)

Ratnapura Region - Doloswala Estate



Badulla Region - Needwood Estate



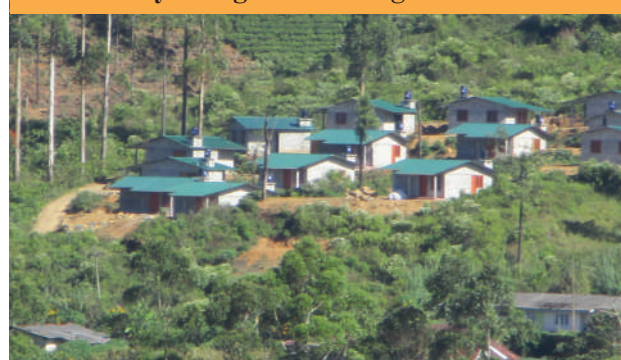
Kegalle Region - Atale Estate



Galle Region - Homadola Estates



Nuwara Eliya Region - Glassugh Estate



## 100 Day Housing Programme

With the election of new Government in 2015, Hon. Palani Thigambaram M.P, Minister of Plantation Infrastructure Development has launched a housing project especially for disaster victims under the 100 day programme. There were 308 houses in this project where cost per house was Rs.1.0 M and another Rs.200,000/- was allocated per unit for providing of electricity and water supply. In addition to above, these houses were provided with ceiling and gutters for a value of Rs. 16.0 M. All the projects were very successfully completed and handed over to beneficiaries.

The distributors of the 308 houses are given below.

Region	No. of Units	Value Rs.Mn.
<i>Ratnapura</i>	30	30.0
<i>Badulla</i>	47	47.0
<i>Kegalle</i>	12	12.0
<i>Kandy</i>	40	40.0
<i>Hatton</i>	62	62.0
<i>Nuwara Eliya</i>	117	117.0
<i>Total</i>	308	308.0

In addition to the housing, other infrastructure facilities too were provided to the plantation community to uplift their living standards under this programme.

Activity	No. of Units	Value Rs. Mn
<i>Re-roofing</i>	1,702	54.0
<i>Latrines</i>	700	33.0
<i>Special Latrines Kegalle Region</i>	200	9.0
<i>Water Projects</i>	19	18.0
<i>Upgrading Child Development Centres</i>	21	16.0
<i>Furniture for Child Development Centres</i>	21	2.50
<i>Special Projects through Pradeshiya Sabha</i>	--	61.0
<i>Total</i>		193.50

Total allocation provided by the Ministry of Plantation Infrastructure Development under this 100 Day programme was Rs.577.5 Mn covering all seven PHDT Regions.

Kegalle Region - *Atale Estate*



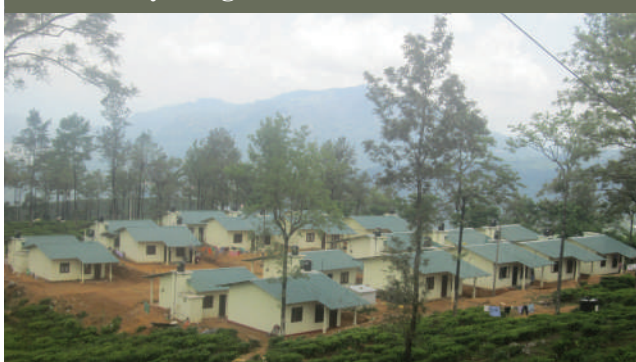
Kandy Region - *Sogama Estate*



Ratnapura Region - *Doloswala Estate*



Nuwara Eliya Region - *Weddamulle Estate*





**Kandy Region - Nickoloya Estate**



**Hatton Region - Chrystlers Farm Estate**



**Hatton Region - Mayfield Estate**



**Nuwara Eliya Region - Weddemulla Estate**



## Township Projects

The concept of Township Housing the first of its kind in the plantation history was introduced in the regions of Nuwara Eliya and Hatton during the year under review. The PHDT undertook facilitation of Two major Township Projects approved by the Ministry of Hill Country New Villages, Infrastructure and Community Development for 334 houses as below.

Region	RPC	Estate	No of units	Value (Rs:Mn)
Nuwara Eliya	Agarapatna Plantations PLC	Hauteville	150	97.5
Hatton	Bogawantalawa Tea Estate PLC	Kottiyagala	184	119.6

In addition to the above, extra funds were provided for internal roads, drains, water, electricity and other infrastructure facilities for these Township Projects.

Initially, 71 completed Housing units at Hauteville Estate was declared open in February 2017 by His Excellency the President, Maithripala Sirisena along with the issuance of deeds to the beneficiaries at a special ceremony.





# Indian Housing Programme

The Government of India funded 4000 individual houses for the plantation community. The phase I programme is consisting 1134 units covers Nuwara Eliya, Hatton, Badulla and Kandy Regions work has already commenced.

Badulla Region - Ledgerwatte Estate



**Units:** 125

**Present Status:** Land prepared ready for construction

Nuwara Eliya Region - Diyagama West Estate



**Units:** 105

**Present Status:** 52 units work is in progress

Hatton Region - Bogawana Estate



**Units:** 305

**Present Status:** 80 sites prepared, 10 units roof completed foundation stone laid by the Deputy High Commissioner of India to Sri Lanka on 13/02/2017 at Bridwell Division for 155 units

Nuwara Eliya Region - Dunsinane Estate



**Units:** 404

**Present Status:** 113 Units work in progress, 52 units foundation work completed, 6 units wall construction in progress, 24 units at lintol level, 3 units finishing work

Kandy Region - Hellbodde Estate



**Units:** 100

**Present Status:** Township planner approved the plan ready to commence the project



## New Life Housing

This project commenced in 2011 under the then Ministry of Nations Building & Infrastructure Development. Total houses undertaken to be constructed under this programme were 1,314 out of which 1,030 have been completed and the of balance 284 units is in progress.

<b>Region</b>	<b>No. of Units</b>
Ratnapura	50
Badulla	20
Kegalle	37
Kandy	80
Hatton	29
Nuwara Eliya	68
<b>Total</b>	<b>284</b>

The programme was offered to the plantation on a loan and grant package. (53% loan – 47% grant). To date we have completed 244 units out of 284 and the balance 40 units at Stellenburgh Estate in Kandy Region which is in progress will be completed in May 2017.

Kandy Region - Goomera Estate



Kegalle Region - Udapola Estates



Galle Region - Homadola Estate



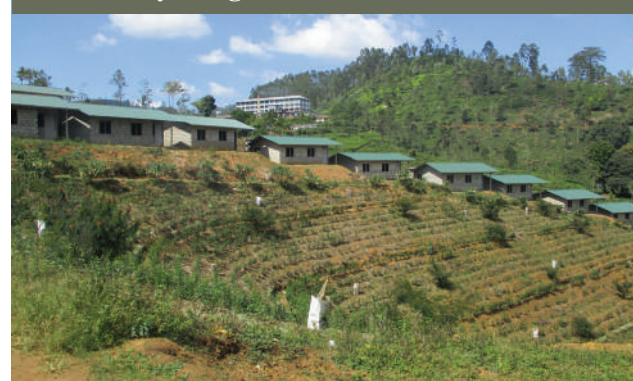
Hatton Region - Mahanilu Estate



Hatton Region - Bambrakelle Estate



Nuwara Eliya Region - New Portmore Estate



## Re-roofing Programme 2016

The next economical method of getting the population under a roof is to repair the existing line rooms according to the allocated budget for the year. The existing line rooms are re-roofed with Ministry funds as an interim measure until new houses are provided.

In 2016, the Ministry provided Rs.57Mn to undertake 905 units for re-roofing and the sheets have been distributed to the Regions with the support of the Regional Plantations Companies in the following manner:

Region	No. of Units
Galle	46
Ratnapura	108
Badulla	155
Kegalle	75
Kandy	133
Hatton	186
Nuwara Eliya	202
<b>Total</b>	<b>905</b>

Kandy Region- Rookwood Estate



Issuing Roofing Sheets  
Hatton Regional Estates



Badulla Region -Craig Estate



Issuing Roofing Sheets  
Nuwara Eliya Regional Estates





# OTHER INFRASTRUCTURE

## Special Projects Year 2016

During the year under review the PHDT was entrusted to facilitate Rs.30 Mn worth of activities identified by the Ministry of Hill Country New Villages Infrastructure & Community Development under special projects for the year 2016 and was fully accomplished

Region	Value- Rs.Mn
Galle	0.73
Ratnapura	0.80
Badulla	5.18
Kegalle	1.45
Kandy	5.24
Hatton	12.15
Nuwara Eliya	4.75
<b>Total</b>	<b>30.30</b>

Under this programme, priority was given to community infrastructure development such as rural roads, water projects, temples, playgrounds, etc. being improved.

Kandy Region - *Kataboola Estate*



Hatton Region - *Patana Cultural Hall*



Badulla Region - *Ballaketuwa Estate Cultural Hall*



Hatton Region - *Tilcultry Estate Kovil*





**Badulla Region - Water Supply Ury Estate**



**Kegalle Region - Issuing of Water tanks**



**Hatton Region - Puliyawatte Cultural Hall**



**Kandy Region - Material Supply to Sri Muththumariamman**



**Distribution of Items for Landslide affected victims in the Kegalle Regional Estates**

Distribution of dry rations clothing, water bottles school bags shoes & stationery to Densworth Estate to the value of approximately Rs. 400,000/= among 350 victims. Programme jointly organized by PHDT – Kegalle Region & Lakeside Adventist Hospital Pvt. Ltd, Kandy on 30<sup>th</sup> May 2016.

**Kegalle Region - Issuing of Tents**



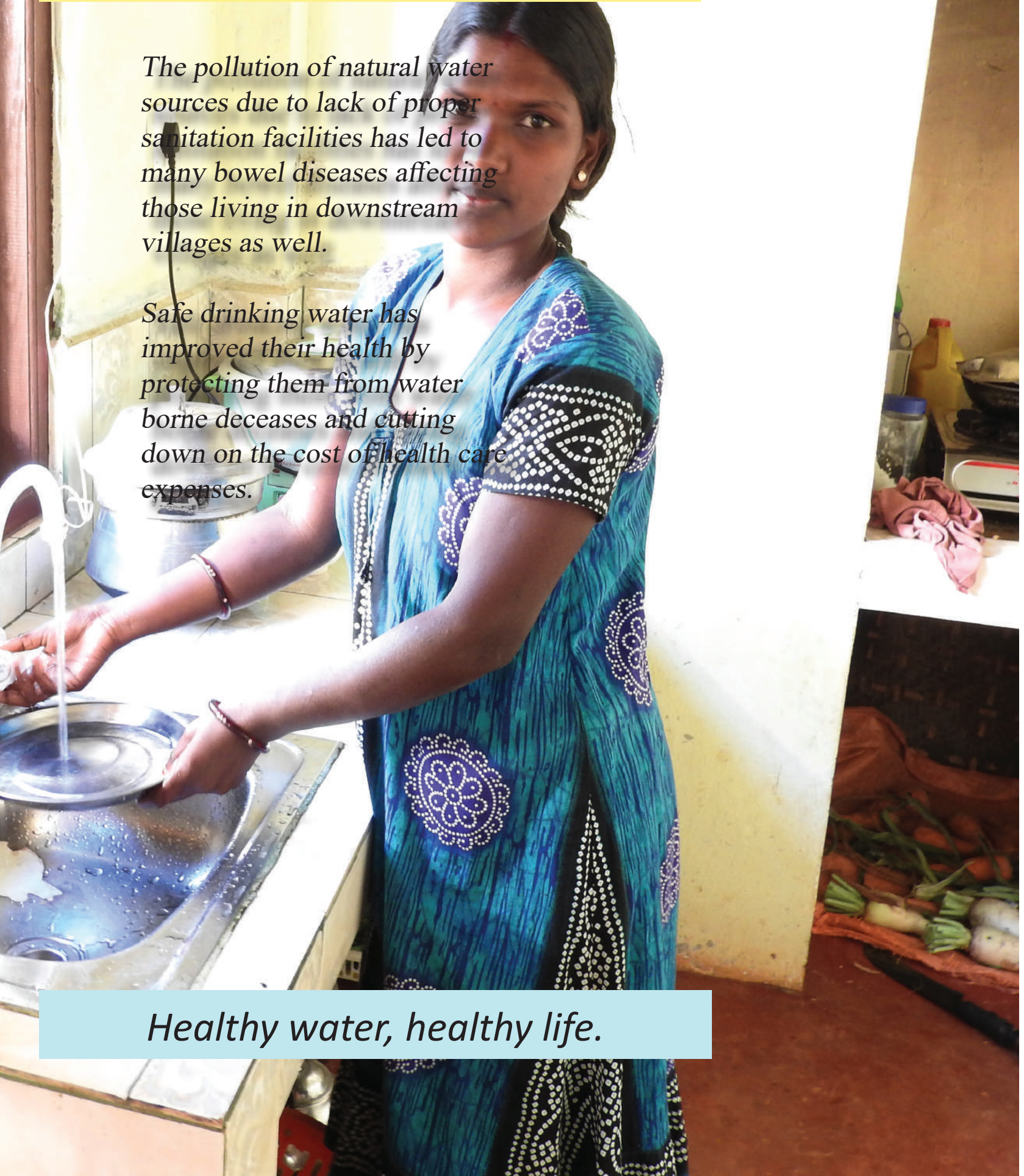


# WATER & SANITATION

*The pollution of natural water sources due to lack of proper sanitation facilities has led to many bowel diseases affecting those living in downstream villages as well.*

*Safe drinking water has improved their health by protecting them from water borne diseases and cutting down on the cost of health care expenses.*

*Healthy water, healthy life.*





## Construction of Latrines

Improving sanitary conditions of the Plantation community by providing individual Latrines has become a priority need. The pollution of natural water sources in the plantation sector due to lack of proper sanitation facilities has led to many bowel diseases affecting those living in downstream villages as well.

The common latrine concept has been changed and individual latrines are provided to each family and to date we have covered 55%. This enables proper upkeep, privacy for females, protection of environment etc.

Region	No. of Units	Value
Galle	55	2.55
Ratnapura	120	5.56
Badulla	145	6.72
Kegalle	55	2.55
Kandy	125	5.79
Hatton	-	-
Nuwara Eliya	-	-
Total	500	23.17



Ratnapura Region  
Houpe Estate



Kegalle Region  
Kalupahana Estate



Galle Region  
Tennahena Estate



Nuwara Eliya Region  
Hauteville Estate

## World Bank Assisted Water Supply and Sanitation Improvement Project (WASSIP)

World Bank Assisted Water Supply and Sanitation Improvement Project (WASSIP) is implemented by the Sri Lankan Government with the assistance of the World Bank to increase access to safe drinking piped borne water services and improve sanitation facilities. The project is implemented in seven selected districts of Mulativu, Kilinochchi, Nuwara Eliya, Badulla, Moneragala, Kegalle, and Ratnapura.

The Ministry of Hill Country New Villages, Infrastructure & Community Development along with the Plantation Human Development Trust (PHDT) assist the Ministry of City Planning & Water Supply to implement this project in the plantations of Nuwara Eliya District.

The project provides access to piped borne water and improve sanitation to the Estate population as well as to rural areas, observing a demand responsive approach. The project is targeting around 15,000 families (60,000 people) to gain access to safe water through approximately 40 mega projects in selected Estates. A Tariff system will be appropriately structured and introduced to cover all operation and maintenance costs. Selection of schemes is based on agreed criteria.

PHDT along with the District Supportive Unit of the Project has prepared a detailed and time-bound implementation plan for Phase I/2016 to be implemented in the Estates of Dunsinane, Glassuagh (with a division of Radella), Bogawana, Houpe (150 families from the neighboring village will benefit as well) & Edinburgh.

The PHDT's role in Phase I of the project encompasses Selection of schemes, Capacity Building, & Operation & Maintenance together with the Regional Plantation Companies, Community and the EWHCS. The project field work is scheduled to commence in the first quarter of 2017.

Salient features of the project are

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

Work in progress as at end of 2016 are as follows

### Water Supply Projects

RPC	Estate	No of Water Supply Project	No of House holders catered under Sanitation Projects
Elpitiya Plantations	Dunsinane	3	648
Kelani Vally Plantations	Glassuagh	2	488
Bogawantalawa Tea Estate	Bogawana	3	479
JEDB	Hope	1	279
Kelani Vally Plantations	Edinburgh	1	Not Commenced





# HEALTH & NUTRITION

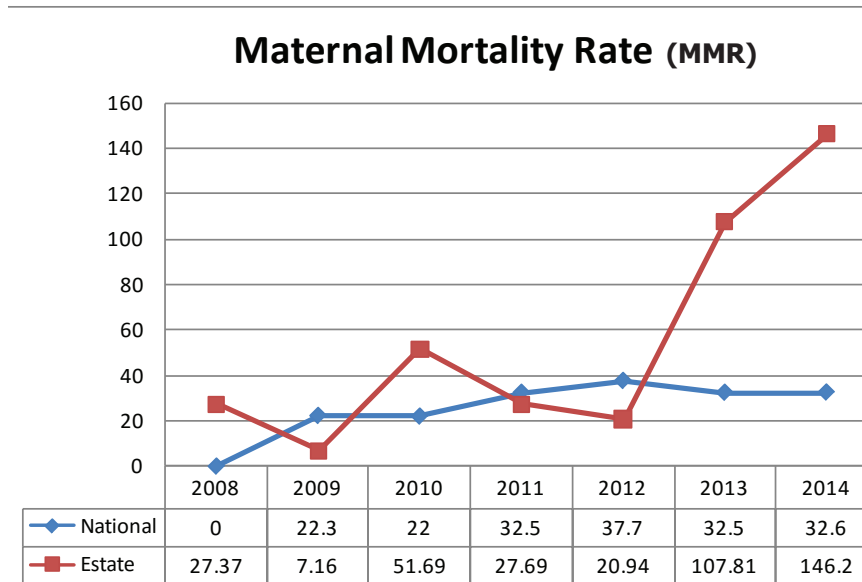
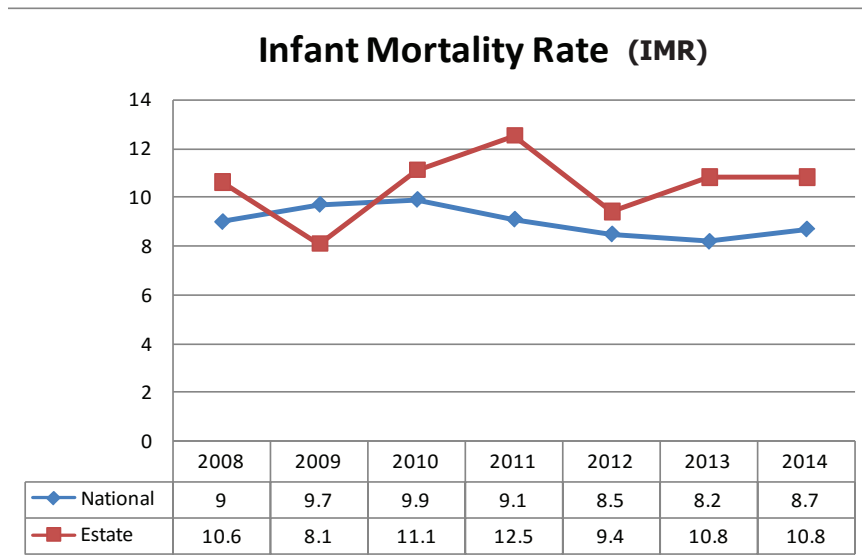


*Happy & Healthy Life for Plantations*

Looking at the health indicators and statistics, we can see a great improvement. Thanks to all contributed to achieve these improvements. No question PHDT is a Key Player in this great endeavour.

## Statistics Comparison - National vs Estate

### Infant Mortality and Maternal Mortality Rate

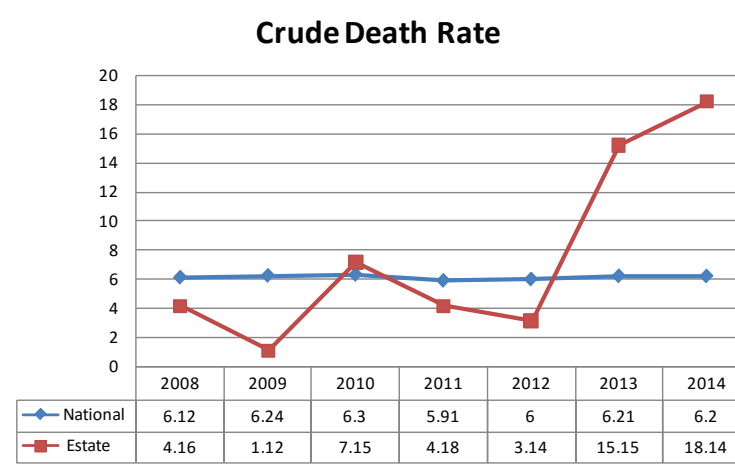
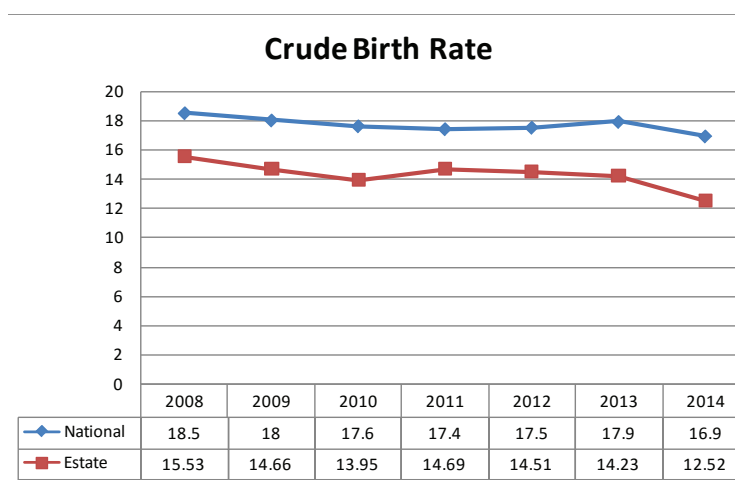


Source : National - Health Bulletin 2014 (Published in 2016)  
: Estate - PHDT-AHR & MFHR 2015

In the past IMR has been very high and with the beginning of 20<sup>th</sup> century indicators have come down in par with national level.

High maternal mortality rates too have come down to very low levels except in 2013, where number has been only 2, high rate is due to low births.

## Crude Birth and Death Rate



Source : National - Health Bulletin 2014 (Published in 2016)  
: Estate - PHDT-AHR & MFHR 2015

Health and welfare services for workers and their families living in the plantations were developed over several decades, commencing from colonial times to the present day. In the early 1980s from what was then a rudimentary system of health care, the services had steadily improved to cater adequately to the health and nutritional needs of the population in estates.

After the formation of the PHDT in 1993, it has performed a supportive, coordinating and facilitating role in the promotion and delivery of health and nutrition on estates. Government Health Ministries, UN Agencies, Non-Governmental Organizations, donors, etc continue to assist PHDT for the successful implementation of health nutritional programs to date.

The objective of the Health Division is to promote the physical, mental, social & spiritual wellbeing of the Estate Population for better quality of life in keeping with Vision & Mission and in accordance with the national policies of the Government of Sri Lanka.

The Health Division through the seven Regional Offices is continuously engaged in Health & Welfare Services for workers and their families in the Plantations Sector.

Own house is the most important basic needs of Humans wherever they are inhabited. This improves the Health & Social Wellbeing of the Plantation Community and help to further reduce the Communicable Diseases commonly prevalent in the Estates.



### **Training of Apprentice Pharmacists**

Since the Ministry of Health has taken over all Estate Hospitals and Maternity Homes in keeping with the National Policy to give the best of Health Care to the Plantations Community, PHDT together with the Regional Plantation Companies (RPC's) identified the need of services equivalent to Estate Medical Assistants to maintain the required health assistance for the Plantation Workers. In order to address this request and to promote the members of worker families with higher educational qualifications, an Apprentice Pharmacist Training Programme was initiated, with the blessings of the Ministry of Health and the Planters' Association. This will help to promote the confidence of the worker where either a family member or a known Estate member looks after their health issues.

During the year under review, Ratnapura, Badulla, Kegalle, Kandy, Hatton and Nuwara Eliya Regions successfully conducted the Apprentice classes and the candidates are expected to complete their examination in early May 2017.

- Manager Orientation Programme
- Two-day Training Programme for Estate Medical Assistants
- Two-day Residential Programme for PHMWs.
- One day Awareness Programme for PFWOs
- Three day Awareness Programmes for CDOs
- Review Meetings and Evaluations

Region	RPC	Allocation (Rs.)
Galle	All RPCs	523,550.00
Kegalle	All RPCs	374,650.00
Ratnapura	Selected RPCs	419,750.00
<b>Total</b>		<b>1,317,950.00</b>

Region	No of Participants
Ratnapura	09
Badulla	21
Kegalle	07
Kandy	13
Hatton	02
Nuwara Eliya	05

### **Galle Region**

### **Prevention of Gender Based Violence**

Social construction and legal processes entrenching inequality of the sexes which lead to violence against women is described as Gender Based Violence and discrimination.

Women and girls experience violence in a specific way due to their sex and gender identity. Similarly due to the fact that women and girls are disproportionately affected, Violence against Women and Girls (VAWG) is considered the most common form of Gender Based Violence (GBV).

PHDT is engaged in the Prevention of Gender Based Violence Programmes among the Estates Community with technical and financial support from the WHO & FHB.

In 2016 with the view of reducing Gender Based Violence incidents in the Estate sector in the following programs were conducted.



## Kegalle Region



*Estate Managers ,Saradial Village, Uthuwankande on 28<sup>th</sup> July & 06<sup>th</sup> December 2016*



*Estate Health Staff & Estate CDOs at SANASA campus , 17<sup>th</sup> November 2016*



*Weniwella & Woodendestates conducted awareness programme on ground level at their respective plantations.*



### Hand washing and Oral Hygiene Project

The PHDT collaborated with Unilever Sri Lanka, who is committed to improve the Health and Nutrition for under five children by enhancing basic Hygienic practices and oral hygiene as well as the overall health and wellbeing of the Plantation Community.

### Project on Improving the Health and Nutrition of under five children by enhancing basic Hygienic practices

Hand hygiene & Oral hygiene remains the single most important measure for reducing the risk of healthcare associated infections. During the past 20 years, hand-washing recommendations and guidelines have increased in complex. The term “hand washing” has been replaced with “hand hygiene,” and there seems to be excessive information for indications and techniques.

#### Project Activities

1. Create awareness for Estate Managers, MOH, educational authorities on proper hand washing and promotion of basic health practices in Estate communities
2. TOT for Health & welfare staff
3. To promote proper hand washing practices at CDCs & family members of New born families
4. Monitor the proper hand washing practices through home visits by CDOs & PHMWs
5. Provision of soap for CDOs for the promotion of proper hand washing practices
6. Provide IEC materials on proper hand washing and promotion of basic health practices in Estate Communities
7. Awareness Programmes & TOT – for 7 Regions
8. Promotion of proper hand washing practices – 70 Estates (7 Estates per Region)



### Badulla Region

Neo - natal hand washing’ program supported by the Regional Director of Health Services (RDHS) Badulla and M/s. Unilever Sri Lanka Ltd, was carried out and 287 employees together with the estate managers, health & welfare staff and the PHDT regional staff members underwent training.

### Kegalle Region

Capacity building programme on “Hand Washing ” for Estate Managers funded by Unilever (Sri Lanka) Ltd.



Awareness programme on “Neonatal Hand Washing” was conducted to mark the “Universal Children Day” for the Estate staff & plantation community funded by Unilever (Sri Lanka) Ltd.



### Kandy Region

Conducted several Hand Washing Programmes and awareness programmes with the collaboration of Unilever (Sri Lanka) Ltd to improve basic hygienic practices among the feeding mothers and the children of CDCs.



### Hatton Region

Advocacy/Awareness program was held for the Community, Estate Health and Welfare Staff on proper hand washing.



### Oral Hygiene Project

Most common health issue is poor Oral Hygiene. Collaborating with Unilever and Smart Works, the PHDT conducted many programmes at Estate Level to improve Oral Hygiene among school children with the assistance of Dental Surgeons from the Regions.

Unilever’s global “brush day and night” campaign provides a platform to educate children on the importance of good Oral Hygiene and is instrumental in inculcating the habit of brushing twice a day at an early age when creating the habit is far easier.

### Summary of the Programmes conducted

Region	No. of Programmes	No. of Schools	No. of Participants
Ratnapura	10	10	2,728
Badulla	10	10	3,190
Kandy	5	6	1,397
Hatton	11	15	3,319
Nuwara Eliya	14	14	6,642
Total	50	55	17,276



### Badulla Region

With the assistance of the Dental unit of RDHS, Badulla and M/s. Unilever Sri Lanka Ltd and the Estate management, a programme on improving oral hygiene was carried out at selected schools situated within the plantations.



### Kandy Region

Programmes were conducted for Estate school children from grade 1 to 5 with the collaboration of the Education Department and Director of Health Services -Kandy funded by Unilever as follows:

Venue	No of Participants
Melfort Tamil Maha Vidyalaya	109
Rangala Tamil Maha Vidyalaya	89
Loolecondura Tamil Vidyalaya	173
Shrivani Tamil Vidyalaya	159

At these programmes Senior Dental Therapist, R.D.H.S Office, Kandy, demonstrated the correct method of brushing and maintaining teeth. A Representative of Unilever distributed junior tooth brushes to the aforementioned school children.

### Hatton Region- Dental Health Camp

Two Dental Health Programmes were held at Osborne and Tillyrie Estates with the assistance of Dental Mobilize Unit of RDHS- Nuwara Eliya





## Nuwara Eliya Region

### Awareness Programme on Oral Hygiene with Unilever Sri Lanka

- To educate the school children on Oral Hygiene
- To provide free tooth paste & tooth brush
- To provide educational materials to use proper method to brushing teeth



Programmes were held together specific information on per-capita alcohol and tobacco consumption, influencing factors and the entry points in selected estates in NuwaraEliya, Badulla and Bandarawela.



### Cancer Awareness Programme for Plantation Sector 2016

Cancer Awareness Programmes have been organized for the Estate Health Staff on early detection and prevention of all types of cancers in the estate sector. This was organized with the Cancer Control Programme by Ministry of Health.

## National Authority of Tobacco and Alcohol (NATA)

### Baseline Survey on Alcohol and Tobacco consumption patterns in the Estate Sector

Drinking and smoking which is a well-known factor, affect plantation community leads to morbidity and mortality of population of productive age group and also creates a number of social and economic issues in the community. Poor intellectual capacity and lack of empowerment to make an informed decision keep plantation community vulnerable to be addicted to alcohol and tobacco and this is a major challenge to be success of prevention programmes. Other than the health problem, this situation permits number of social and cultural problems such as financial issues, family problems, gender based violence and sexual violence that prevail in this community.

Although there are number of preventive programmes implemented in the Plantation Sector successfully, it fails to control the situation because of the environment factors such as lack of education and poor self-control. Lack of more focused baseline data sometime hamper the effectiveness of interventions and this consultancy aims to gather specific information related to the subject and influencing factors.

### Distribution of Free Grant Drugs

Free grant of drugs were received from the Ministry of Health to the value of Rs.14 Mn for 2016 and distributed to estates through PHDT in all Regions. This activity was conducted for the wellbeing of the plantation community and to enhance their health condition. This would gain an impact on the productivity and the profitably of the Estate as a result



## Kegalle Region



### Eye Camps

More than 300 patients were screened for necessary further treatment.



### Ayurvedic Health Camps

Several Ayurvedic Health Camps were conducted for the Plantation Community which is a successful initiative by the Region. More than 700 patients were treated so far during the period under review.



## Diploma Certificate in Child Care, PreSchool Education and Management offered by the PHDT

Enhancing the knowledge of Child Development Officers (CDOs) is of much significance to the process of delivering child care to those children who attend the respective Child Development Centres. During the year under review, 40 CDOs enrolled for training leading to the Diploma Certificate in Child Care, Pre-School Education and Management offered by the PHDT, ably supported by the RPCs.

In addition to those that are undergoing training at present, 24 CDOs who had successfully completed the Diploma course received their certificates during the year and we congratulate them.





# CHILDCARE & DEVELOPMENT



*Your children is our property*



# EARLY CHILDHOOD DEVELOPMENT PROJECT

Assisted by **WORLD BANK**

## Plantations Component Implemented by Plantation Human Development Trust

### OVERVIEW

ECD Project – (2016-2020)

The launch of the Early Childhood Development (ECD) Project under the Ministry of Women and Child Affairs assisted by the World Bank was held at Water's Edge Hotel on 1st March 2016.

The key purpose of this five year project, with an investment of USD 50 Mn. is to enhance and improve the quality of ECD centres and education to the children of 0-5 years who are the future of our country.

The Government, in its development strategy, has recognized the importance of investing in early childhood care and development to ensure a safe, protective and enabling environment for children below the age of 5, by improving access to health, nutrition, quality care and development.

In Sri Lanka there are around 19,500 early childhood development centers, which are staffed by approx. 30,000 teachers. The Project will mainly support the improvement of ECD facilities, provision of teacher-learning materials and the training of ECD teachers, teacher assistants and trainers. For the first time this project will provide for the conduct of a National Census by the Department of Census and Statistics which will be a vital database for future activities.

### Plantations Component

Improving the ECD Centre facilities and skills of the Child Development Officers (CDO'S) in the Plantations would be implemented by the PHDT with the allocation of USD 10.0 Mn. over the five year period.

The plantation segment comprise of two components. One is the new Construction and Upgrading of Child Development Centres and their Play areas with the addition of New Furniture, Equipment and play items.

The other component is upgrading the skills and knowledge of the Child Development Officers' (CDOs) with the conduct of training for the National Diploma in Child Development Pre-School Education and Management for the 650 CDO's who are unqualified and also enhance the knowledge of the existing 740 CDO's Diploma Holders with an Advance Refresher programme.

Through these programmes all children attending the 1450 CDC's in the plantations would be under the care & guidance of skilled and trained CDO's by the end of project period.

Another new Initiative would be the conduct of a parental awareness programme to educate them on the value and benefits of Pre-school Education & Development, Health & Nutrition etc. for their Children by sending them to Child Development Centres conveniently located and available in their Estate itself.

### 1. Project Development Objectives

Enhancing equitable access and Improving the quality of ECD Services

- Centers achieving minimum standards in quality and facilities.
- Improving the capacity of Preschool teachers / Child Development Officers (CDOs) to a nationally accepted standard.
- Attract children from 0-5 years in Estates benefited to attend CDC centers developed.
- Providing opportunity for children to learn, develop and obtain the foundation for formal education in the future.

### 2. Main Components of the CED Project

- Hardware (Construction) Activities
- Software ( Diploma , Training and Awareness Programme) Activities



## Construction Activities (Project Period 2016 – 2020)

Activity	Includes	2016 – 2020		
		Total No. of Units	Allocation per Unit	Total Allocation
Construction of New CDCs	New playground, Furniture, Play Equipment	140	6.5	910.00
Renovation of CDC's	Building & Equipment	175	1.5	262.50
Construct new play areas	Construction & Equipment	175	0.25	43.75
Renovate existing play areas	Renovation & Equipment	210	0.15	31.50
<b>Total</b>				<b>1247.75</b>

## Annual Construction Activities

Activity	2016		2017		2018		2019		2020	
	Unit	Allo Rs/Mn	Unit	Allo Rs/Mn	Unit	Allo Rs/Mn	Unit	Allo Rs/Mn	Unit	Allo Rs/Mn
Construction New CDC's	28	182	28	182	28	182	28	182	28	182
Renovate CDC'S	35	52.5	35	52.5	35	52.5	35	52.5	35	52.5
Construct New Play Area.	35	8.75	35	8.75	35	8.75	35	8.75	35	8.75
Renovate Existing Play Area	42	6.33	42	6.3	42	6.3	42	6.3	42	6.3
<b>Total</b>		<b>249.55</b>		<b>249.55</b>		<b>249.55</b>		<b>249.55</b>		<b>249.55</b>

**CONSTRUCTION ACTIVITIES**  
**Early Childcare Development Projects**  
 PROGRESS AS AT 31<sup>ST</sup> DECEMBER 2016  
 NEW CDC CONSTRUCTION - 2016



St. Coombs Estate  
 Nuwara Eliya Region



Nayapana Estate  
 Nuwara Eliya Region



Elkaduwa Estate  
 Kandy Region



Bentota Estate  
 Galle Region

**CDC RENOVATION - 2016**



Elston Estate  
 Ratnapura Region



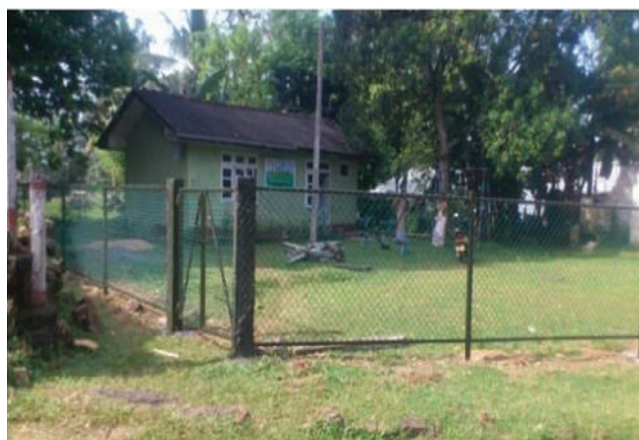
Rothschild Estate  
 Kandy Region



## NEW PLAY AREA CONSTRUCTION - 2016



Dalkeith Estate  
Galle Region



Elston Estate  
Ratnapura Region

## Software Programmes - (Project Period 2016-2020)

No	Activity	No. of Programmes	Allocation per Unit (Rs /Mn.)	Total Allocation (Rs/ Mn.)
1	Diploma Programmes for CDOs	13	1.5	19.5
2	Refresher Training for CDOs	51	0.5	25.5
3	Awareness Programme for Parents	350	0.05	17.5
	<b>TOTAL</b>			<b>62.5</b>

## Annual Software Activities

Activity	2016		2017		2018		2019		2020	
	No of Progs	Allo Rs/Mn	No of Progs	Allo Rs/Mn	No of Progs	Allo Rs/Mn	No of Progs	Allo Rs/Mn	No of Progs	Allo Rs/Mn
Diploma for CDO'S	4 (200 CDOs)	6	4	6	2	3	2	3	1	1.5
Refresher Training for CDC's	14	7	13	6.5	8	4	8	4	8	4
Awareness for Parents	70	3.5	70	3.5	70	3.5	70	3.5	70	3.5
<b>Total</b>		<b>16.5</b>		<b>16</b>		<b>10.5</b>		<b>10.5</b>		<b>9</b>

**CDO DIPLOMA PROGRAMME**  
200 TRAINEES FROM ALL REGIONS - 2016  
TRAINING VENUE- SARAVADYA TRAINING CENTRE - MORATUWA



**Opening Ceremony**



**Trainees - Group I**



**Trainees - Group II**



**Trainees - Group III**



**World Bank Participation**



**Group Photo with World Bank Team**

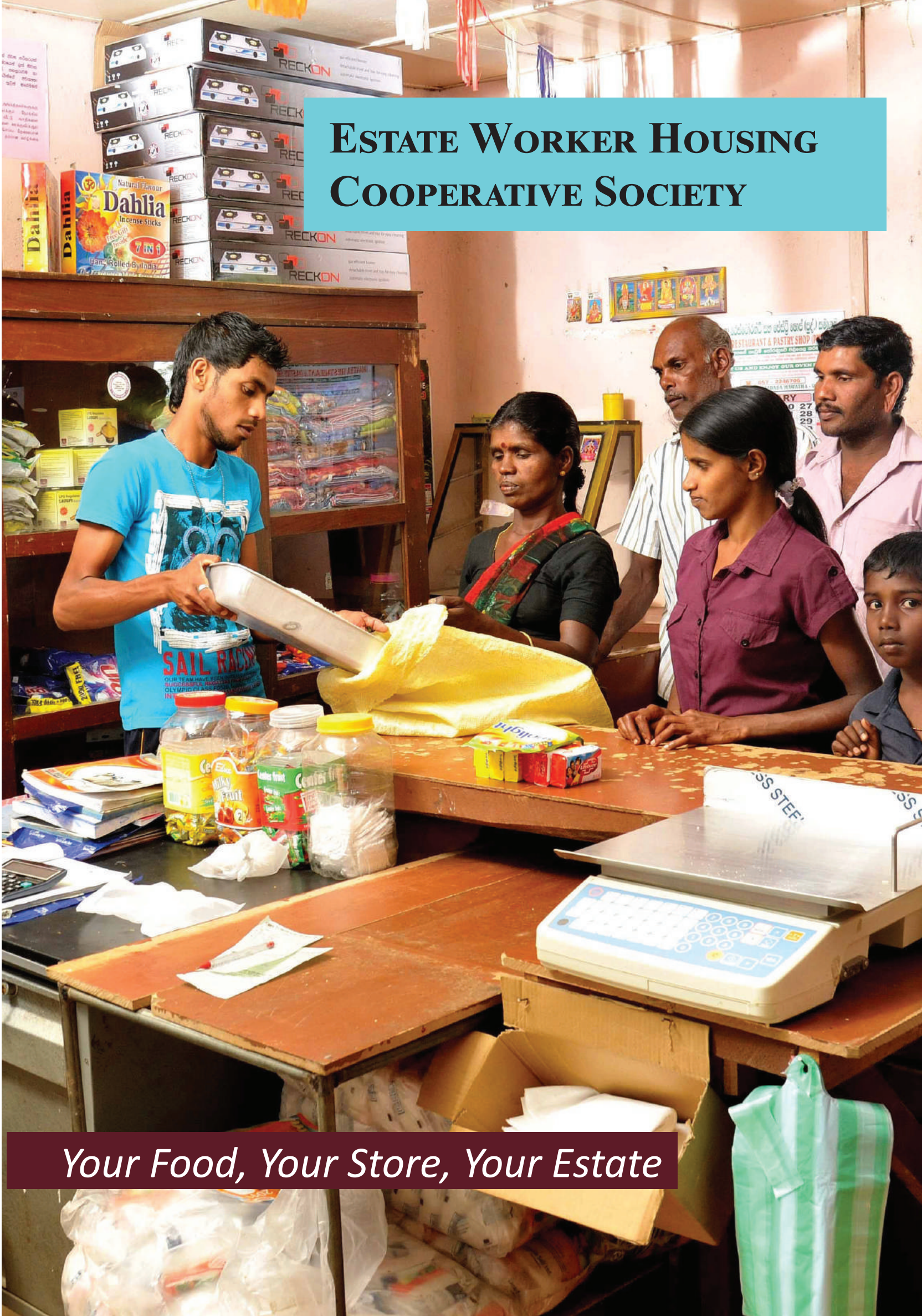


## Parental Awareness Programme - 2016





# ESTATE WORKER HOUSING COOPERATIVE SOCIETY



*Your Food, Your Store, Your Estate*



Plantation workers and residents have been significantly empowered by the establishment of Estate Worker Housing Cooperative Societies (EWHCS) which provide them loans and access to many goods and services within their respective estates, as well as creating job opportunities.

The EWHCS were first established in 1993, by the Plantation Human Development Trust (PHDT) in collaboration with the Department of Cooperative Development, mainly with the intention of disbursing funds to construct houses for estate residents. EWHCS have been set up at all estates managed by Regional Plantation Companies (RPCs) at present.

The EWHCS have emerged as a leading community-based organization in the country and many units located in Regional Plantation Company estates which receive strong support from the management, have improved their rankings in recent years based on criteria determined by the PHDT and monitored by the PHDT's Regional Offices. This network, as one of the economic models of Sri Lanka has been successfully developed over the years and continues to contribute for the upliftment of the living standards of the plantation community.

Today the EWHCS has a membership of over 240,000 – a growth of 145 per cent from the 98,000 who were members at the inception in 1993.

In addition to providing loans, EWHCS units now even operate retail/welfare shops, barber saloons, communication centers etc. within the respective estates, thus creating employment opportunities and also providing convenient access to many services to the estate residents. The PHDT has also entered into partnerships with multinationals and other leading private sector organisations to provide estate residents easy access to products and services with the appointment of EWHCS as sub dealers, to improve their quality of life and their health, nutrition, sanitation, hygiene, etc

With the assistance of various stakeholders including the RPCs and the PHDT, the EWHCS has gone far beyond its initial mandate with regard to housing and have been developed over the years to now make a significant contribution to uplift the quality life of the community. Some have even been recognised for their excellence by winning Presidential Awards presented on international cooperative Days after competing with other Co-operative Societies in the country.

During the year under review several significant projects were carried out by the PHDT through the EWHCS in all seven regions.

### **Gas for cleaner Environment**

PHDT was instrumental in facilitating "Wathu Praja Diwi Naguma Plantation Project with Laugh Gas PLC where products are available in 342 Estates with the profitability to the EWHCS to meet its operational costs to ensure the sustainability of this network.

The use of gas cylinders, cookers and accessories at affordable prices on easy payment terms through the EWHCS appointed as sub Agents continues to flourish and ensures safe and healthy cooking for the family which has been a blessing for the Estate Women.

On the other hand the estates are being benefited from higher attendance reduction in health care expenses, saving of trees/firewood for manure and the protection of the environment.

### **Personal Care & Hygiene**

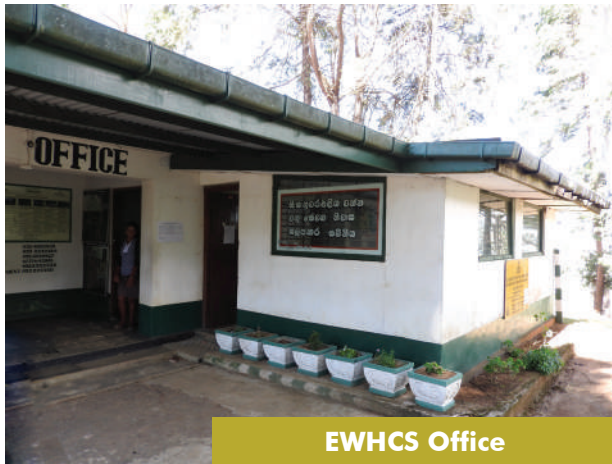
Joining hands with a Multinational Company for the first time, the "Wathupraja Ruwa Suwa Sevaya" Plantations project was launched in collaboration with Unilever (Sri Lanka) Ltd. Their popular and renowned International range of foods, personal and home care products are now available to the Estate Community through the EWHCS who were appointed as their sub dealers.

The entire community, and in particular women and children could also now benefit from the many National promotions conducted by this multinational company throughout the year to improve the overall health, personal care and hygiene of the entire family.

### **Income Generating Activities**

The following income generating programs were conducted via the EWHCS's in all regions during the year under review.

- Tuition Classes
- Tailoring and Hairdressing
- Tea Bags Projects
- Rice Flower & Dairy
- Poultry farming
- Home gardening



**EWHCS Office**



**Co-operatives**



**Dairy Project**



**Coop Bakery Product**



**Income Generation Programme**



**Vocational Training**



**Small Women Group**



**Nutrition Development Programme**





## MAIN OFFICE STAFF TEAM

**1st row:** Dr. P.H.S. Ananda, Director Health; A.P. Abeysekera, Director Engineering; C.U.B. Ranasinghe, Senior. Director -Admin & HRD; R.M.B. Ellegala, Director General; R.Y. Kulatunga, Director Finance; J. Kudahetty, Project Coordinating Consultant.





**Left to Right 2nd row:** A. Dharmawardena, P. Senadheera, Ms. R. Udayakanthi, M. Nawas, H. Wickremasekera, S. Segar, Dr. S. Rathnathilaka, H. Jayasekera, L.Y.Nimesh, Ms. N. Wijekoon, Ms. C Wanninayake

**Left to Right 3rd row:** Ms. K.Nadaraja, Ms. G.W.Thushara, Ms. A.de Silva, Ms. B. Wickremasekera, Ms. R. Fernando, Ms. G. Punchihewa, Ms. N. Liyanaarachchi

**Left to Right 4th row:** L. Madawa, S.Nishodharan, Ms. M. Charles, Ms. P. Samanmalee, Ms. M. Jayasundera, Ms. L. Wijesinghe, Ms. G.P. Lalani, Ms. M. Abeygunawardena, Ms. S. de Silva, Ms. C. Wickremaratne, Ms. T.S. Chalini, Y. Vidanage, T.C. Suranga

**Left to Right 5th row:** S.Monnankulama, W.A.P.Chandimal, Ms. W. Sewwandi, Ms. M. Senarath, Ms. A. Buthpitiya, Ms. I. Sewwandi, Ms. P. Peiris, Ms. L. Ranaweea, Ms. N. Peiris, Ms. Karannagodage, P. Gomas, A. Randika, W.S. Pushpakumara



# REGIONAL STAFF



**1st row Left to right:** T. Wickremathilaka, S. Rathnaweera, Ms. M. Jayasooriya, N. de Silva (Snr. Regional Director), M. Dahanayake, U. Weragoda, H.K.A. Nishantha  
**2nd row Left to right:** Ms. K. Ekanayake, Ms. B.M. Maduka, W.B.D. Nuwanpura, B.H.B. Dilruk, J. Hemakumara, G. Wasantha, S. Gurusinghe, S. Samarasinghe, W. Chandrasena, Ms. M. Amarasinghe, Ms. K.L. Lakmimi



**1st row Left to right:** Ms. P. Dayananda, C. Kulatunga, K.A.A. Jayasiri, Dr. K. Meegama, A. Ekanayake (Regional Director), S. Dissanayake, G.M. Suranga, Ms. D. Pitigala  
**2nd row Left to right:** Ms. D. Lakmali, Ms. J. Wijetunge, L. Wijewardena, Ms. L. Munasinghe, R. Weerasinghe, H.M.B.S. Gunaseela, Ms. H.Madhushani, Ms. K. Weerasinghe





**1st row Left to right:** S. Arulpragash, S. Inbaraj, R.R.M. Dharmasena, N. Wijeratne (Regional Director), U.L.C. Janaka, R.M. Nissanka, G. Gunathilake, E.G.D.P Kumara,  
**2nd row Left to right:** G. Dinapala, T.E. Wickemasinghe, Ms. I. Suranjee, Ms. N. Sasikala, Ms. F. Mirando, Ms. A. Mendis, Ms. N. Sarojini, D.M. Weeraratne, V. Selvaraj, W. Rajanayake



**1st row Left to right:** Ms. N. Bogamuwa, S. Karunathilake, G.B. Dissanayake (Regional Director), U.A. Yatawara, U.S. Karunaratne,  
**2nd row Left to right:** I. Bandara, K. Dharmarajah, S. Kamalathilake, C. Jayasinghe, Ms. R. Karunaratne, Ms. M.A.I. Swarnamali, Ms. T. Karunaratne, Ms. C. Karunaratne, Ms. I. Gunathilake, M. Gonahearachchi, P. Chandrasekera, R. Sureshkanth, R. Swarnalal





**1st row Left to right:** U. Balasooriya, V. Jayaweera, S. Ratwatte (Regional Director), Ms. K. Ratnayake, V. Surendran, S. Senanayake  
**2nd row Left to right:** K.L. Thilakasiri, Ms. C. Herath, Ms. S. Dissanayake, Ms. Y. Dissanayake, Ms. S. Bongso, Ms. L. Nirmaladevi, Ms. M. Madadeniya, N.A. Shantha Kumara



**1st row Left to right:** Ms. N. Abeyratne, C.P. Kumara, S. Pragash, A. Senaratne (Regional Director), A. Linganathan, A. Herath, Ms. K. Jayawardena  
**2nd row Left to right:** M. Sathiyaseelan, D. Suranga, Ms. M. Ganeshan, Ms. R. Gayathri, Ms. R. Indumathy, Ms. P. Weerasinghe, S. Ashiq, J.A. Peter, Ms. N. Krishni



**1st row Left to right:** M. Kirupalany, R.M.K. Shantha, R.M.D. Ratnayake, Ms. Z. Salim, L.R. Perera (*Snr. Regional Director*), Ms. F. Ganeshan, D. Samarajeewa, R. Letchudhan  
**2nd row Left to right:** Ms. T.K. Dharanee, Ms. A. Dasanayake, M.K. Jetler, A. Roshan, R. John, R. Ekanayake, W. Samarakoon, C. Dassanayake, N. Ratnayake, J.M.C.P. Kumara, S. Seneviratne, V. Balendran, T. Janaroban, Ms. I. Perera, Ms. N. Madhubashini



# Sustainability

The Plantation Human Development Trust (PHDT) is a tripartite Organization incorporated in 1992, with the intention of improving the life styles of the plantation community through welfare programmes. The three parties in the agreement are the Government of Sri Lanka, Regional Plantation Companies and the major Trade Unions in the plantation sector.

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

The Government represented by the Ministries of Hill Country New Villages, Infrastructure & Community Development – the line Ministry of the Organization gazetted, Ministry of Health, Nutrition & Indigenous Medicine, Plantation Industries and Finance provides various infrastructure programmes to serve the welfare of the plantation community, which represents almost 5% of the total population in Sri Lanka.

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

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

- Approved as an accredited agent to facilitate quality improvements in the plantation sector with ISO Quality Standards by the Sri Lanka Standards Institution (SLSI).
- Registered as a Grade C-6 Contractor with ICTAD for providing more quality construction work to the plantation sector.
- Recognized by the Government of Sri Lanka and registered under the Ministry of Child Development and Women Empowerment, to conduct National Diploma Courses in Child Development, Pre-school Education and Management for Child Development Officers.

- Accorded recognition as an approved Training Organization to Intermediate Students to gain experience and knowledge for examinations conducted by the Institute of Chartered Accountants of Sri Lanka.

The Plantation Human Development Trust also, distribute Rice Flour and other quality nutritious food products manufactured by the National Food Promotion Board (NFPB) under the Ministry of Agriculture, to the plantation community through the EWHCS network, with the intention of providing healthy and nutritious products at affordable prices.

We also promote Gas as a cleaner and safer alternative to cooking by the community as opposed to use of firewood, which is harmful to health, environment and productivity of the estate. PHDT has entered in to a Memorandum of Understanding with Laugh Gas PLC to achieve this purpose.

Furthermore, health care, personal care and food products of multinational Unilever Sri Lanka were also introduced through the EWHCS, to enhance the health, nutrition and hygiene of the community.

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

# Administration & Human Resource

The most valuable asset of the organization is, our staff members and we always give our effort to enhance the capability and productivity of our staff at all levels. We encourage a good & happy work culture, foster relationship with them at every level in the organization and make them express their views and share their ideas to bring about improvements in the organization towards the achievement of the common goals described in our vision & mission statements.

All staff members take pride in their work as they are given due respect and by being empathetic and sensitive to each others needs. We make every endeavour to foster a productive culture throughout the organization.

## Divisional Vision & Mission

### Vision

“To be the leader in Human Resource Management & Development in the non-profit making organizational sector”

### Mission

“Creating a continuous value for its stakeholders through a vibrant and viable organization, propelled by a competent, committed and contended workforce”

## Categories of staff members

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

1. Directors - Director General, Senior Directors (Internal & Regional) Directors (Internal & Regional)
2. Executives - Managers, Accountants, Asst. Managers, Mobilizers, Project Implementation Officers (Engineering), Project Officers (Health) & other Officers, Accounts Executives, Computer Programmers and Secretaries.
3. Support Staff - Computer Operators, Confidential Stenographers, Stenographers, Project Assistants, Clerks, Data Entry Operators, Office Assistants/ Aides and Drivers.

## Human Resource Procedure

The Senior Director-Administration and Human Resource Development is assisted by the Manager-TS&P, Manager-Admin. & Operation and Senior Assistant Manager-Admin. & HRD with other supporting staff to take the responsibility for implementing the Human Resource Development and Administration Procedures including the following, under the Director General’s guidance.

- 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 Employees Act.
- Transfers
- Disciplinary Procedure
- Training and Development
- Grievance handling
- Industrial Relation
- 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.
- 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**

Overall direction and supervision of the Administration Function of the organization is done by the Senior Director-Admin. & HRD and Officials of the Administration & HRD division under the guidance of the Director General.

In addition to the procedures and strategies towards to Human Resource Development, the administration functions are implemented with followings for the smooth functioning of organization covering the areas of Transportation, Stores and Office premises in both main offices and seven regional offices.

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

### **Beyond the HRD and Administration functions the organization has offered following welfare measures for all staff members of the organization.**

- Indoor & outdoor medical insurance and personal accident insurance scheme
- Death benefit welfare scheme
- Distress loans and emergency loans scheme
- Sports and recreational activities such as Cricket, badminton, carrom tournaments
- Staff annual trip
- Monthly religious programme
- Annual Celebrations and commemorations.

## **23rd Annual General Meeting**

The PHDT held the 23rd Annual General Meeting and the Annual Award Ceremony on 31st March 2016, at the Bandaranaike Memorial International Conference Hall (BMICH), Colombo 07.

The Chief Guest was, HE Thorbjorn Gaustadseather, Ambassador of the Kingdom of Norway to Sri Lanka and the Maldives. There were about three hundred distinguish guests at this event representing the Government Ministries, Regional Plantation Companies, Government & Non-Government Institutions, University Students, Diploma Holders, Award Winners and representatives from the Estates.

After the warm welcome of the chief guest & all other guests and traditional activities of lighting oil lamp & singing of Anthems of two Nations, the Chief Guest, Chairman and the Board of Directors of PHDT occupied the head table.

The formalities of the Annual General Meeting where the Chairman's address and Report of the Board of Directors on the affairs of the company, Independent Auditor's Report and the Audited Accounts for the year 2015 were presented. Three Board of Directors were re-elected and Auditors were re-appointed for the next year. The Annual report of the PHDT, for the year 2015 was published on the same day.

Prior to the commencement of the Annual Award Ceremony, a Video flashback highlighting the PHDT activities which has implemented for 23 years was screened for the audience.

During the annual award ceremony, a remarkable speech was done by a Graduate of the University of Colombo, Miss. Dileka Dissanyake expressing her effort to uplift her life after demise of her father and as a daughter of working mother in the plantation sector which the audience also felt the emotional feelings. She specially appreciated the continuous support of PHDT given through the Plantation companies to elevate the life of the children in the plantation sector.

The Team Leader of Panel of Judges, Mr. R.L.M. Perera who is a very senior planter expressed the views of the Panel on the Evaluation which conducted in the plantation areas in seven regions within one month to select the Best EWHCS for the Annual Award of Excellence in Social Development through EWHCS and the Best PHDT Regional Office.

The winner of Best EWHCS, Mr. Heranjan Bulugahapitiya, described the immense services and benefits gained from the PHDT, in his speech while thanking the Board of Directors, Management & the Staff of PHDT.

The Chairman, Mr. V. Puththirasigamoney addressed the audience mentioning the present activities and objectives of the PHDT, which helps to continue enhancement of the quality of life of the Plantation Community.

The Chief Guest, HE Thorbjorn Gaustadseather, recalled the activities done in the past by the Norwegian Government through the PHDT to the estate community in his speech. He appreciated the other welfare work of the PHDT and wished every success for the continuance of the good work.

The Director Engineering, Mr. A.P. Abeysekera proposed the Vote of thanks.

### Annual Award Ceremony

Annual Awards were presented to the winners by the Chief Guest, Special Guests, the Chairman and Board of Directors of the PHDT.

#### The Best EWHCS for Excellence in Social Development

The main Award is to recognize the contribution made by the Estate Worker Housing Cooperative Societies (EWHCS) available in all estates in PHDT seven Regions.

- **GOLD AWARD**  
Vincit Estate- Malwatte Valley Plantations PLC  
General Manager-Rubber/Superintendent- Vincit Estate, Mr. Heranjan Bulugahapitiya

- **SILVER AWARD**  
Nakiadeniya Estate - Watawala Plantations PLC,  
Estate Manager - Mr. Danushka Daswatta

- **BRONZE AWARD**  
Opata Estate - Kahawatte Plantations PLC  
Estate Manager - Mr. Gaya Weerasekera

#### The PHDT Best Regional Office

Award is to recognize the overall performance of the Regional Director and the staff for their commitment to enhance the dignity of the plantation community.

- **WINNER**  
**Hatton Regional Office**  
Regional Director, Mr. H.N. de Silva and his team
- **1<sup>ST</sup> RUNNER UP**  
**Galle Regional Office,**  
Regional Director Mr. L.R. Perera and his team
- **2<sup>ND</sup> RUNNER UP**  
**Ratnapura Regional Office**  
Regional Director Mr. A.S. Ratwatte and his team
- **MERIT AWARD**  
**Kandy Regional Office**  
Regional Director Mr.L.P.A.N.Senaratne and his team





- **Six students from the Plantations who gained best results to enter Universities in year 2015 were recognized and awarded.**

- **Faculty of Arts**

Miss.K. Nishmika Dineshi  
University of Sri Jayewardenepura  
Homadola Estate  
Watawala Plantations PLC  
GALLE REGION

Mr. S. Selvakumar  
University of Peradeniya  
Madampe Estate  
Hapugastenne Plantations PLC  
RATNAPURA REGION

Miss. R.P.S Sudarshani Rajarathna  
University of Sri Jayewardenepura  
Atale Estate  
Kegalle Plantations PLC  
KEGALLE REGION

Miss. K. Rukmanidevi  
University of Colombo  
Selegama Estate  
Elkaduwa Plantations PLC  
KANDY REGION

Mr. S. Thasetharan  
Eastern University of Sri Lanka  
Alnwick Estate  
Uda Pussellawa Plantations PLC  
NUWARA ELIYA REGION

- **Faculty of Law**

Miss. S. Prashanthini  
University of Colombo  
Telbedde Estate  
Balangoda Plantations PLC  
BADULLA REGION

- **Ramanathan Academy of Fine Arts**

Miss. K. Indika,  
University of Jaffna  
Kenilworth Estate  
Watawala Plantations PLC  
HATTON REGION



- **40 female, Child Development Officers (CDOs) were awarded Diploma Certificates**

As accredited by the Ministry of Child Development and Women Affairs, the PHDT conduct Diploma programmes in Child Development, Pre School Education and Management. 79 CDOs have completed the Diploma in year 2015 and out of this, 40 were received their Diploma Certificates.



- **Winners of the PHDT Staff Carrom tournament**

**Women's Single Tournament**



- Winner - Ms. B.M. Maduka – Galle Region
- Runners up - Ms. M.F.I. Farah – Hatton Region

**Men's Single Tournament**



- Winner - Mr. G.G.S.C. Kulatunga – Kandy Region
- Runners up - Mr. B.H.B. Dilruk – Galle Region

**Development of skills and competency of staff members**

As a practice, employees were provided opportunity to participate for both in-house & out-door training programmes, workshops etc., and except for the orientation & awareness programmes for new recruits, conducted training programmes/workshops for all staff in main office & regions to develop their positive attitudes and self motivation.

According to the Annual Training & Development Plan 2016, a Programme was arranged for PHDT main office staff, with the assistance of the Labour Department, at the Main Office Training Center. From this programme the staff could gain opportunity to learn and improve their Communication Channels & Systems at work place and also, it was very useful for their personal lives.



A workshop for Drivers of PHDT was held at the beginning of the year covering the areas of technical and driving skills, road safety, awareness of first aid, personal attitude development, general knowledge for personal and work life, loyalty to the organization etc., which was very useful to carry out their job functions more effectively and efficiently.

Senior Officials also have been given opportunities to involve with the overseas programmes enriching overall knowledge related their job functions.

Providing opportunities, the Administration and HRD division always shows the career path to the staff members enhancing their job skills and supporting to expertise with their job positions. Accordingly, staff members can go up ladder achieving their work life goals as; trainees to permanent positions, Junior positions to Senior positions and also Clerical positions to Managerial positions etc.



**Staff welfare**

Except the main welfare measurers & functions of Administration & HRD division, we conduct following activities for our staff members during the year.

• **Sinhala and Hindu New Year Celebrations**

All staff of PHDT celebrated the dawn of "Sinhala & Hindu New Year in April according to the office culture. Main office staff participated for the 'Aurudu Uthsawaya' held at the Hendry Pedris ground, Colombo, on 28th April, organized by the Ministry of Hill Country New Villages, Infrastructure and Community Development.





- **Religious Ceremonies**

Wesak, Poson, Pongal, Christmas etc., at the Main office & Regional offices



- **Carrom tournament**

Provided opportunity for all staff to show their extra capabilities and awarded at the annual award ceremony.



- **Held annual celebrations and commemorations**

Dawn of the year, National Independents day, International Women's day, Children's day, Food day, 'Dayata Sevana' etc. which were declared by the Government at the PHDT main office and regions.



- **Study tour/overseas training programme for Annual Award Winners**

The annual study tour with a training programme was arranged for the winners of PHDT Annual Awards in last year, to Thailand during the month of November 2016. Four Officials were participated representing the Kahawatte, Malwatte Valley & Watawala Plantations and PHDT Main Office.



CSR programmes involved by the Admin. & HRD division

- **"Poson" Dansala**

Poson Dansala was arranged on 20th June at the PHDT main office complex with the contribution of the staff members for the 4th consecutive year.



- **Donation for Victims**

With the generous contribution of PHDT main office staff members, drinking water bottles were distributed for displaced personnel affected due to the natural disaster in the country, through the Ministry of HCNVI&CD, in May.

- **Blood Donation Campaign**

Main office staff participated for the blood donation campaign organized by the Ministry of HCNVI&CD, on 19th May at the Ministry premises.

- **Provided donations for differently able children and for Elders' home**

- **Donations for personnel who faced disasters and who needs special attention, when required.**

# Corporate Governance

## Remuneration Committee

The Remuneration Committee meeting for the year 2016 was held on 09th November 2016. A team comprising of four Board Directors headed by Mr. V. Puththirasigamoney, the Chairman of PHDT and Director General reviewed the cadre requirements, evaluated the staff performances and also, recommended the remuneration packages for year 2017 based on industry levels and also, keep the optimum staff strength in order to fulfil the organization requirements.

## 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.

## 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

Various types of projects identified in different sectors, such as Housing & Infrastructure, Water & Sanitation, Healthcare, Child care, Capacity Building, Community Building 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.

## Internal Controls

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

## Environmental Practices

The organisation applies environmental friendly best practices in carrying out its activities through its projects.

## Manual of operations

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

## Annual General Meeting

The 24th Annual General Meeting will be held at the Auditorium of Coconut Cultivation Board, No. 9/428, Denzil Kobbekaduwa Mawatha, Battaramulla, on Friday, the 26th May 2017, at 2.30 pm.

## 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 2016 has been prepared based on the Going Concern Concept.

## Auditors Report

The Auditors Report on the Financial Statements for the year ended 31st December 2016 is given on Page 74.

## Environmental Protection

Adequate measures were taken by the management to conduct their operations in an environmental friendly manner. New systems and procedures were implemented through the Quality Management System, ISO 9001:2008 with less paper and more IT oriented controls and recording systems. Internal discussions and communications are made through "Skype" and e-mails to reduce stationery and related costs.

ISO Steering Committee had various internal meetings and awareness programmes on emphasizing these issues to all respective parties in order to streamline the new systems and enhance operational efficiency.

PHDT Main Office and Regional Offices had also, participated various regional/national environmental programmes organized by the Government or other reputed organizations to commemorate national events and extend our support for Environmental Protection by actively participating to make these events a success.

## Applications for SLFRS for SMEs

The Financial Statements for the year ended 31st December 2016 has been prepared under the standards of SLFRS.



# Risk Management

The PHDT is well aware the importance of risk assessment in order to mitigate and inherent risks involved in its processes.

## 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 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 ISO 9001:2008 Quality Management System for the Main & Regional Offices were with the intention of minimizing the risk as well.

## Financial Risk

Our services were rendered in various forms in the year 2016, to uplift the lifestyles of plantation community towards empowerment.

All transactions were recorded in accordance with accepted accounting principles to give a transparent picture to stakeholders. These contributed to reduce the financial risk and present proper financial statements, which were recognized with the "Awards" presented by The Institute of Chartered Accountants of Sri Lanka and the South Asian Federation of Accountants.

## Liquidity Risk

Liquidity risk of PHDT is identified, managed and monitored through professional financial management with stringent controls in place. To mitigate this risk the following measures are adopted.

- Cash flows are monitored on a weekly, monthly, bi annually and annually and reported to the board with variances in liquidity position.
- Adopted best practices on Treasury Management.
- Networking with funding partners

## 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 work plan and performance objectives that identify the tasks/activities

and expected results for the Organization goals. The organization needs to look at the risk on staffing professionals competing with the demand of job market since our remuneration scale is not par with current job market rate which causes high employment turn-over. To minimise this risk the organisation has identified and provides opportunity for existing employees to become a professionals having enhancement and enrichment of their job functions. While regularly reviewing staffing needs.

## 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 Main Office do regular visits, discussions with relevant authorities at higher level, conducting awareness programmes and having monthly regional review programmes with respective officers, to minimise the communication gap at both ends. Regular update of database and IT networking facilities between the Main & Regional Offices ensure accurate and speedy communications.

## Risk of Changes in Perception

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

The estate community needs continuous changes in keeping with the country's development and they too need to be a part of this process. There is a risk by not filling this gap effectively, which otherwise might lead to the existing workers outer-migrate. The Board of Directors with the existing Management has identified this requirement as priority to provide these requirements with the help of Government/Non-Government funding agencies.

# Our Milestones

## **1992 – Restructuring of Plantation Sector after Privatization**

A tripartite organization consisting of the Government, Regional Plantation Companies and Trade Unions was formed by the Government to co-ordinate and facilitate social welfare programmes in estates.

## **1992 – Company Registration**

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

## **2001 – New Office**

PHSWT moved to its newly built Office at No. 427/14, Robert Gunawardena Mawatha, Battaramulla, on 4th January 2001.

## **2002 – Change in Name**

Organization was re-named as Plantation Human Development Trust on 20th October 2002.

## **2005 – New Line Ministry**

PHDT came under the purview of the Ministry of Estate Infrastructure and Livestock Development by the Gazette Notification No. 1422/22 dated 5th December 2005.

## **2006 – New Line Ministry**

PHDT came under purview of the Ministry of Youth Empowerment and Socio Economic Development by the Gazette notification No. 1460/14 dated 29th August 2006.

## **2008 – Diploma Registration**

PHDT further registered as Training Institute for Awarding Diploma Certificates on Child Development and Pre-school Education and Management.

## **2009 – ISO Facilitator**

PHDT is appointed by the Sri Lanka Standard Institute(SLSI) as an Agent to facilitate the certification process to award ISO standard for Plantation Sector.

## **2010 – New Line Ministry**

PHDT has come under the purview of the Ministry of Livestock and Rural Community Development by the Gazette Notification No. 1651/20 dated 30th April 2010.

## **2012 – ISO Certification**

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

## **2013 – Training Institute**

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

## **2015 – New Line Ministry**

PHDT has come under the purview of the Ministry of Plantation Infrastructure Development by the Gazette Notification No. 1897/15 dated 18th January 2015.

PHDT has come under the purview of the Ministry of Hill Country New Villages, Infrastructure & Community Development by the Gazette Notification No. 1933/13 dated 21st September 2015.

## **2015 – ISO Re-Certification**

PHDT was re-certified and awarded the ISO 9001:2008 Quality Management System for further three year period by the Sri Lanka Standard Institution, who is the accredited body in Sri Lanka for the International Standards Organisation.



# Stakeholder Composition

## Government Ministries

Ministry of Hill Country New Villages,  
Infrastructure & Community Development  
Ministry of Plantation Industries  
Ministry of Finance  
Ministry of Health, Nutrition & Indigenous  
Medicine

## State Owned Organizations

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

## Regional Plantation Companies

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

## Donors

## Plantation Community

## Trade Unions

## Private Members

- Central Hills Plantations (Pvt) Ltd
- Comany Management & Investments (Pvt) Ltd
- Gartmore Group
- Green Field Bio Plantations (Pvt) Ltd.
- Stassen Bio Tea Project
- Tea Research Institute of Sri Lanka
- Lalan Rubbers (Pvt) Ltd.

# Awards for Excellence



PHDT was awarded the “Bronze” award for the Annual Report 2015, at the Annual Report Competition conducted by the Institute of Chartered Accountants of Sri Lanka, held on 06th December, 2016 at the Waters Edge, Battaramulla.

The Chief Guest of the event was, the Finance Minister, Hon.Ravi Karunanayake and on behalf of PHDT, Mr. V. Puththirasigamoney, Chairman; Mr. C.U.B. Ranasinghe, Snr. Director - Admin & HRD; Mr.R.Y. Kulathunga, Director Finance and Mr. P. Senadheera, Senior Accountant were present at the award ceremony.



Also, the PHDT was awarded a ‘Certificate of Merit’ for the Annual Report 2015 by the South Asian Federation of Accountants (SAFA) for transparency, accountability and governance in the published Annual Reports. Our Senior Accountant , Mr. P. Senadheera received the award on behalf of the Company on 27th January 2017 at the ceremony held in Dhaka, Bangladesh.



The PHDT was recognized with following Awards at the SD Excellence Award Ceremony, of which the Chief Guest was the Minister of Labour and Trade Union Relations, Hon.W.D.J. Seneviratne, held on 11th November 2016 at Sri Lanka Foundation, Colombo 07, conducted by the Social Dialogue and Industrial Work Cooperation Unit under the Department of Labour, Ministry of Labour & Labour Relations.

Main Office -Silver Award for Medium Scale Service Sector; Nuwara Eliya Region - Bronze Award for Small Scale Service Sector.

This is the only award which the PHDT main office and Regions COULD ACHIEVE TOGETHER AND COULD GAIN RECOGNITION INDIVIDUALLY. Social Dialogue is the Base for Decent Work Environment of the organization.

These Awards recognize our Services, staff welfare measures, Human Resource Development activities and for maintaining good Employee-Employer Relations to provide an excellent service to the plantation community.



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

The Board of Directors of the Plantation Human Development Trust (the "Company"), a Company limited by guarantee incorporated in Sri Lanka under the Companies Act No.17 of 1982, and have re-registered, as per the Companies Act No.7 of 2007, present their Annual Report of the Board of Directors, the Financial Statements and the Report of the Auditors thereon, for the financial year ended 31st December 2016.

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.

## Principal Activities

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

## Review of Performance for the year ended 31st December 2016 and Future Developments

A review of the Company's performance during the year with comments on financial results for the year ended 31st December 2016 and future developments is contained in the Chairman's and 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 74 to 91 of the Annual Report.

## Auditor's Report

The Auditor's Report on the Financial Statements is given on page 74 of the Annual Report.

## Accounting Policies

Accounting policies adopted in preparation of financial Statements are given on pages 79 to 91 of the Annual Report. There were no material changes in the Accounting Policies adopted.

## Interest Register

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

## Donations

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

## Director's Interest in Contracts

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

## Directors Remuneration and other Benefits

Directors remuneration in respect of the Company for the financial year ended 31st December 2016 is given in note 20 to the Financial Statements.

## Board of Directors

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

Vadivel Puththirasigamoney  
Shanthi Kumar Lalith Obeyesekere  
Henry Malin Goonetilleke  
Dilantha Stephen Seneviratne  
Siyambalagoda Ranaweera Rajapakse Mudiyansele  
Luxman Rajapakse  
Ganegodage Dhamitha Vaamaka Perera  
Murugiah Ravindran  
Santhanam Arullsamay  
(Ms.) Weliveriya Liyanage Manori Anurada Liyanage  
Devapriya Manik Peiris Weerasinghe  
Bulugoda Liyana Arachchige Janaka Dharmakeerthi

Mr. B.L.A.J. Dharmakeerthi was appointed a Director representing the Ministry of Plantation Industries on 24<sup>th</sup> June 2016.

### Nominee Directors

Mr. V. Puththirasigamoney nominated as representative of the Ministry of Ministry of Hill Country New Villages, Infrastructure Community Development completes his two year term in office during the year.

The Ministry of Ministry of Hill Country New Villages, Infrastructure Community Development has re-nominated Mr. V. Puththirasigamoney as their nominee.

Mr. S. Arullsamay 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. S. Arullsamay as their nominee.

Ms. W.L.M.A. Liyanage nominated as representative of the Secretary to the Treasury completes her two year term in office during the year. The Secretary to the Treasury has re-nominated Ms. W.L.M.A. Liyanage as their nominee.

Dr. S.R.R.M.L. Rajapakse, nominated as representative of the Ministry of Health completes his two year term in office during the year. The Ministry of Health has re-nominated Dr. S.R.R.M.L. Rajapakse as their nominee.

### Retirement of Directors

1. In terms of Article 55 of the Articles of Association, Mr. D.S. Seneviratne 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. A resolution for the re-appointment of Mr. H.M. Goonetilleke, who is 71 years of age as a Director of the Company will be proposed at the Annual General Meeting, in terms of Section 211 of the Companies Act No.07 of 2007.

### Auditors

The Financial Statements for the year ended 31st December 2016 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 Rs.1,395,396.00 (2015 – Rs.880,754.00) 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.

### Annual General Meeting

The Twenty Fourth Annual General Meeting of the Company will be held at the Auditorium of Coconut Cultivation Board, No. 9/428, Denzil Kobbekaduwa Mawatha, Battaramulla, on 26<sup>th</sup> May 2017 at 2.30 p.m.

By order of the Board of  
Plantation Human Development Trust



Director



Director



S S P Corporate Services  
(Private) Limited Secretaries

Dated on this day of 23<sup>rd</sup> February 2017



# FINANCIAL REPORT









# Financial Calendar

## Interim Reports

1 <sup>st</sup> Quarter ending	31.03.2016	24.06.2016
2 <sup>nd</sup> Quarter ending	30.06.2016	26.08.2016
3 <sup>rd</sup> Quarter ending	30.09.2016	28.10.2016
Annual Accounts Year Ended	31.12.2016	23.02.2017

## Meetings

24<sup>th</sup> Annual General Meeting 26<sup>th</sup> May 2017



# Independent Auditor's Report

Ernst & Young  
Chartered Accountants  
201 De Saram Place  
P.O. Box 101  
Colombo 10  
Sri Lanka

Tel :+94 11 2463500  
Fax Gn :+94 11 2697369  
Tax :+94 11 5578180  
eysl@lk.ey.com  
ey.com

MPDC/BRL/DM

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

(COMPANY LIMITED BY GURANTEE)

### Report on the Financial Statements

We have audited the accompanying Financial Statements of Plantation Human Development Trust, ("the Organization"), which comprise the Statement of Financial Position as at 31 December 2016, and the Statement of Income and Expenditure, Statement of Changes in Reserves and, Statement of Cash Flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

### Board's Responsibility for the Financial Statements

The Board of Directors ("Board") is responsible for the preparation of these Financial Statements that give a true and fair view in accordance with Sri Lanka Accounting Standards for Small and Medium Enterprises, and for such internal control as Board determines is necessary to enable the preparation of Financial Statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility,

Our responsibility is to express an opinion on these Financial Statements based on our audit. We conducted our audit in accordance with Sri Lanka Auditing Standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the Financial Statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Financial Statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Financial Statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the Financial Statements that give a true and fair view 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 entity's internal control.

An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by Board, as well as evaluating the overall presentation of the Financial Statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

In our opinion, the Financial Statements give a true and fair view of the Financial Position of the Organization as at 31 December 2016, and of its financial performance and cash flows for the year then ended in accordance with Sri Lanka Accounting Standards for Small and Medium Enterprises.

### Report on Other Legal and Regulatory Requirements

As required by section 163 (2) of the Companies Act No. 07 of 2007, we state the following:

- The basis of opinion and scope and limitations of the audit are as stated above.
- In our opinion:

- 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 Organization,
- The Financial Statements of the Company, comply with the requirements of section 151 of the Companies Act.

23 February 2017  
Colombos

Partners: W R H Fernando FCA FCMA M P D Cooray FCA FCMA R N De Sarma ACA FCMA Ms. N A De Silva FCA Ms. Y.A.De Silva FCA W K B S Fernando FCA FCMA Ms. K R M Fernando FCA FCMA  
Ms. L K H L Fonseka FCA A P A Gunasekara FCA FCMA A Herath FCA D K Hulangamuwa FCA FCMA LLB (Lond) H M A Jayasinghe FCA FCMA Ms. A A Ludowyke FCA FCMA Ms. G G A Manatunga  
FCA N M Sulaiman ACA FCMA B E Wijesuriya FCA FCMA

Principal: T P M Ruberu FCMA FCCA

A member firm of Ernst & Young Global Limited




# STATEMENT OF FINANCIAL POSITION

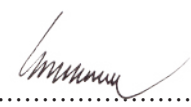
As at 31 December 2016	Notes	2016 Rs.	2015 Rs.
<b>ASSETS</b>			
<b>Non-Current Assets</b>			
Property, Plant and Equipment	3	53,114,276	70,966,262
		53,114,276	70,966,262
<b>Current Assets</b>			
Levy and Other Receivables	4	586,192,271	382,608,632
Income Tax Recoverable		315,663	
Investments	5	1,039,705	890,443
Cash and Cash Equivalents	10	25,846,529	44,711,967
		613,394,169	428,211,041
<b>Total Assets</b>		<b>666,508,445</b>	<b>499,177,303</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		41,184,934	61,380,645
<b>Total Reserves</b>		<b>47,269,459</b>	<b>67,465,170</b>
<b>Non-Current Liabilities and Deferred Income</b>			
Interest Bearing Loans and Borrowings	6	13,665,141	20,301,557
Retirement Benefit Liability	7	21,821,065	20,285,893
Deferred Grants	8	142,241,943	164,992,517
		177,728,148	205,579,967
<b>Current Liabilities</b>			
Interest Bearing Loans and Borrowings	6	12,666,177	5,953,910
Trade and Other Payables	9	428,844,661	220,132,181
Income Tax Payable		-	46,075
		441,510,837	226,132,166
<b>Total Reserves and Liabilities</b>		<b>666,508,445</b>	<b>499,177,303</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 the preparation and presentation of these Financial Statements. Signed for and on behalf of the Board by,

  
 .....  
 Director

  
 .....  
 Director

The Accounting Policies and Notes on pages 79 through 91 form an integral part of the Financial Statements.

23<sup>rd</sup> February 2017  
 Colombo

## STATEMENT OF INCOME AND EXPENDITURE

Year ended 31 December 2016	Notes	2016 Rs.	2015 Rs.
Receipts for Recurrent Expenses	11	136,116,261	138,460,664
Total Recurrent Expenses		(133,776,184)	(130,532,891)
Excess from Activities		2,340,077	7,927,773
Other Income and Gains	12	43,663,405	20,577,746
Other Expenses		(80,045,052)	(33,951,023)
Project Administrative Income	13	15,902,869	4,290,279
Finance Cost	14.1	(2,571,401)	(3,285,726)
Finance Income	14.2	479,504	1,124,249
<b>Excess / (Deficit ) before tax</b>		<b>(20,230,599)</b>	<b>(3,316,702)</b>
Income Tax Expense		34,888	(368,693)
<b>Excess / (Deficit ) for the year</b>		<b>(20,195,711)</b>	<b>(3,685,395)</b>

The Accounting Policies and Notes on pages 79 through 91 from an integral part of the Financial Statements.



## STATEMENT OF CHANGES IN RESERVES

Year ended 31 December 2016	Project Reserves Rs.	General Reserves Rs.	Accumulated Fund Rs.	Total Rs.
<b>As at 1 January 2015</b>	4,469,274	1,615,251	65,066,040	71,150,565
Deficit for the Year	-	-	(3,685,395)	(3,685,395)
<b>As at 1 January 2016</b>	4,469,274	1,615,251	61,380,645	67,465,170
Deficit for the Year	-	-	(20,195,711)	(20,195,711)
<b>As at 31 December 2016</b>	4,469,274	1,615,251	41,184,934	47,269,459

The Accounting Policies and Notes on pages 79 through 91 from an integral part of the Financial Statements.

# CASH FLOW STATEMENT

Year ended 31 December 2016	Note	2016 Rs.	2015 Rs.
<b>Cash Flows Used in Operating Activities</b>			
Excess / (Deficit ) before tax		(20,230,599)	(3,316,702)
Adjustments for,			
Depreciation	3	20,743,705	21,442,933
Profit on Disposal of Property, Plant and Equipment	12	(19,299,498)	(10,391,825)
Finance Costs	14.1	2,571,401	3,285,726
Finance Income	14.2	(479,504)	(1,124,249)
Provision for Bad and Doubtful Receivables		50,327,311	8,336,621
Long Outstanding Debtor Write-off		3,921,014	-
Transfer from Grant		(8,200,287)	(1,797,434)
Payable write back	12	(10,693,917)	(2,489,059)
Bad Debt write off		3,370,716	
Provision for Defined Benefit Plans	7	4,495,372	3,498,215
Operating Income before Working Capital Changes		26,525,715	17,444,226
Increase in Trade and Other Receivables		(261,202,681)	(33,069,309)
Increase in Payables		219,406,397	(11,010,935)
Cash Generated from Operations		(15,270,569)	(26,636,018)
Defined Benefit Plan Costs Paid	7	(2,960,200)	(1,606,383)
Finance Costs Paid	14.1	(2,571,401)	(3,285,726)
Finance Income	14.2	479,504	1,124,249
Income Tax Paid		(361,735)	(610,063)
Net Cash from/(Used in) Operating Activities		(20,684,400)	(31,013,941)
<b>Cash Flows From / (Used in) Investing Activities</b>			
Acquisition of Property, Plant and Equipment	3	(2,891,722)	(9,776,990)
(Investments)/Withdrawal in Fixed Deposits		(149,262)	3,241,040
Proceeds from Disposal of Property, Plant and Equipment		19,299,498	10,853,105
Net Cash Flows Used in Investing Activities		16,258,514	4,317,155
<b>Cash Flows From /(Used in) Financing Activities</b>			
Grants Received	8	711,699,469	617,290,953
Grants Disbursed	8	(726,249,757)	(612,540,895)
Payments under Finance Lease Liabilities	6.1	(4,591,412)	(4,307,189)
Net Cash Flows from Financing Activities		(19,141,700)	442,869
		(23,567,586)	(26,253,916)
<b>Cash and Cash Equivalents at the beginning of the year</b>	10	44,711,449	70,965,365
<b>Cash and Cash Equivalents at the end of the year</b>	10	21,143,862	44,711,449

The Accounting Policies and Notes on pages 79 through 91 from an integral part of the 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 Organization 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 Organization 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 2016, covering the period 01 January 2016 to 31 December 2016, were authorized for issue in accordance with a resolution of the Board of Directors on 23 February 2017.

## 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 issued by the Institute of Chartered Accountants of Sri Lanka.

The functional currency of the Organization is Sri Lankan Rupees. The Financial Statements of the Organization 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 Organization, which comprise the Statement of Financial Position, Statement of Income and Expenditure, Changes in Equity 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.

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 Organization and are consistent with those used in the previous year. The previous years' figures and phrases have been rearranged wherever necessary to confirm to the current 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 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 result in outcomes that require material adjustment to the carrying amount of the assets or liabilities affected in future periods.

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.

## 2.2 SIGNIFICANT ACCOUNTING POLICIES

### 2.2.1 Revenue Recognition

#### a) Levy Income

Levy income is recognised on an accrual basis.

#### b) Interest Income

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

#### c) Project Management Fee

Management Fee is recognised on an accrual basis.

#### **d) 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.

#### **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 Income Statement over the useful life of the asset.

#### **2.2.3 Expenditure Recognition**

Expenditure are recognized in the Income Statement 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 organization and in maintaining the property, plant and equipment in a state of efficiency has been charged to Income Statement.

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

#### **Finance Cost and Other Cost**

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

#### **2.2.4 Property, Plant and Equipment Cost**

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 Income Statement as an expense as incurred.

#### **Depreciation**

The provision for depreciation is calculated by using a straight line method on the cost of all Property, Plant and 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 Income Statement in the year the asset is derecognised.

#### **2.2.5 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.



## Notes to the Financial Statements (Contd.)

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.

### 2.2.6 Financial Assets

Financial assets within the scope of Section 11 of the Sri Lanka Accounting Standards for Small and Medium Sized Enterprises 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 instruments.

The financial assets include cash and short-term deposits, Levy and other Receivables.

#### a) Cash and Cash Equivalents

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

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

#### b) Levy and Other Receivables

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

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

#### c) Investments

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

### 2.2.7 Financial Liabilities

Financial liabilities within the scope of Section 11 of the Sri Lanka Accounting Standards for Small and Medium Sized Enterprises 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 instruments.

The financial liabilities include other payables and Accruals and finance leases.

#### a) Other Payables and Accruals

Other Payables and Accruals are stated at their cost.

#### b) Finance Leases

Finance leases, which transfer to the Organization 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 Organization 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.

### 2.2.8 Employee Benefits

#### a) Defined Benefit Plan – Gratuity

Defined benefit obligation of the Organization is determined through a management estimate carried out internally by the Organization. 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 Income Statement.

The Organization 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 Organization.

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 Organization contributes 14% and 3% of gross employee emoluments to EPF and ETF respectively.

### 2.2.9 Provisions

Provisions are recognized when the Organization 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 Organization expects some or all of a provision to be reimbursed, the reimbursement is recognised as a separate assets but only when the reimbursement is virtually certain. The expense relating to any provision is presented in the income statement net of any reimbursement.

#### **2.2.10 Taxation**

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

##### **a) Current Taxes**

The current tax payable is based on taxable profit for the year. The provision for income tax is based on the elements of income and expenses as reported in the financial statements and computed in accordance with the provision of the Inland Revenue Act.

The Organization has obtained charitable status as per the Inland Revenue Act and therefore is liable to Income tax at the rate of 10% on Other Income.

##### **b) Deferred Taxation**

No provision is made in the financial statements in respect of deferred taxation, since there are no temporary differences an account of items, which are allowed for income tax purposes in a period different from that when they are recognized in the Financial Statements.



## Notes to the Financial Statements (Contd.)

### 3. PROPERTY, PLANT AND EQUIPMENT

#### 3.1 Gross Carrying Amounts

At Cost	Balance as at 01.01.2016 Rs.	Additions Rs.	Adjustments Rs.	Disposals	Balance as at 31.12.2016 Rs.
Building	62,336,200	-	-	-	62,336,200
Computer and Peripherals	37,273,548	2,000,340	-	(472,626)	38,801,262
Electrical and Electronic Equipment	14,092,619	364,966	42,500	(157,779)	14,342,306
Other Office Equipment	2,698,939	210,968	-	(16,520)	2,893,386
Wooden Furniture	5,158,106	116,948	-	-	5,275,054
Steel Furniture	3,326,103	-	-	(6,460)	3,319,643
Office Fittings	400,111	-	(42,500)	-	400,111
Motor Vehicles	94,717,213	198,500	-	(28,796,694)	66,076,519
	220,002,838	2,891,722	-	(29,450,080)	193,444,480
<b>Assets on Finance Lease</b>					
Motor Vehicles	54,448,160	-	-	-	54,448,160
	54,448,160	-	-	-	54,448,160
<b>Total Gross Carrying Amount</b>	<b>274,450,998</b>	<b>2,891,722</b>	<b>-</b>	<b>(29,450,079)</b>	<b>247,892,640</b>

#### 3.2 Depreciation

At Cost	Balance as at 01.01.2016 Rs.	Charge for the year / Transfers Rs.	Adjustments Rs.	Disposals Rs.	Balance as at 31.12.2016 Rs.
Building	40,008,436	2,491,443	-	-	42,499,880
Computer and Peripherals	35,410,633	1,573,218	-	(472,626)	36,511,225
Electrical and Electronic Equipment	13,189,101	494,652	-	(157,779)	13,525,974
Other Office Equipment	2,199,993	89,789	-	(16,520)	2,273,262
Wooden Furniture	4,851,179	110,704	-	-	4,961,883
Steel Furniture	3,256,569	27,175	(34,617)	(6,460)	3,242,667
Office Fittings	305,511	30,689	-	-	336,200
Motor Vehicles	85,586,551	2,110,653	-	(28,796,694)	58,900,510
	184,807,973	6,928,323	(34,617)	(29,450,079)	162,251,601
<b>Assets on Finance Lease</b>					
Motor Vehicles	18,676,763	13,850,000	-	-	32,526,763
	18,676,763	13,850,000	-	-	32,526,763
<b>Total Depreciation</b>	<b>203,484,736</b>	<b>20,778,323</b>	<b>(34,617)</b>	<b>(29,450,079)</b>	<b>194,778,364</b>

### 3.3 Net Book Values

At Cost	2016 Rs.	2015 Rs.
Building	19,836,320	22,327,764
Computer and Peripherals	2,290,037	1,862,916
Electrical and Electronic Equipment	816,332	903,518
Other Office Equipment	620,124	571,986
Wooden Furniture	313,171	306,927
Steel Furniture	76,976	69,534
Office Fittings	63,911	21,560
Motor Vehicles	7,176,008	9,130,661
	31,192,879	35,194,865
<b>Assets on Finance Lease</b>		
Motor Vehicles	21,921,397	35,771,397
	21,921,397	35,771,397
<b>Total Carrying Amount of Property, Plant and Equipment</b>	<b>53,114,276</b>	<b>70,966,262</b>

**3.4** During the financial year, the Company acquired Property, Plant and Equipment to the aggregate value of Rs.2,891,722/- (2015 - 9,776,990/-) Cash payments amounting to Rs.2,891,722/- (2015 - Rs. 9,776,990/-) were made during the year for purchase of Property, Plant and Equipment.

### 4. LEVY AND OTHER RECEIVABLES

	2016 Rs.	2015 Rs.
Levy Receivables	292,706,907	232,304,998
Less: Allowances for Doubtful Debts	(129,294,298)	(78,966,987)
	163,412,609	153,338,011
Other Receivables	417,664,507	223,029,613
Advances and Prepayments	5,115,155	6,241,008
	586,192,271	382,608,632

### 5. INVESTMENTS

	2016 Rs.	2015 Rs.
Hatton National Bank	1,039,705	890,443
	1,039,705	890,443



## Notes to the Financial Statements (Contd.)

### 6. INTEREST BEARING LOANS AND BORROWINGS

	2016		2016		2015		2015	
	Amount Repayable Within 1 Year Rs.	Amount Repayable After 1 Year Rs.	Amount Repayable Within 1 Year Rs.	Amount Repayable After 1 Year Rs.	Amount Repayable Within 1 Year Rs.	Amount Repayable After 1 Year Rs.	Total	Total
Finance Leases (Note 6.1)	7,998,397	13,665,141	21,663,538	20,301,557	5,953,392	20,301,557	26,254,949	
Bank Overdraft (Note 10.1)	4,667,780	-	4,667,780	-	518	-	518	
	12,666,177	13,665,141	26,331,317	20,301,557	5,953,910	20,301,557	26,255,467	

#### 6.1 Finance Leases

	As at 01.01.2015		Repayments		As at 31.12.2016		Current as at 31.12.2016		Non-Current as at 31.12.2016	
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Gross liability	32,269,387	227,720	-	(7,162,632)	25,334,475	9,969,092	15,365,383			
Finance Charges allocated to future periods	(6,014,438)	(227,720)	-	2,571,220	(3,670,938)	(1,970,695)	(1,700,243)			
	26,254,949	-	-	(4,591,412)	21,663,537	7,998,397	13,665,140			

#### 7. RETIREMENT BENEFIT LIABILITY

	2016		2015	
Retirement Benefits Obligation - Gratuity	Rs.	Rs.	Rs.	Rs.
Balance as at 1 January		20,285,893		18,394,060
Provision for the year		4,495,372		3,498,215
Payments made during the year		(2,960,200)		(1,606,383)
Balance as at 31 December		21,821,065		20,285,893

## 8. DEFERRED GRANTS

Foreign and Local As Property, Plant and Equipment	Balance as at 01.01.2016	Adjustments	Additions During the year	Disposal During the year	Balance as at 31.12.2016
	Rs.	Rs.	Rs.	Rs.	Rs.
Plantation Development Support Programme (PDSP)	46,309,618	(21,754,271)	-	(235,375)	24,319,972
United Nations Populations Fund (UNFPA)	2,343,037	(2,015,247)	-	-	327,790
Social Republic of Sri Lanka Initial Project	2,514,784	-	-	(939,359)	1,575,425
Programme Support Group / Technical Assistant Team	331,915	-	-	-	331,915
United Nation International Children`s Emergency Fund (UNICEF)	2,476,341	-	-	(176,900)	2,299,441
Social Welfare Programme - II - Housing	8,250,339	(136,000)	-	(24,135)	8,090,204
Asian Development Bank Investment and Restructuring Fund	51,450	(20,500)	-	-	30,950
HIV /AIDS Project	163,474	-	-	-	163,474
International Labour Organization Project	71,056,772	-	-	(1,048,552)	70,008,220
Institutional and Housing Support	85,675	-	-	-	85,675
Ministry of Youth Empowerment and Socio Economic Development.	62,350	19,800	51,900	-	134,050
Care International	17,443,945	-	-	(734,002)	16,709,943
Burnet Institute - Fixed Assets Grant	657,040	-	-	-	657,040
Save the Children International	258,550	316,000	-	-	574,550
Early Child Development (ECDP)	129,700	(3,950)	-	-	125,750
Water Supply & Sanitation Improvement Project (WASSIP)	321,970	-	713,508	-	1,035,478
	-	-	741,550	-	741,550
	-	-	822,800	-	822,800
Less : Accumulated Depreciation	152,456,959	(23,594,168)	2,329,758	(3,158,323)	128,034,227
	(129,872,257)	19,575,119	(2,838,561)	3,158,323	(109,977,376)
	<b>22,584,703</b>				<b>18,056,851</b>

Loan Recoveries	Balance as at 01.01.2016	Loan Recovered	Transferred to the Ministry	Balance as at 31.12.2016
	Rs.	Rs.	Rs.	Rs.
Social Welfare Programme 11(Reroofing) - Loan Recoveries	2,156,054	151,932	-	2,307,986
Plantation Development Support Programme - Loan Recoveries	20,569,869	1,236,978	-	21,806,847
Health Motor Bike Loan Recoveries	15,773,950	3,518	-	15,777,468
New Life Housing Loan Recoveries	30,853,120	13,607,197	(6,712,823)	37,747,494
National Housing Development Authority- Loan Recoveries	10,263	-	-	10,263
	<b>69,363,256</b>	<b>14,999,624</b>	<b>(6,712,823)</b>	<b>77,650,057</b>



**8.DEFERRED GRANTS (Contd...)**

As Funds	Balance as at 31.01.2016 Rs.	Write off/ Transfers during the year Rs.	Fund Received During the year Rs.	Management Fee	Disbursements Rs.	Balance as at 31.12.2016 Rs.
<b>Ministry of Hill Country New Villages Infrastructure &amp; Community Development</b>						
Livestock & Rural Community Development	(20,757,869)	-	200,113,951	(2,962,400)	(238,903,574)	(62,509,892)
Ministry of NB and EID New Life Housing Project	17,885,842	-	77,382,003	(3,097,660)	(97,832,651)	(5,662,465)
MPID - 100 Day Housing	(100,120,795)	-	76,963,181	(1,522,910)	(53,788,330)	(78,468,853)
Township Project	-	-	7,782,211	(1,092,417)	(7,079,026)	(389,232)
Green Gold Housing	-	-	296,889,727	(27,585,691)	(468,361,445)	(199,057,409)
	(102,992,822)		659,131,074	(36,261,077)	(865,965,026)	(346,087,851)
<b>PHDT Funds</b>	4,891,686					4,891,686
Early Child Development Project	-	-	32,550,440	-	(30,120,908)	2,429,532
UNICEF Grant	493,750	-	-	-	(209,473)	284,277
International Labour Organization Project	2,710,607	-	2,745,284	-	(3,943,956)	1,511,935
Diploma Funds for CDOs	421,376	-	52,496	-	(209,974)	263,898
Projects with Ceylon Workers Congress	3,760,530	-	529,960	-	(318,639)	3,971,851
World Health Organization	612,135	-	1,071,124	-	(893,399)	789,859
Burnet Institute	1,785,230	-	-	-	(278,333)	1,506,897
SCI Project	12,671,608	-	-	-	(7,843,679)	4,827,929
Uniliver	889,217	-	1,408,199	-	(1,555,925)	741,491
Provincial District Health Services	12,925,832	-	-	-	-	12,925,832
Support to the Current PDP JEIC Programme	8,494,817	-	-	-	-	8,494,817
ISRAID & Cinnamon Project	1,631,027	-	-	-	-	1,631,027
Plantation Development Project Strengthening of EWHCS	874,265	-	-	-	-	874,265
Regional Economic Advancement Programme (REAP)	595,903	-	-	-	-	595,903
Relief Fund	435,932	-	-	-	-	435,932
Providing Drugs under Planters Association	357,904	-	-	-	-	357,904
Saamyamoorthi Thondaman Foundation	(1,246,790)	-	-	-	-	(1,246,790)
Interim Programme 2010	(589,783)	-	-	-	-	(589,783)
Miriswatte Twin House Project	297,968	(297,968)	-	-	-	-
Wash Project	267,173	(267,173)	-	-	-	-
Family Planning Association (FPA)	260,767	(260,767)	-	-	-	-
Water Project - Ministry EI and CD	212,553	(212,553)	-	-	-	-
United Nations Population Fund (UNFPA)	179,624	(179,624)	-	-	-	-

8.DEFERRED GRANTS (Contd....)

As Funds	Balance as at 31.01.2016 Rs.	Write off/ Transfers during the year Rs.	Fund Received During the year Rs.	Management Fee	Disbursements Rs.	Balance as at 31.12.2016 Rs.
Improving of CDCs Funded by PA	76,992	(76,992)	-	-	-	-
United Nations Development Project	72,069	(72,069)	-	-	-	-
Ethical Tea Partnership (ETP)	60,033	(60,033)	-	-	-	-
Ministry of Livestock Development	48,319	(48,319)	-	-	-	-
Social Republic of Sri Lanka	46,157	(46,157)	-	-	-	-
UDR THSDA Office Building	34,733	(34,733)	-	-	-	-
Information & Communication Technology Agency (ICTA)	28,666	(28,666)	-	-	-	-
World University Services of Canada (WUSC)	9,560	(9,560)	-	-	-	-
Ministry of Estate Infrastructure & Community Development	7,286	(7,286)	-	-	-	-
T-Field Child Development Federation	5,000	(5,000)	-	-	-	-
Projects with NLDB	(299,653)	299,653	-	-	-	-
Plan Sri Lanka Project	(15,810)	15,810	-	-	-	-
Nutrition Project with Central Province	(440)	440	-	-	-	-
Child Development Centre	(192)	192	-	-	-	-
	(49,986,773)	(1,290,806)	697,488,576	(36,261,078)	(911,339,313)	(301,389,390)
Net Balance of Grants	41,961,186					(205,682,482)
<b>Current Accounts</b>						
Care International	-					-
Live Stock & Rural Community Development	20,757,869					62,509,892
Ministry of NB and EID New Life Housing Project	-					5,662,465
MPID - 100 Day Housing	100,120,795					78,468,854
Township	-					389,232
Green Gold Housing Project	-					199,057,409
Saunmyamoorthi Thondaman Foundation	1,246,790					1,246,790
Interim Programme 2010	589,783					589,783
Projects with NLDB	299,653					-
Plan Sri Lanka Project	15,810					-
Child Development Centre	192					-
Nutrition Project with Central Province	440					-
	164,992,517					142,241,943



## Notes to the Financial Statements (Contd.)

### 9. TRADE AND OTHER PAYABLES

	2016 Rs.	2015 Rs.
Construction Activity Payable	379,258,468	179,870,295
Other Payables	23,211,756	10,290,303
Sundry Creditors including Accrued Expenses	26,374,437	29,971,584
	428,844,661	220,132,181

### 10. CASH AND CASH EQUIVALENTS IN THE CASH FLOW STATEMENT

Components of Cash and Cash Equivalents

#### 10.1 Favorable Cash and Cash Equivalents Balances

	2016 Rs.	2015 Rs.
Cash and Bank Balances	25,846,529	44,711,967
	25,846,529	44,711,967
<b>Unfavorable Cash and Cash Equivalents Balances</b>		
Bank Balances	(4,667,780)	(518)
	(4,667,780)	(518)
<b>Total Cash and Cash Equivalents for the Purpose of Cash Flow Statement</b>	<b>21,178,750</b>	<b>44,711,449</b>

#### 11. RECEIPTS FOR RECURRENT EXPENDITURE

Levy income from Regional Plantation Companies	136,116,261	138,460,664
	136,116,261	138,460,664

#### 12. OTHER INCOME AND GAINS

Levy Income from Plantation Small Holders' Companies	3,062,358	3,889,917
Profit on Disposal of Property, Plant and Equipment	19,299,498	10,391,825
Sundry Income	2,407,345	2,009,511
Transferred from Grant	8,200,287	1,797,434
Long outstanding payable write back	10,693,917	2,489,059
	43,663,405	20,577,746

#### 13. PROJECT ADMINISTRATIVE INCOME/ (EXPENDITURE)

Project Management Fee	55,568,590	29,214,060
Project Administrative Expenditure	(39,665,722)	(24,923,781)
	15,902,869	4,290,279

#### 14. FINANCE COST AND INCOME

##### 14.1 Finance Cost

Finance Charges on Lease Liabilities	2,571,401	3,285,726
	2,571,401	3,285,726

##### 14.2 Finance Income

	2016 Rs.	2015 Rs.
Income from Investments :		
-Interest on Government Securities	216,349	992,767
-Interest on Fixed Deposits	121,338	43,942
-Interest on Savings Deposits	141,817	87,541
	479,504	1,124,249

<b>15. NET INCOME / (EXPENDITURE) BEFORE TAX</b>		
Stated after Charging		
Audit Fees	1,395,396	880,574
Employees Benefits including the following	84,430,726	85,401,162
- Defined Benefit Plan Costs - Gratuity	3,292,012	2,810,610
- Defined Contribution Plan Costs - EPF & ETF	10,202,650	9,996,850
Depreciation	20,743,705	21,442,933
Legal Expenses	147,000	73,000
<b>16. INCOME TAX EXPENSE</b>		
Current Income Tax		650,819
Adjustments in Respect of Current Income Tax of Previous Year	(34,888)	(282,126)
Income Tax Expense Reported in the Income Statement	(34,888)	368,693
<b>16.1 Reconciliation between Current Tax Expense and the product of Accounting Income</b>		
Profit from Trade Business (Note 16.2)		9,657,583
Finance Income	479,504	1,124,249
Total Statutory Income	479,504	10,781,832
Less : Tax Losses	(167,830)	(3,773,641)
Income Liabile for Income Tax	311,674	7,008,191
Tax Free Allowance	(500,000)	(500,000)
Taxable Income	(188,326)	6,508,191
Income Tax at 10%	-	650,819
Current Tax Expense	-	650,819
<b>16.2 Profit from Trade Business</b>		
Excess / (Deficit ) before tax	(20,230,599)	(3,316,702)
Disallowed Expenses	29,659,710	28,763,609
Allowable Expenses	(25,538,564)	(15,789,324)
	(16,109,453)	9,657,583
<b>16.3 Reconciliation of Tax Losses</b>		
Losses brought Forward	13,540,270	13,802,360
Adjustments made in respect of previous year	187,858	3,511,551
Losses incurred during the year	16,109,453	-
Losses utilized during the year	(167,830)	(3,773,641)
Losses Carried Forward	29,669,750	13,540,270

## 17. COMMITMENTS AND CONTINGENCIES

The Organization does not have significant commitments and contingencies as at the reporting date.

## 18. ASSETS PLEDGED

Leased assets having a carrying value of Rs. 21,921,397/- (2015 - 35,771,397/-) are pledged as security for the related finance lease.

## 19. EVENTS OCCURRING AFTER THE REPORTING DATE

There are no significant events occurred after the reporting date.

## 20. RELATED PARTY DISCLOSURES

Details of significant related party disclosures are as follows:



## 20.1 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 Income	
	2016 Rs.	2015 Rs.
Agrapata Plantations PLC	9,420,780	9,796,922
Kotagala Plantations PLC	6,273,288	6,543,322
Talawakella Plantations PLC	5,976,396	6,199,839
Watawala Plantations PLC	8,023,264	4,201,736
Madulsima Plantations PLC	5,494,480	5,762,833
Balangoda Plantations PLC	7,127,748	7,466,012
Maturata Plantation PLC	6,872,788	7,089,160

## 20.2 Transactions with Key Management Personnel of the Trust

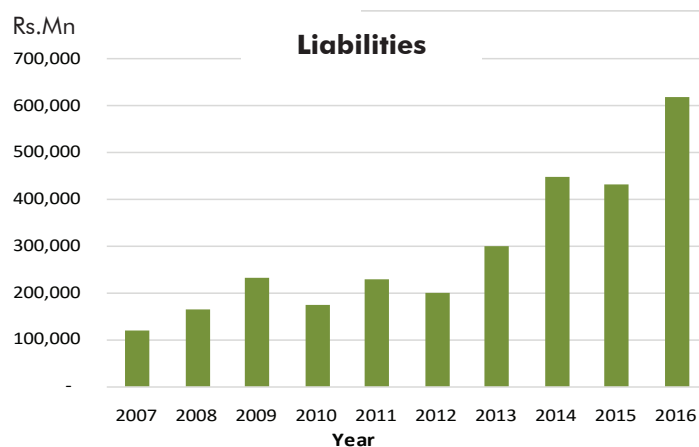
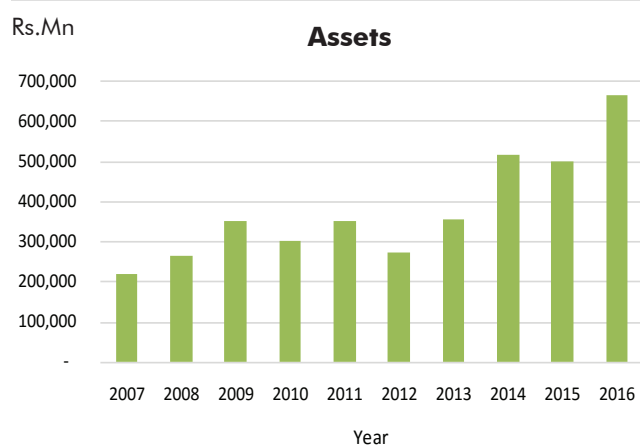
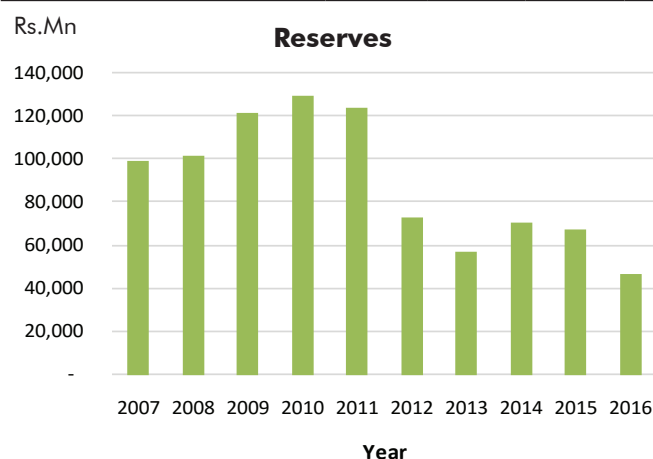
1. The Trust has paid Rs.450,000/- to the members of the Board of Directors during the year (2015 -Rs 410,000/-) as sitting allowances and no emoluments have been paid to the members of the Board of Directors.

2. During the year Organization has given following loans to the Director General as noted below.

	2016 Rs.	2015 Rs.
Balance as at 1 January	1,207,000	-
Granted during the year	-	2,370,000
Recovered during the year	(1,207,000)	(1,163,000)
Balance as at 31 December	-	1,207,000

# TEN YEAR SUMMARY

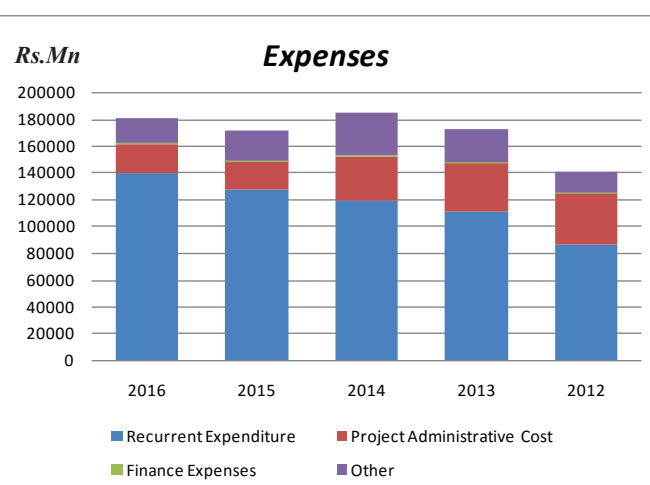
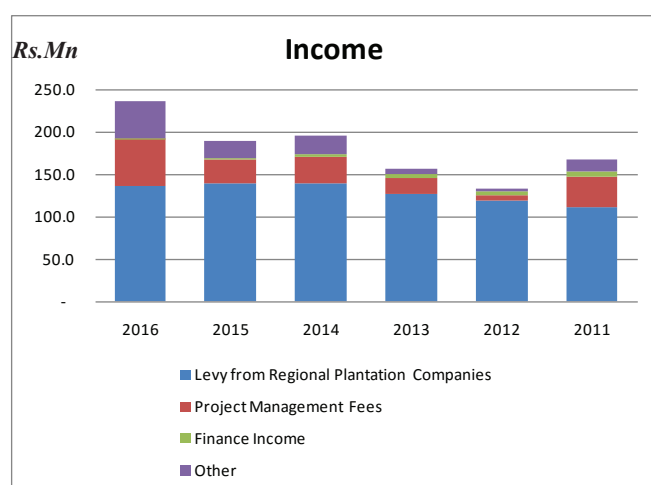
Year ended 31st March 2013	2007 Rs: Mn	2008 Rs:Mn	2009 Rs:Mn	2010 Rs:Mn	2011 Rs: Mn	2012 Rs:Mn	2013 Rs:Mn	2014 Rs:Mn	2015 Rs:Mn	2016 Rs:Mn
<b>Operational Results</b>										
Recurrent Expenditure & Levy	85,725	94,623	98,603	03,430	111,157	119,202	126,861	39,026	138,461	136,116
Gain / (Loss) on Project Activities	(8,628)	1,964	16,388	6,617	(1,368)	(26,682)	(4,227)	9,420	4,290	15,903
Income /(Loss) Before Tax	(10,841)	1,694	20,550	(1,935)	(5,351)	(50,728)	(15,364)	15,339	(3,317)	(20,230)
Income Tax Expenses	1,125	1,469	1,247	964	432	(276)	(352)	(1,656)	(369)	35
Income /(Loss) After Tax	(11,967)	225	19,303	(2,899)	(5,783)	(51,004)	(15,716)	13,683	(3,686)	(20,195)
<b>Reserves</b>										
Project Reserves	2,250	4,469	4,469	4,469	4,469	4,469	4,469	4,469	4,469	4,469
General Reserves	1,615	1,615	1,615	1,615	1,615	1,615	1,615	1,615	1,615	1,615
Accumulated Fund	95,835	96,060	115,363	23,887	118,103	67,099	51,382	65,066	61,381	41,185
	99,700	102,145	121,447	29,971	124,187	73,183	57,466	71,150	67,465	47,269
<b>Liabilities</b>										
Non Current Liabilities	81,347	127,903	193,459	44,462	125,314	155,435	146,311	06,009	205,580	177,728
Current Liabilities	37,591	36,159	36,208	28,817	101,305	43,706	153,413	240,611	226,132	441,511
	118,938	164,062	229,667	73,279	226,619	199,141	299,724	46,620	431,712	619,239
<b>Assets</b>										
Non Current Assets	64,642	60,125	95,121	96,847	100,525	78,704	43,295	83,093	70,966	53,114
Current Assets	153,997	206,082	255,993	06,402	250,283	193,620	313,895	34,677	428,211	613,394
	218,639	266,207	351,114	03,249	350,808	272,324	357,190	17,770	499,177	666,508





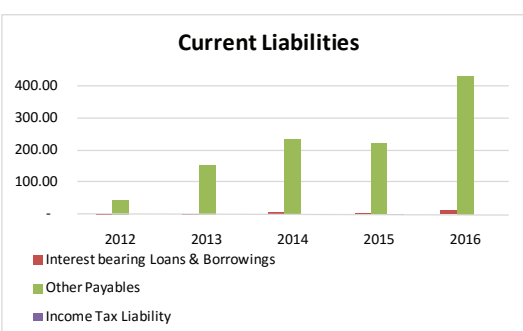
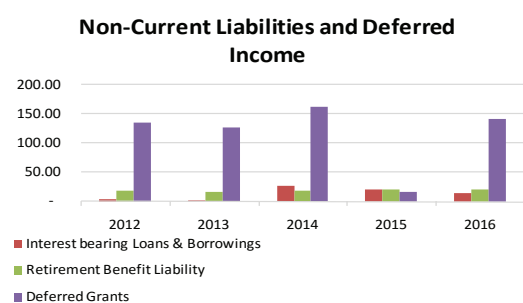
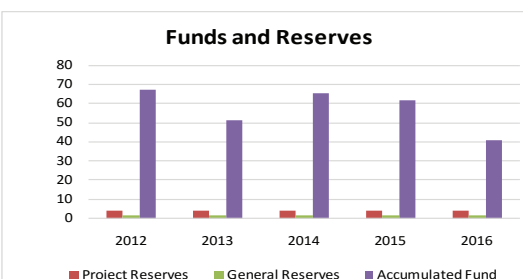
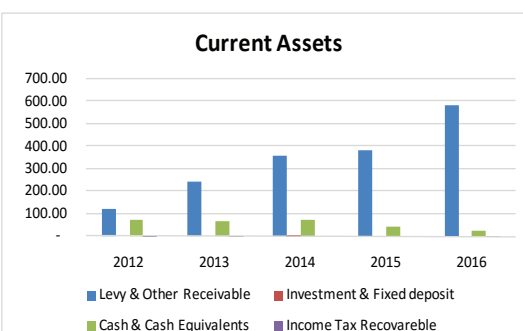
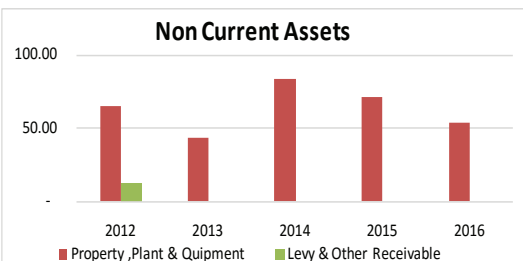
## GRAPHICAL VIEW OF FINANCIAL STATEMENTS

	2016 Rs: Mn	2015 Rs: Mn	2014 Rs: Mn	2013 Rs: Mn	2012 Rs: Mn	2011 Rs: Mn
<b>Income</b>						
Levy from Regional Plantation Companies	136.1	138.5	139.0	127.0	119.2	111.2
Project Management Fees	55.5	29.2	30.9	17.6	5.7	35.0
Finance Income	0.5	1.1	4.1	6.2	5.0	6.4
Other	43.7	20.6	22.0	5.3	3.5	14.5
	236	189	196	156	133	167
<b>Expenses</b>						
Recurrent Expenditure	133.7	130.5	139.0	127.0	19.2	11.2
Project Administrative Cost	39.6	24.9	21.5	21.8	32.4	36.3
Finance Expenses	2.6	3.3	1.1	0.5	1.1	0.5
Other	80.0	34.0	19.0	22.5	31.5	24.4
	256	193	181	172	184	172
Income Before Tax	(20.2)	(3.3)	15.4	(15.8)	(50.7)	(5.3)



## GRAPHICAL VIEW OF FINANCIAL STATEMENTS

	2012 Rs: Mn	2013 Rs: Mn	2014 Rs: Mn	2015 Rs: Mn	2016 Rs: Mn
<b>Non Current Assets</b>					
Property ,Plant & Quipment	65.30	43.20	83.00	70.90	53.10
Levy & Other Receivable	12.70	-	-	-	-
	<b>78</b>	<b>43</b>	<b>83</b>	<b>71</b>	<b>53</b>
<b>Current Assets</b>					
Levy & Other Receivable	121.90	244.70	357.80	382.60	86.10
Investment & Fixed deposit	0.62	0.81	4.10	0.89	1.40
Cash & Cash Equivalents	71.10	67.40	72.60	44.70	25.80
Income Tax Recovareble	0.57	0.83	-	-	0.28
	<b>194</b>	<b>314</b>	<b>435</b>	<b>428</b>	<b>614</b>
<b>TOTAL</b>	<b>272</b>	<b>357</b>	<b>518</b>	<b>499</b>	<b>667</b>
<b>Funds and Reserves</b>					
Project Reserves	4.46	4.46	4.46	4.46	4.46
General Reserves	1.61	1.61	1.61	1.61	1.61
Accumulated Fund	67.09	51.38	65.06	61.38	41.15
	<b>73</b>	<b>57</b>	<b>71</b>	<b>67</b>	<b>47</b>
<b>Non-Current Liabilities and Deferred Income</b>					
Interest bearing Loans & Borrowings	2.63	1.32	25.57	20.30	13.65
Retirement Benefit Liability	18.21	16.99	18.39	20.28	21.82
Deferred Grants	134.54	127.99	162.03	16.99	142.24
	<b>155</b>	<b>146</b>	<b>206</b>	<b>58</b>	<b>178</b>
<b>Current Liabilities</b>					
Interest bearing Loans & Borrowings	1.21	1.35	6.69	5.96	12.67
Other Payables	42.39	152.00	233.60	220.13	428.84
Income Tax Liability	-	-	0.29	0.05	-
	<b>44</b>	<b>153</b>	<b>241</b>	<b>226</b>	<b>442</b>
<b>TOTAL</b>	<b>272</b>	<b>357</b>	<b>518</b>	<b>351</b>	<b>666</b>





# PLANTATION HUMAN DEVELOPMENT TRUST

## NOTICE OF MEETING

Notice is hereby given that the Twenty Fourth Annual General Meeting of the members of the Plantation Human Development Trust will be held at the Auditorium of coconut Cultivation Board, No. 9/428, Denzil Kobbekaduwa Mawatha, Battaramulla, on 26th May 2017, at 2.30 p.m. for the following purposes

### **AGENDA:**

1. Call meeting to order and read the notice convening the meeting.
2. Chairman's Address (Pls. Ref pg. --- of the Annual Report).
3. To receive and consider the Report of the Board of Directors on the Affairs of the Company, Independent Auditor's Report and the Audited Accounts for the year ended 31st December 2016.
4. Re-elect Mr. D.S. Seneviratne who retires by rotation in terms of Article No.55 of the Articles of Association as a Director. (subject to confirmation)
5. To consider and if thought fit to pass the following Ordinary Resolution pertaining to the re-appointment of Mr. H.M. Goonetilleke as a Director of the Company:

THAT age limit of seventy years stipulated in section 210 of the Companies Act No.7 of 2007 shall not be applicable to Mr. H.M. Goonetilleke who, as at the date of this resolution, is 71 years of age (having reached 70 years of age on 3rd February 2016), and accordingly that Mr. H.M. Goonetilleke be and is hereby re-appointed as a Director of the Plantation Human Development Trust in terms of Section 211 of the Companies Act No.7 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

..... 2017

### **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/members of the Plantation Human Development Trust, hereby appoint.

- |                                                     |                |
|-----------------------------------------------------|----------------|
| Mr. Vadivel Puththirasigamoney                      | or failing him |
| Mr. Shanthy Kumar Lalith Obeyesekere                | or failing him |
| Mr. Henry Malin Goonetilleke                        | or failing him |
| Mr. Dilantha Stephen Seneviratne                    | or failing him |
| Dr. Siyambalagoda Ranaweera Rajapakse               |                |
| Mudiyanselage Laxman Rajapakse                      | or failing him |
| Mr. Ganegodage Dhamitha Vaamaka Perera              | or failing him |
| Mr. Murugaiah Ravindran                             | or failing him |
| Mr. Santhanam Arullamy                              | or failing him |
| Ms. Weliweriya Liyanage Manori Anurada Liyanage     | or failing her |
| Mr. Devapriya Manik Peiris Weerasinghe              | or failing him |
| Mr. Bulugoda Liyana Arachchige Janaka Dharmakeerthi | or failing him |

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 26th May 2017 at 2.30 pm and at any adjournment thereof and every poll which may be taken in consequence thereof.

<b>ITEM</b>	<b>Please mark X in appropriate cages below</b>	
	FOR	AGAINST
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 31st December 2016	<input type="checkbox"/>	<input type="checkbox"/>
2. To re-elect Mr. D.S. Seneviratne 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-appoint Mr. H.M.Goonetilleke who retires having reached 70 years on 3rd February 2016, as a Director by passing the Ordinary Resolution set out in the notice	<input type="checkbox"/>	<input type="checkbox"/>
4. 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 Seventeen.

Signature of Member .....

**Note :** Instructions as to completion are given overleaf.  
 Plantation Human Development Trust



## FORM OF PROXY (Cont.)

### INSTRUCTIONS AS TO COMPLETION OF PROXY

#### Plantation Human Development Trust

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.

## Appointment of a Representative

### CORPORATION/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 26th May 2017 at 2.30 p.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

## COMPANY REGISTRATION NO.

GA 78

## 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.

## REGISTERED/HEAD OFFICE

No. 427/14, Robert Gunawardena Mawatha, Battaramulla, Sri Lanka.

Tel. 011-2887497-9, 2887500, 5234300-2

Fax 011-2888619, 2887476

Web Site: [www.phdt.org](http://www.phdt.org)

## BOARD OF DIRECTORS

### Mr. V. Puththirasigamoney

Ministry of Hill Country New Villages,  
Infrastructure & Community Development

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

Balangoda/Madulsima Plantations PLC

### Mr. H.M. Goonetilleke

Planters' Association of Ceylon

### Dr. R.R.M.L.R. Siyambalagoda

Ministry of Health, Nutrition & Indigenous Medicine

### Mr. D.S. Seneviratne

Talawakelle Tea Estates PLC

### Mr. G.D.V. Perera

Agrapatana/Kotagala Plantations PLC

### Mr. M. Ravindran

Lanka Jathika Estates Workers Union

### Mr. S. Arullamy

Ceylon Workers' Congress

### Mr. M. Weerasinghe

Maturata Plantations PLC

### Ms. W.L.M.A. Liyanage

Ministry of Finance

### Mr. B.L.A.J. Dharmakeerthi

Ministry of Plantation Industries

## BANKERS

Bank of Ceylon

Hatton National Bank PLC

## SECRETARIES

SSP Corporate Services (Pvt) Ltd.

No. 101, Inner Flower Road

Colombo 3

## AUDITORS

M/s. Ernst & Young

Chartered Accountants

No. 201, De Saram Place

Colombo 10

## REGIONAL OFFICES

Galle

C/o Walahanduwa Estate,

Walahanduwa, Galle.

Tel. 091-2245754/2222424, 5635810-3

Ratnapura

Paradise, Kuruwita, Ratnapura.

Tel. 045-2262497/2262102, 5624820-3

Badulla

Hingurugama Complex, Badulla.

Tel. 055-2226205/2226248, 5635830-3

Kegalle

Sir Francis Molamure Mawatha,

Ranwala, Kegalle.

Tel. 035-2222485/2222486, 56244840-3

Kandy

No.1, Balakotuwa Camp Road, Pallekelle,

Kundasale, Kandy.

Tel. 081-2421679/2422284, 5635850-3

Hatton

No. 243/1, Main Street, Dickoya.

Tel. 051-2222988/2222792, 5678860-3

Nuwara Eliya

No. 56, St. Andrew's Drive, Nuwara Eliya.

Tel. 052-2222681/2223757, 5678870-3



PLANTATION HUMAN DEVELOPMENT TRUST

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*Enriching the Quality of Life of the Plantation Community*



*ISO Certified Company*