

ANNUAL *REPORT* 2020



PHDT

PLANTATION HUMAN DEVELOPMENT TRUST

Enriching the Quality of Life of the Plantation Community

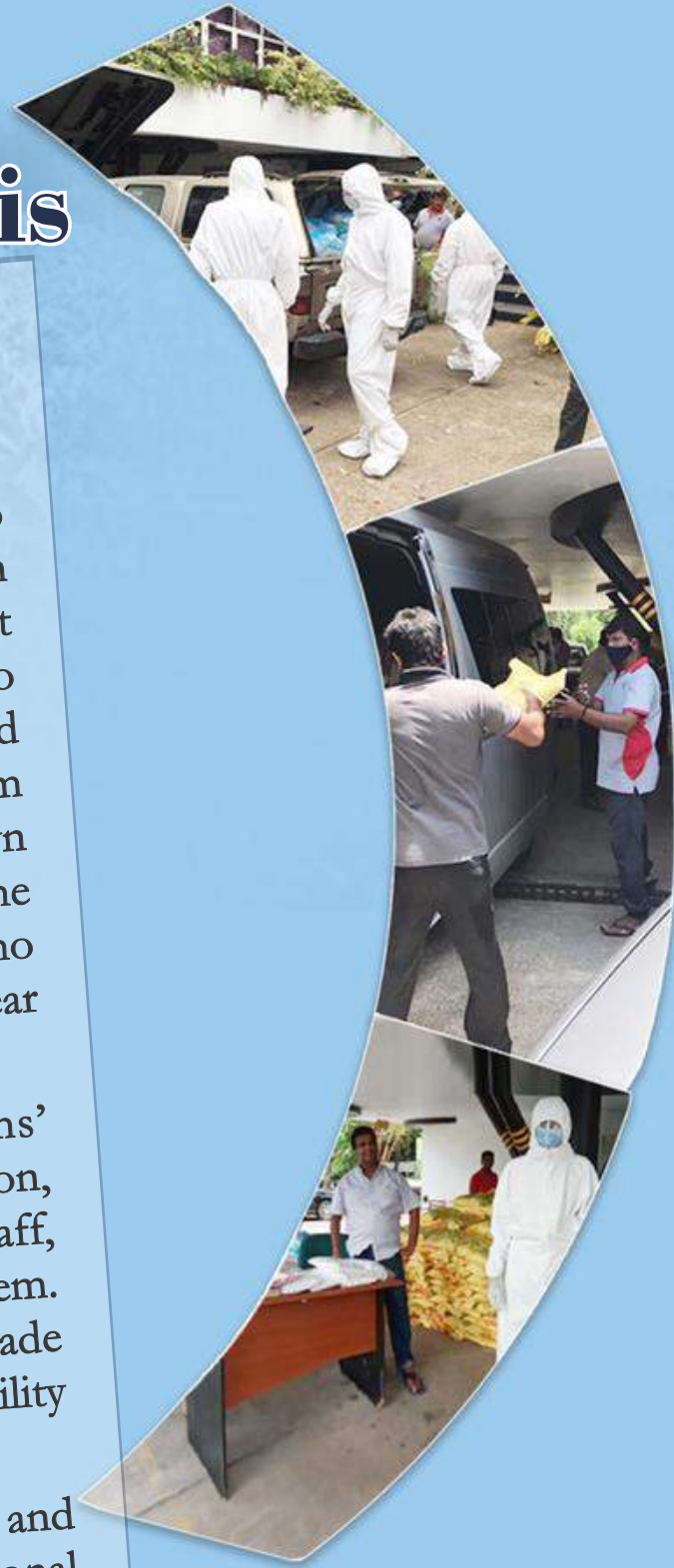
Hero's *through* the crisis

The outbreak and spread of COVID-19 have impacted all of our lives in ways we could not have imagined.

The FY20 Annual Report is dedicated to the heroes of this pandemic: to our team who exhibited their support without boundaries to travel that extra mile to ensure that the most underprivileged plantation community was protected from the deadly creature while risking their own lives to provide all kinds of services to the community; and people everywhere who wash their hands, socialize safely, and wear a face mask.

We are also humbled by our teams' response. Across the entire organization, from our Board to our front-line staff, people jumped in where we needed them. At the same time, many people made sacrifices to ensure the financial stability of the organization.

The PHDT family mobilised quickly and comprehensively, leading on the national health response continuing and expanding the provision of life-saving humanitarian assistance, establishing methodologies for rapid responses to the socioeconomic impact in support of the most vulnerable community.



CONTENTS

Vision & Mission	03
Financial Highlights	04
Highlights of Events	05
Chairman's Review	06
Director General's Review	08
Board of Directors	12
Head Office Directors	18
Regional Directors	19
Housing and Infrastructure	20
Health and Nutrition	26
Early Childhood Development Project (ECDP) in Plantations	34
Water & Sanitation	42
Estate Worker Housing Cooperative Societies (EWHCS)	46
COVID 19 Prevention Activities	50
Sustainability	60
Corporate Social Responsibility	61
Administration and Human Resources Development	62
Corporate Governance	64
Risk Management in Addressing Uncertainties	66
Report of the Board of Directors on the Affairs of the Company	67
Stakeholder Composition	69
Our Milestones	70

Financial Highlights

Independent Auditors' Report	79
Statement of Financial Position	81
Statement of Income and Expenditure	82
Statement of Changes in Reserves	83
Statement of Cash Flows	84
Notes of Financial Statements	85
Detailed Statement of Deferred Grants	98
Ten Years Summary	100
Graphical View of Financial Statements	102
Notice of the Meeting	105
Form of Proxy	107
Appointment of a Representative	109
Corporate Information	<i>Inner Back Cover</i>



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.



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 benchmarking against the best practices
- * Productivity of the sector



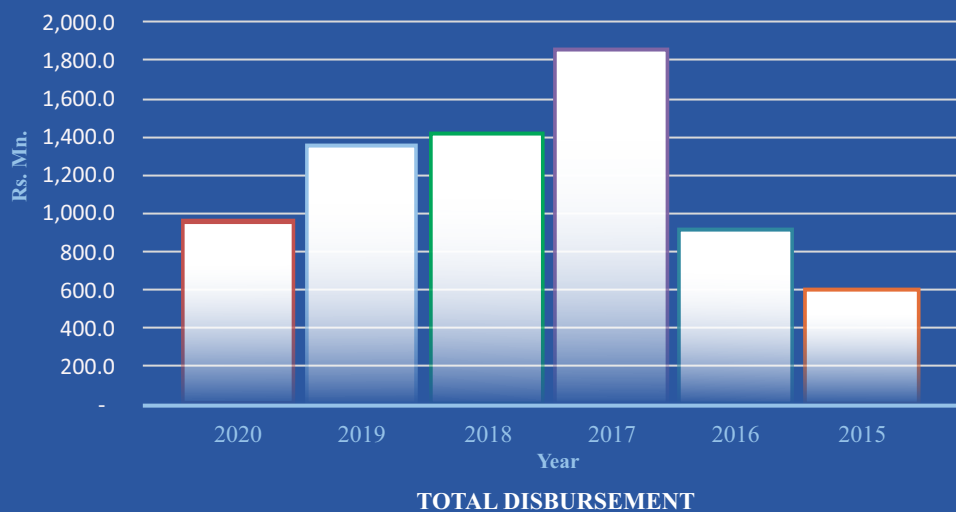
VALUES

- * 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

	2020 <i>Rs: Mn</i>	2019 <i>Rs: Mn</i>
Results for the year		
Levy Income	138.02	141.92
Total Recurrent Expenses	117.82	118.62
Excess from Activites	20.19	23.30
Other Income & Gains	23.30	13.58
Other Expenses	(57.91)	(39.62)
Project Administrative Income	(0.87)	11.77
Finance Cost	(1.45)	(1.29)
Finance Income	1.40	5.24
Excess Before Tax	(15.32)	12.98
Taxation	0.08	(4.98)
Excess for the year	(15.24)	8.00
Project Disbursements	965.15	1,349.87

Total Project Disbursements



Rs. 965 Mn

Disbursement 2020

Rs. 138 Mn

Levy 2020

HIGHLIGHTS OF EVENTS

28th Anniversary

28 years of community service by the PHDT was commemorated at Head office and regional offices through religious observances with the participation of all staff.



COVID 19

PHDT was recognized as an essential service and entrusted to implement preventive & precautionary measures to control spread of COVID 19 virus in the plantations. PHDT successfully implemented all measures in the plantations during the total lockdown in the country.

PHDT also distributed sanitisers and safety equipment to the plantations and dry rations to displaced plantation community in Colombo during lockdown period.



Extra Ordinary General Meeting

An Extra Ordinary General Meeting was held on 26th September 2020 to adopt the Financial Statements for the year ended 31st December 2021 at the Grand Monarch, Thalawathugoda followed by presentation of Awards in recognition of Best Performers of PHDT.



Awareness on COVID 19

PHDT assisted by the State Ministry of Housing & Community Infrastructure carried out awareness drive on COVID preventive measures through poster campaigns.



CHAIRMAN'S REVIEW



A.S. Ratwatte
Chairman

CHAIRMAN'S REVIEW

I welcome you to the 28th Annual General Meeting of Plantation Human Development Trust. On behalf of the Board, I present to you the Annual Report and Audited Financial Statements carrying detailed performance and information of the Company for the financial year ended 31st December 2020.

As you all know the Plantation Human Development Trust in its journey over the past 28 years have been ably supported by the Government Ministries, Trade Unions, Regional Plantation Companies, Donors and many other Institutions to provide sustainable services to enhance the quality of life of the plantation community.

2020 has been a year with obstacles mainly due to the COVID 19 pandemic which slowed down our progress. Today too, we are in a socially distanced world, where nations across the earth continue to fight one of the toughest battles in the history, in the form of the global pandemic.

“ 2020 has been a year with obstacles mainly due to the COVID 19 pandemic which slowed down our progress ”

PHDT being the main facilitation agency for the plantation community was called upon to lead the way for community support to ensure that the community and the industry is not negatively affected due the global pandemic. We were entrusted with funds to the value of Rs: 25Mn by the Ministry of Community Development and Estate Infrastructure to carry out preventive measures by distribution of safety equipment, medical supplies and dry rations on a stage by stage basis. A skeleton staff of all the Regions and the Head Office were engaged in assisting the Ministry for preventive measures to mitigate the spreading of the pandemic and distribution of essential dry-rations to the Plantation Community.

“On the positive side we have executed work to the value of Rs: 1.5Bn to continue its core activities”

On the positive side we have executed work to the value of Rs: 1.5Bn to continue its core activities in areas of housing infrastructure, re-roofing, water, sanitation, health and nutrition, early childcare development, capacity building, community mobilisation & strengthening of Estate Worker Housing Cooperative Societies (EWHCS).

I will fail in my duty if I do not remember and appreciate the guidance and the immense support extended to the PHDT by the Late Hon Arumugan Thondaman - the Minister for Community Empowerment and Estate Infrastructure. His vision for the upliftment of the plantation community has to be recognized and continued. Succeeded by his son Hon Jeewan Thondamndan - State Minister for Estate Housing and Community Development will undoubtedly continue the good work and I thank him too for the continued support extended to us.

It is also my duty to thank the Government Ministries, Regional Plantation Companies, Trade Unions, Donors and all other stakeholders for their dedication and cooperation extended to the PHDT.

I also take this opportunity to extend my gratitude to all my colleagues on the Board for their support extended and thank the Director General and the team for accomplishment of the job entrusted.

I am confident the PHDT will continue to be the leading human and social welfare development organization, providing its services to elevate the quality of life of the plantation community.



A.S. Ratwatte
Chairman

DIRECTOR GENERAL'S REVIEW



L.R. Perera
Director General

DIRECTOR GENERAL'S REVIEW

“The social and economic challenges posed by COVID-19 have emphasized the true value of identifying a business’ strengths and weaknesses, as well as to secure & further strengthen the employer, employee relationship”

The Year 2020 has been eventful, to say the least. We could define it as the year of retrogression towards a weaker economy due to the COVID 19 pandemic affected globally. There was no exception for PHDT and it neutralized every aspect of our operations as well affecting the plantation community. It is my pleasure to briefly walk you through the major milestones of the year and give you a taste of the surprising achievements you will encounter throughout the report to move forward with the plantations to keep the pandemic away from us. The social and economic challenges posed by COVID -19 have emphasized the true value of identifying a business 'strengths and weaknesses, as well as recognizing the employer's responsibilities towards the employees in the hour of need makes a company more agile and better prepared to deal with and build employer and employee relationship. This was an unprecedented leadership challenge, and there are several key elements of leadership taken by responsible business entrepreneurs in responding to this humanitarian and economic crisis. First and foremost, they had to protect the lives and the health & safety of employees, customers, and other core stakeholders impacted by the company's operations. Simultaneously, they had to focus on business continuity, supply chain resilience, financial liquidity, and overall resilience.

PHDT with its past experience and planning forward initiated action from the time, the first cases were reported in Sri Lanka. Understanding very well the need of the hour, we concluded that the best way is to follow the National rules & procedures and provide a facilitative role to help National Institutions to carryout essential services during the pandemic, which was inspired by the previous case studies on action taken by the

United Nations with the Ebola Response Systems STEPP in 2015 (United Nations, 2015).

Our strategy was based on methodologies implemented and how best our Company serve the Plantation Community preventing them getting infected with this deadly novel virus.

Therefore, our approach from the beginning of creating a task force has been to adapt to the national response in attending to the local realities and needs; and in PHDT's case to the Plantation Sector and our main objective has been to trace all possible cases, stop the spread and maintain zero cases.

65% of the plantation population live in 'Line Room' housing, which comprises of 10x10 feet rooms. Each of which normally holds up to 6 to 11 family members. There are typically 6-12 or 24 'Line Rooms' in one-line barracks. Often these structures have no windows; this understandably results in little/no ventilation. Thus, it's greatly important to understand the degree of vulnerability the plantation community faces.

Majority of the 1.5 million plantation population live in the above-mentioned environments; exact conditions that could stop or slow down prevention measures, if in case of Corona Virus (COVID-19) patients were reported in the plantations. Meantime, we had to face a serious hurdle as the community has strong religious beliefs; which often is celebrated through various community-oriented events. The end of March and the beginning of April symbolizes the start of the celebratory period. This means that individuals will be traveling to hometowns or in general gathering in public areas to celebrate the religious ceremonies and to get involved in culturally embedded rituals.

This proposed with the possibility of people being in contact with contaminated surfaces or being in close proximity to individuals. Understanding this amongst other factors in the bigger image of applying preventive action was important.

There was another big issue as there were plantation youth living in Urban and Sub-Urban areas were coming back to the plantations was a severe threat to the community already living in the plantations and hence, with the assistance of the Health Services in the area, we established a Visitors' Log book on the Plantations, identified as 'COVID Registries' and thereby we were able to track the people coming into the plantations.

PROVISION OF FOOD, SECURITY AND NUTRITION

Ministry of Community Empowerment and Estate Infrastructure Development together with the PHDT took it upon themselves to deliver dry rations to 4,000 youth who are stranded in and around Colombo and in its Suburbs. Same time Estate Managers reported that they are short of dry rations in the Districts, as they are running out of stocks and PHDT obtain required stocks, such as wheat flour and rice, etc., on priority basis to be issued to the Plantation Community. Essential drugs and Thriposha stocks were issued to the plantations free of charge.

A focal point has been created in each of the 7 Regional Offices; the objective of this was to provide to the community with information and support related to the COVID 19 disease. This is an asset especially when some individuals are hesitant to report themselves in at Estate Level due to the fear of being isolated by the society.

CHILD DEVELOPMENT CENTERS (CDCs)

We were fortunate enough that through the World Bank assistance most of the CDCs were developed through the ECDP funding's. Our justification was made to the Health Ministry, by explaining that the living environment in the CDCs is safe and better than keeping children at

home, as the parents were away for work although ministry policy was to close down all the CDC/preschools in the country.

This was successfully accepted and when only the plantation industry was running, the CDCs were similarly allowed to operate, due to the trust and confidence they had on us, in monitoring these CDCs effectively. Trained CDOs have very effectively managed the CDCs, along with the social and welfare staff, under the supervisions of the Estate Managers and the PHDT.

AWARENESS PROGRAMMES

The use of face masks and to a certain extent gloves, has been detrimental in preventing the spread of COVID 19. However, like the rest of the Nation there was a severe shortage of these items in the rural areas. Thus, the PHDT ensured to arrange necessary supplies and implementations to make sure that the community is taking preliminary precautions. The Ministry issued sufficient stocks of sanitizers and face shields to the plantation and the public officers in the area. At first instance, it was decided to conduct Awareness Programmes in the Plantations on personal hygiene and establish hand washing units. We have purchased nearly 50,000 cakes of soap along with sanitizers and handed over to each estate.

PERSONAL HYGIENE

Personal hygiene and hand washing practice is a key measure for the prevention and transmission of COVID-19 in Plantations. In order to initiate such personal hygiene habits in Plantations, Early Child Development Project assisted by World Bank under the patronage of Ministry of Women & Child Affairs and Social Security and Ministry of Community Empowerment and Estate Infrastructure Development along with PHDT donated 1300 hand washing units, thermometers and stocks has been provided with a hand washing unit and sanitizers, the average cost is around Rs.33,000/- per CDC, with the total cost of Rs.42 M.

SUCCESSFUL PREVENTION THROUGH CLEAR STRATEGY AND COMMITMENT

This is a great example of an industry wide adaptation of one mission; thus, reflects good practices in helping the most vulnerable. Because of all mentioned above we were able to keep industry running safely and providing to the economy when it was at its most fragile state. This short-term intervention would end once the pandemic has truly come to an end; however, the multi-stakeholder support approach is one that is unique to this industry and should be admired. We take this opportunity to thank and appreciate all the Directors and staff of PHDT for their effort to keep the COVID 19 away from plantations. 2020 is a year of pandemic and as a result it affected the organizations performance very badly. But as an organization we are pleased that we were able to assist the industry and the community to revive the situation. We take this opportunity to thank and appreciate all the Directors and staff of PHDT for their effort to keep the COVID 19 away from plantations. 2020 is a year of pandemic and as a result it affected the organizations performance very badly. But as an organization we are pleased that we were able to assist the industry and the community to revive the situation.

ENGINEERING ACTIVITIES

Ministry of Community Empowerment & Estate Infrastructure Development, at the commencement of the year, approved the implementation of several activities to develop the Lagging Area Infrastructure identified in the Plantations which covered the certain Projects benefitting the Community in the Plantation areas. These activities covered the Concreting of roads, New/Upgrading Playgrounds, development of Religious places etc.

Mobility of the Head Office and the Regional Staff and the Contractors selected prevented from mid-March to mid-June 2020 due to the lockdown of the Country and implementation of the New Activities came to a standstill. The skeleton staff of all the Regions and the

Head Office were engaged in assisting the Ministry for preventive measures to mitigate the spreading of the pandemic and distribution of essential dry-rations to the Plantation Community.

With the relaxation of restrictions by the Health Authorities the Project Activities re-commenced gradually from late June 2020, and 274 such Projects were completed and handed over to the community during the year under review.

APPRECIATION

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

My sincere thanks to the Chairman and the Board of Directors for their consistent support and guidance in all operational matters and my appreciation to PHDT Directors and all the members of staff of the organization for their unstinted cooperation in serving the plantation community and all the stakeholders. Lastly, my hope coming out of the pandemic is the recognition that good governance really, really matters.



L.R. Perera
 Director General

BOARD OF DIRECTORS



Mr. A.S. Ratwatte
(Chairman)

Mr. A S Ratwatte commenced his career in planting with the State Plantations Corporation in 1986, where he last served as an Assistant Director attached to the Regional Office, Haputale. Thereafter he served at Kahawatta Plantations Plc and subsequently at Kotagala Plantations Plc.

Mr Ratwatte, during his career served as the Asian representative on the Fair-Trade Labelling International. He joined the Plantation Human Development Trust in 2011 as a Regional Director where he served in five Regions until his relinquishment in 2018. Prior to assuming office as Chairman, Mr Ratwatte was serving the Janatha Estate Development Board in the capacity of Manager - Plantations on a special assignment.

He has also had his exposure in the hospitality and travel industry internationally and locally at Sri Lankan Airlines and Etihad Airways prior to embarking his career in the plantations.



Mr. S.K.L. Obeyesekere

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

Since Privatization of Plantations and the formation of Regional Plantation Companies Mr. Obeyesekere functioned as the Chief Executive Officer of two RPCs over a period of 25 years up to 2017. He is a Fellow of the National Institute of Plantation Management in Sri Lanka and counts over 47 years' experience in the Industry having commenced his career as a Management Trainee and then rising to the position of Chief Executive Officer.

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

He serves in the Boards of Sri Lanka Tea Board, National Institute of Plantation Management, Ceylon Tea Museum, Plantation Human Development Trust and the Tea Smallholder Factories PLC of John Keells Group.

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



Mr. G.D.V. Perera

Mr. G.D.V. Perera 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), 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. B. Bulumulla



Mr. Bhathiya Bulumulla, the Chief Executive Officer of Elpitiya Plantations PLC was appointed to the Board of Aitken Spence Plantation Managements PLC in July, 2016 and to the Board of Elpitiya Plantations Plc in July, 2017. He possesses over 35 years of experience in the Plantation Sector, out of which for the past 22 years he is serving at Elpitiya Plantations PLC.

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

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

He is also an honorary member of the Board Directors of the Rubber Research and Development Board and currently hold the position of the Chairman of the Planters Association of Ceylon.

BOARD OF DIRECTORS



Mr. S.P. Wijakumaran

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

He was appointed as the Assistant Secretary of LJEWU from 2003 to 2014; Regional Director of Uva Province; Assistant Secretary of National Trade Union Federation; Treasurer of The Power Foundation;

President of Sri Lanka Security Services Union. He also, served as the Private Secretary to late Hon. K. Velayudam (Member of Parliament and Member of Uva Provincial Council) from 1990 to 2013.

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

and from 2021 September Senior Administrative Secretary of LJEWU

Mr. Wijakumaran represented Sri Lanka as the worker delegate at the International Labour Conference held in Geneva in 2003 and 2016.

He holds Diplomas in Trade Union Workers Education and Curriculum Development and Diploma in Political Science and Social Mobilization.



Mr. P. Sivarajah

Mr. P. Sivarajah who represented the Ceylon Workers' Congress as the Vice President since 2007.

He has involved with the plantation sector as a proprietary during the period 1960 to 1972. In the year 1977, Mr. Sivarajah has served as the P.A. to the late Hon. S. Thondaman and subsequently he had been appointed as the Co-ordinating Secretary in 1984 to 1999. He is also

possessed top level working experience of the Organizations of LANLIB & NEMO as the Chairman during the period from 2000 to 2003.

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



Dr. N.P.C.R. Nugawela

Dr. N.C.P.R. Nugawela has started his carrier as an export documentation assistant and rose up the director level in government and private sector organizations.

He obtained his basic Degree - BDS from the University of Peradeniya and Masters in Medical Administration from the University of Colombo. He also has obtained an MBA and DBA from Anna university Chennai.

Presently, he serves as the Director, Estate and Urban Health Unit of Ministry of Health & Indigenous Medicine. He served also as a Deputy Director, Teaching Hospital, Kandy; Medical Superintendent of Base Hospital, Dambulla and also as a House Officer attached Oral and Maxillofacial Unit of General Hospital, Badulla. Prior to joining the movement sector, he has worked in private sector organizations such as Maersk Lanka Pvt Ltd, Alkem Pharmaceuticals, Arken Biogenics Pvt Ltd and Sayler Therapeutics Pvt Ltd, in different capacities.



Mrs. P.D.H. Dabare

Mrs. P.D.H. Dabare holds a Bachelor of Commerce Degree with first class grade pass from the University of Sri Jayewardenepura and completed Masters of Arts in Economics from the University of Kelaniya. She has also obtained a Diploma in Planning and Development from the Institute of Development Administration.

In addition to that, she has also admitted as a Certified Business Accountant of the Institute of Chartered Accountants of Sri Lanka. Further to being a member of the Sri Lanka Planning Service, she is also the Deputy Director of the Department of National Planning in the Ministry of Finance.

She is entrusted with the duties pertaining to projects carried out under youth, skills, and science and technology sectors.

BOARD OF DIRECTORS



Mr. K.G. Punchihewa

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

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

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

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

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

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

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

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



Mr. J.A. Rodrigo

Mr. Johann Rodrigo counts more than 36 years in the plantation trade. Commencing as an Assistant Manager under JEDB, he is presently the Director /CEO of Horana Plantations.

He currently serves as a Director at the Ceylon Tea Museum and the Plantation Human Development Trust and a former Director of the Chamber of Commerce in Nuwara Eliya, a committee member of the Ceylon Planters Provident Society and the Estate Staff Provident Society.

He has attended the Indian Business School of Hyderabad for management, trained in Japan under JUSTICA and by Save the Children in Thailand on Child protection in emergencies.

He was instrumental in rolling out the child policy in the plantations with Save the children Sri Lanka, and in the mother and child friendly Tea Estate concept.



Dr. R. Rushandan

Dr. R. Rushandan, a member of Sri Lanka Administrative Service, holder of Bachelor of Veterinary Science (BVSc) (Hon.) from the University of Peradeniya, MA in Sociology (Hon.) from the University of Madurai Kamaraj, India, and Master of Development Studies from University of Melbourne, Australia, is the Director to the Plantation

Management Monitoring Division, State Ministry of Company Estate Reforms, Tea & Rubber Estates Related Crops Cultivation.

He also serves on the Board of Director of New Villages Development Authority.

HEAD OFFICE DIRECTORS



2 3 1

Mr. R.Y. Kulatunga
Director Finance & Administration

Dr. C. Gunasekara
Director Health

Mr. B.C. Ramasundara
Deputy Project Director (LCP)

REGIONAL DIRECTORS



01 - Mr. C.U.B. Ranasinghe
Kegalle Region

02 - Mr. R.V.A.N.P. Wijeratne
Hattōn Region

03 - Mr. L.P.A.N. Senaratne
Badulla Region

04 - Mr. A.S.B. Ekanayake
Ratiāpura Region

05 - Mr. K.A.D.G. Kulanayake
Nuwara Eliya Region

06 - Mr. M. Wanigasuriya
Kandy Region

07 - Mr. C. Devaranjan
Galle Region



HOUSING & INFRASTRUCTURE



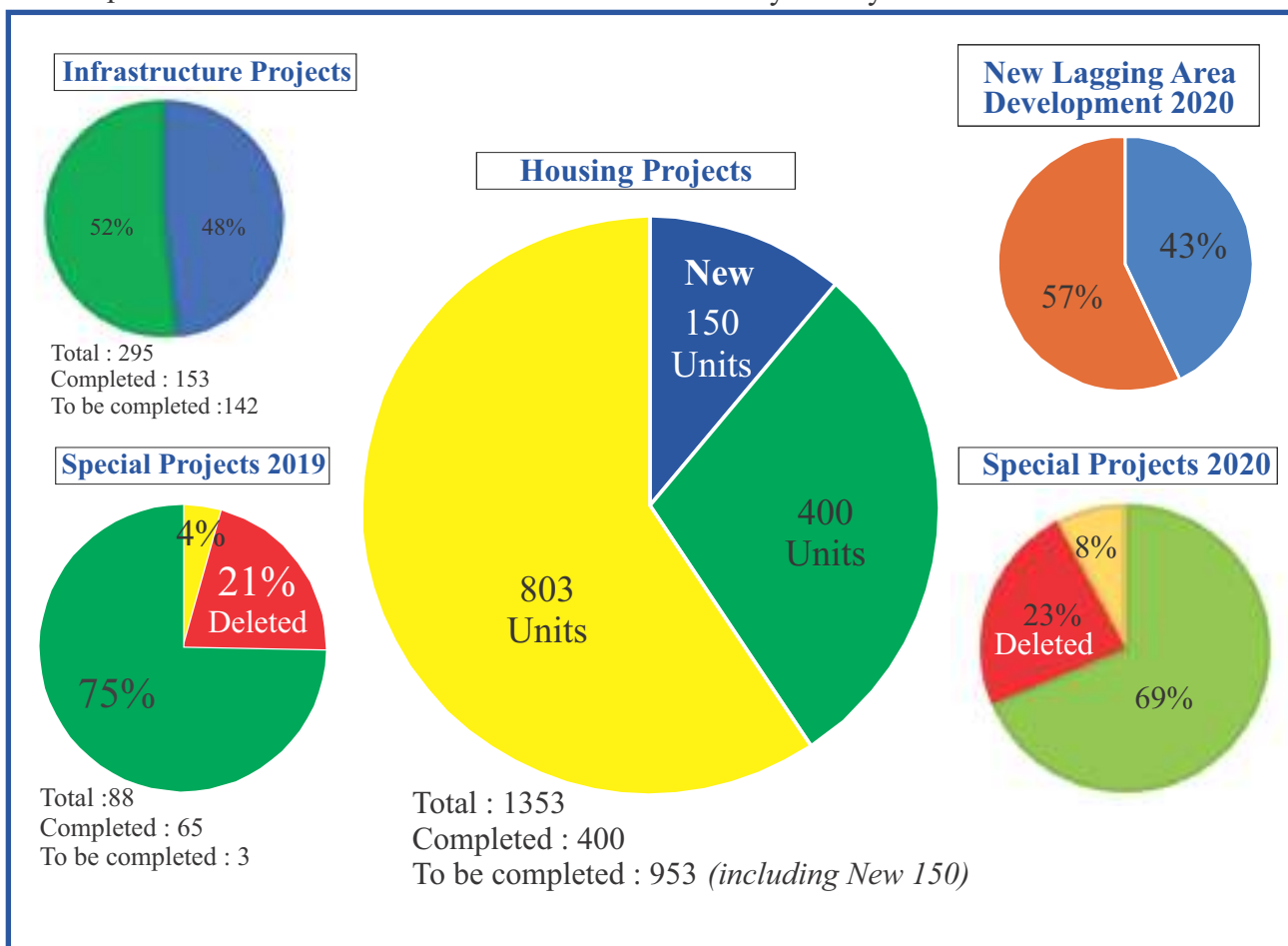


A ROOF OVER OUR HEAD PROVIDES THE
DIGNITY AND CONFIDENCE TO ACHIEVE
GREATER HEIGHTS

HOUSING & INFRASTRUCTURE

The Plantation Human Development Trust continued its functions by providing the Engineering services for the successful implementation of series of Projects for the betterment and improvement of the living standards of the Community in the Plantation Sector utilizing the funds of the Government of Sri Lanka channeled through the Ministry of Community Development & Estate Infrastructure Development.

Financial year 2020 commenced with a heavy carryover Activities brought forward from the previous year where Projects including the New Housing Programme of 2018 had a set-back due to the Political turbulence in the country in the third quarter of the year 2018 and followed up with the change of Government consequent to the November 2019 Presidential Election. These carryover Projects were suspended by the Ministry in early December 2019.



APPROVAL OF NEW ACTIVITIES:

Whilst all the carryover activities came to a standstill the Ministry of Community Empowerment & Estate Infrastructure Development, at the commencement of the year, approved the implementation of several activities to develop the Lagging Area Infrastructure identified in the Plantations. These activities covered the Concreting of roads, New / Upgrading Playgrounds, development of Religious places etc.

IMPACT ON LOCK-DOWN OF THE COUNTRY DUE COVID-19 PANDEMIC:

Mobility of the Head Office and the Regional Staff and the Contractors selected prevented from mid-March to mid-June 2020 due to this decision and implementation of the New Activities came to a standstill. The skeleton staff of all the Regions and the Head Office were engaged in assisting the Plantations for preventive measures to mitigate the spreading of the pandemic and distribution of essential dry-rations to the Plantation Community.

RESUMING OF PROJECT ACTIVITIES

With the relaxation of restrictions by the Health Authorities the Project Activities re-commenced gradually from late June 2020 and the Ministry also relaxed the suspension order and gave the green light for the implementation of all Carryover Projects. Accordingly, an assessment of the ground situation of the Carryovers suspended nearly eight months ago where certain contractors completely abandoned the Projects were re-negotiated. However, work could not be re-commenced due to the General Election held on 5th August 2020.

COMPLETION OF CARRYOVERS PROJECTS:

The Company was Gazetted under the State Ministry of Estate Housing & Community Infrastructure, as with the establishment of the new ministries. Therefor the held back funds were effected in stages.

Carryover Projects consisted of Housing and related Infrastructure facilities for the relevant sites and for the activities completed during the year under review are indicated here below.

Region	HOUSING (including units completed of ongoing Projects)		INFRASTRUCTURE (No of Projects)	
	Projects	Units	Water	Roads
Galle	3	37	3	2
Ratnapura	1	34	2	2
Badulla	1	43	1	0
Kegalle	-	16	1	3
Kandy	1	21	3	2
Hatton	4	122	2	1
N'Eliya	14	241	1	5
Total	24	514	13	14

COMPLETION OF LAGGING AREA INFRASTRUCTURE PROJECTS:

The summary of the Projects completed during the year 2020 is shown in the below table:

Region	Concrete Road	New & Upgrading of Play Grounds	Development of Religious Places	Retaining wall/Cultural Hall/Water & sanitation
Galle	0	0	0	0
Ratnapura	38	5	3	0
Badulla	9	0	0	0
Kegalle	2	2	0	0
Kandy	48	3	3	0
Hatton	48	5	5	16
N'Eliya	38	5	18	26
Total	183	20	29	42



BEARWELL ESTATE



KIRIPORUWA ESTATE



BALMORAL ESTATE



RAWANAGODA TEMPLE



HARRINGTON ESTATE



GLENANORE ESTATE



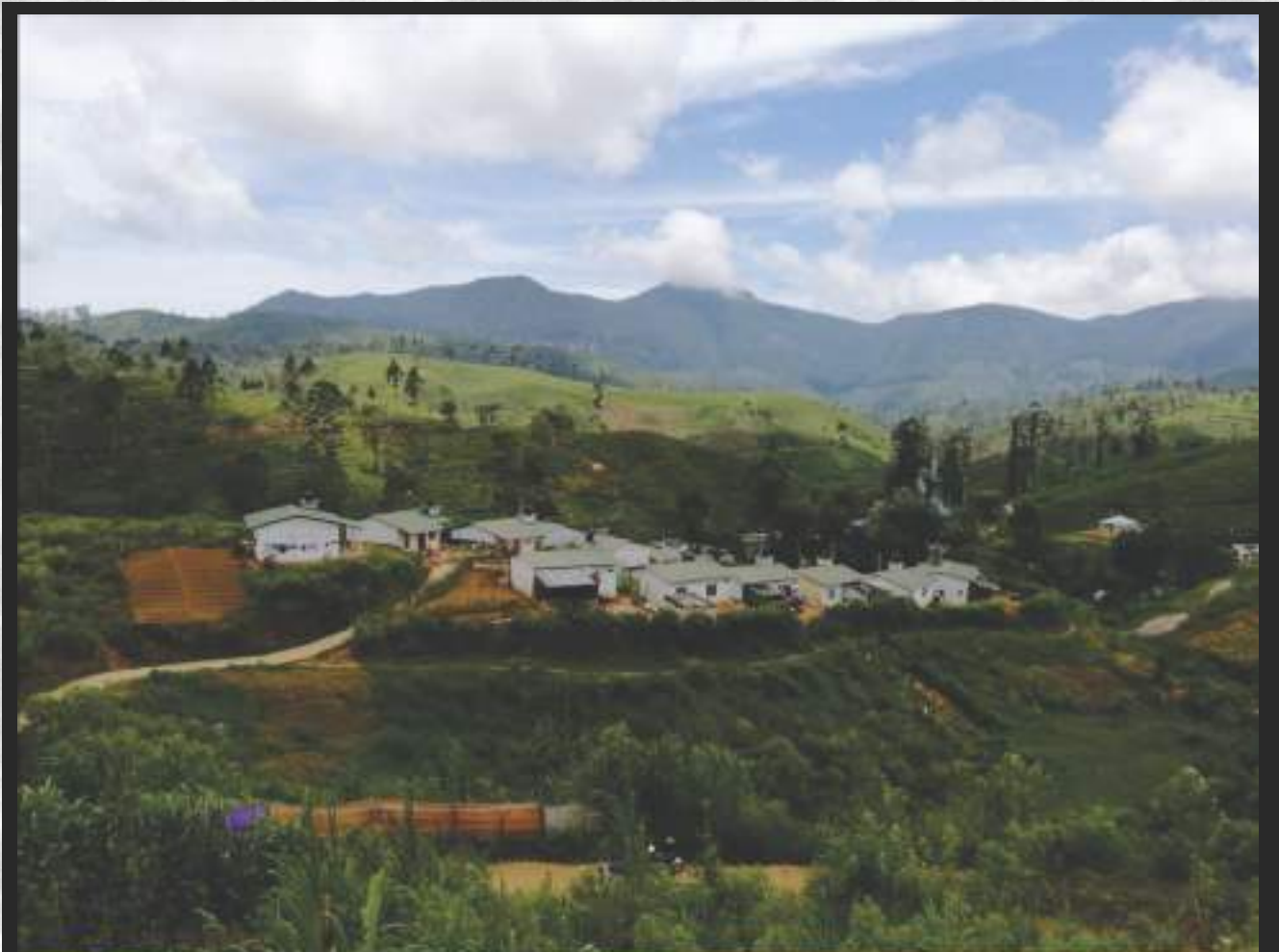
HUNUWELLA ESTATE



GALLEBODDE ESTATE



ASGIRI MAHA VIHARAYA



CRAIGIE LEA ESTATE



PORANUWA ESTATE



MORALIOYA ESTATE



SANDRINGHAM ESTATE







Health

&

Nutrition Activities

“The Estate population is served by a network of hospitals, dispensaries and maternal wards managed by *Qualified staff*”

OVERVIEW

Health indicators of the Plantation population are improving steadily. Poverty and poor cash management, unsatisfactory living conditions, lack of safe water and sanitary facilities, low level of education, difficult terrain, poor transport facilities with poor access to health care services, and language barriers are some of the major factors contributing to their economic and social wellbeing negatively.

This community is identified as a vulnerable population in the country, as their health system is unique and different from that in the rest of the country. Plantation community partially receives national health services. Curative health services existing in the estate sector are provided through the estate management in most estates. The existing health system in the plantation sector has evolved over time and needs further reforms to standardize the health of this community. Therefore, identifying the long-felt need, the government has recommended to integrate the health services in plantation sector into the national health system, and thereby enable the system to function under the provincial health authority equitably as in other sectors. 🇱🇰

To hasten the process of integration of curative health services of the estate sector into the national Stream during 2020, initiatives were taken to re-assign health institutions under the estate management to provincial government to regularize the service. Plans are being made to taken over existing Estate Health Institutions to the government to function as divisional hospitals or primary medical care unit in the needed locations after careful assessment. Others could be converted as clinic centers with Doctors and an exclusive PHM living quarters including their office premises. Therefore, any policy decision taken will be directly implemented in these centers under the leadership of MOHs. Exclusive PHM quarters and office in, will make these services accessible to the community. Renovations of these buildings could be done with government funds to maintain the standards of the clinic in par with other rural and urban clinics.

The year 2020, was a “challenge” “hardship” and “crisis” full with COVID-19 global epidemic. PHDT took great strides to remove the nip from the bud by facilitating, securing and averting spreading COVID-19 in Plantation from the beginning. With the State intervention, initial discussion commenced with 07 Regions at H/O while the country was in totally closed for prevention and safety of the people in.



COVID-19 & PLANTATION

COVID-19 outbreak was reported in Wuhan China December 2019. The initial local case was reported in February 2020, in our country. We experienced few number of cases till end of March 2020. Considering the worldwide, situation of WHO declared this as public health emergency in March 2020.

01st Wave

Since the Estate Community is highly vulnerable due to congested living pattern with poor ventilation facilities, unsatisfactory sanitary conditions and adverse nutritional status, PHDT, took a proactive action to fight against COVID-19 by establishing COVID-19 Task Force in Plantation as our aim was to have zero cases in Plantation since we cannot afford to disrupt the industry.

Urgent basic preventive measures adopted in Plantation, on Social distancing, Respiratory Etiquettes, Handwashing and made it mandatory to wear wearing face masks by all.

Custer level as well as Estate level. Meetings were arranged to implement the activities, and it was ensured that the credible information was given to the Staff. All the Circulars, operative procedures, instructions issued by the Health Ministry and sub-units such as Epidemiology Unit, health education bureau were customaries to Plantation Sector and send to all Regional Directors and Health Managers to be shared with Estate Management.



It was important to impose travel restrictions to monitor the people movement, PHDT introduced log book or people movement registration to Estate to monitor and identify the outsiders.

Handwashing stations were established in 1304, at Child Development Centres with the fund's allocation provided through World Bank. In addition, Estate Management was encouraged to established new Hand Washing Stations at places where community gathered, such as Muster Estate, Weighing Stations, Factories and Offices etc.

In order to disinfect Offices, factories and premises, PHDT provided Sodium Hyper Chlorite, Sanitizers 500ml in 1141 no. of bottles and 20,000 Face Masks to the Plantation Sectors to be distributed in Estates.



02nd Wave

The 02nd wave emerged and identified as the Brandix Cluster in early October 2020. PHDT was hastened to apply strategy as before to practice distancing, hand washing and wearing face masks to combat epidemic.

A COVID-19 Committee at the Head Office and similar advice was given to Regions to form Committees. At the same time reactivated COVID-19 Registers for movement records. Circulars and Guidelines across Regions which were issued during 01st Wave.

Mobility Registers were continued in Estates as during the 01st Wave which was of immense value during the 02nd Wave. Steps were taken to issue necessary guidelines when and where necessary to Plantation Community customaries, from circulation and guidelines from Health Education Bureau and Epidemiology Unit as well as from the Ministry of Health.

A newest Circulars and Guidelines on “New Normal” for the factories, fields, Offices and the Plantation Sector separately and advised regional health unit share them with Estate Management.

PHDT did a advocacy to Health Ministry higher official on impending danger of spreading CORONA VIRUS to Plantation by infected person visiting Plantation. As a result the government imposed travel restriction for Western Province.

The travel restriction was a success and there were few visitors in Plantation during Deevali Festival.



NUTRITIONAL PROGRAMMES

With the aim of breaking the intergenerational cycle of malnutrition in the estate sector, PHDT has identified determinants, Mothers and under five-year-old children in the estate sector consumed fewer protein-rich foods (meat, fish and poultry eggs) and other nutritional food such as yellow vegetables, fruits and cereal when compared to their peers in the other two sectors. It was evident that a significant reason for child and maternal malnutrition in the Estate sector was the intake of imbalanced diet – lack of protein and vitamins but more starchy and fatty food.



Therefore, sustainable nutritional interventions should be aimed at enhancing food security at the household and community levels as well as at schools in the estate sector.

In 2020, understanding the need of having Special community driven programmes which would play a major role in addressing the critical concern in the Estate sector PHDT arranged Nutrition education programmes which strengthened to inculcate better consumption habits - what foods to select; how to prepare and feed children; and the hygienic and nutritional value of food.



TOT WORKSHOP ON ESTABLISHMENT OF NUTRITIONAL GARDENS AT ESTATE LOCATIONS

Vegetables and fruits are rich in micronutrients which are essential for healthy growth and development. In Plantation areas, the average consumption of foods rich in micronutrients is low in comparison to our observations. Inadequate availability of micronutrient-rich food at affordable prices is the key reason for low micronutrient intake levels in Plantation Estates.

With the aim of encouraging and suggesting that promoting cultivation, harvesting and consumption of under-utilized food crops in home gardens in Estates, as a feasible strategy and a supportive Programme, was held for Health Managers, Community Development Officers, to educate and alleviate micronutrient deficiencies existing in Plantation.



Oral Cancer Screening Program

Oral cancer is highly prevalence among the estate community, due to the lack of knowledge and awareness of good practices and habits, such as smoking, drinking alcohol and chewing betel. To eradicate oral cancer among the plantation community, conducted many screening programmes and awareness with the assistance of regional dental units of RDHS.

A major scaled oral cancer screening program was conducted on Norwood estate,

covering all 8 divisions, & it was conducted on the 21st of January, 2020. The program was organized with the assistance of the Regional Dental Surgeon attached to the Regional Director Health Services, Nuwara Eliya and Dental Faculty, University of Peradeniya. A total of 45 Dental Surgeons participated in the program. 429 people were screened and 35 people detected with lesions and they were referred to Nawalapitiya and Peradeniya Hospitals for further investigations



Mental Health and Dental Hygienic Awareness

Awareness programmes to improve the knowledge of Child Development Officers on child mental health and dental hygiene of children, were conducted with the assistance of Medical Officers on Maternal Health and Regional Dental Surgeons.



Preparation of District Level Action Plan on Nutrition

A workshop on Preparation of District Level Action Plan was conducted with the participation of Assistant Government Agents, Regional Director of Health, Medical officer of Health, Estate Superintendents and PHDT Officials.

Launching of Fortified Soya Meat

A program was launched for the distribution of Iron fortified soya meat in January, 2020 in collaboration with Ceylon Biscuits Limited.

A group of 20 estates were selected for the above program and they took part at the Golf Club, Nuwara Eliya.

An orientation program in this regard was held for estate health and welfare staff to discuss the importance of the product and how best it could be implemented in the plantation sector.



Program to Raise Awareness on Teenage Pregnancies

Programs to raise awareness on teenage pregnancies and overall sexual wellbeing were held on the estates with the assistance of the Medical Officer on Maternal & Child Health.



Training Program for Estate Health Staff on Assisting Differently abled Children

Programs were held to educate Estate Health Staff on assisting differently abled children in the plantations where health staff, including the EMA, PFWO, CDOs and volunteers participated in the above programme which was conducted with the assistance of Merrill J Fernando Charitable Foundation.

Immunity Development Disorder & Ayurvedic Clinics

In collaboration with the Department of Ayurveda, several clinics have been conducted during the year to discuss Immunity Improvement on COVID 19 Pandemic.



TB Contact Tracing Programme

In association with TB Unit – Kegalle, an awareness programmes to trace the contacted patients and their close contacts were conducted.

ECDP

Early Childhood Development Project



Training Centre - Low Country



Training Centre - Up Country

A WHOLE NEW WORLD
OPEN UP TO INQUISITIVE,
CREATIVE MINDS...





The emotional, social and physical development of young children has a direct effect on their overall development and on the adult they will become. That is why understanding the need to invest in very young children is so important, so as to maximize their future well-being. These early years of life are a window of opportunity to lay a strong foundation for a child's life. Supporting early childhood development improves equity improving the health, nutrition, and education outcomes of children. ECD targeted to the most disadvantaged are a cost-effective strategy to promote children's success in school and life. Early childhood education is the first stage of a holistic model that creates supportive and constructive learning for children of all ages.

The Early Childhood Development Project envisages the improvement of Early Childhood Development (ECD) services across Sri Lanka. The strategic development goals of the Government of Sri Lanka recognize the importance of human capital formation, including the role of Early Childhood Development (ECD) in realizing the country's long term development goal. Together with the World Bank's mandate "invest early, invest smartly and invest for all", Early Childhood Development aims to set up the foundation stone for the betterment of the future of children with the long-term goal to help with the development of the country. Early childhood experiences have a profound impact on brain development—affecting learning, health, behaviour and ultimately, income. In order to improve the quality of ECD provision in Sri Lanka, the Project supports quality management, improvement of ECD facilities, provision of teaching-learning materials, and the training of ECD teachers, teacher assistants, and trainers.

ECD Project in Plantations

Childhood Development (ECD) services across Sri Lanka, Early investment in human capital development is particularly effective at increasing the ability of disadvantaged children to access learning opportunities.

Plantation Human Development Trust (PHDT) will be responsible in improving the ECD facilities and skills of the Child Development Officers in the Plantations under the ECD project. Plantation Budget is US\$ 10 Million (LKR 1700 Mn). While the Project heading the activities in the Plantations, PHDT is effectively implementing the final year of the ECD project which is intended to complete by mid-2021.

PHDT has carried out following activities under the supervision of the SMEH&CI based on the work program agreed with the SMWCDPSPESI&ES.

- Replacing poor quality CDCs/Construct New CDCs in plantations.
- Refurbish existing Child Development Centres (CDC).
- Construct New Play Areas and Renovate existing Play Areas
- Conduct ECD Diploma and Advance Refresher Training for CDOs
- Conduct parental awareness programme on ECD.
- Estate Management orientation on ECD.
- Facilitate Child Development Officers (CDOs) in conducting child development assessment.
- Regularly visit the supported ECD centres /CDC supervise progress, monitor their activities and provide feedback and enter monitoring data in the sector MIS.

Financial progress

	Activity	Project Estimates	Cumulative expenses as at 31.12.2020	Cumulative expenses %
1	Hardware Activities	1,251.25	957.64	77%
2	Software Activities	99.14	72.13	73%
3	Operational Cost	160.26	101.26	63%
	Total	1,510.65	1131.03	75%

Financial Progress Cumulative Summary (2016-2020)

Hardware Activities

#	Activity	2016-2021				Remarks
		Project target	Achieved	Work in progress	Balance	
1	New CDCs	140	83	21	35	Documents sent to PMU for procurement process
2	Renovation of CDCs	175	178	-	-	Target achieved successfully
3	New play Areas	175	176	-	-	
4	Renovation Play Areas	210	210	-	-	
5	Resource Centre	2	2	-	-	

Hardware Activity Achievement

Construction of New CDC



Indola Estate - Galle Region



Pambegama Estate-Ratnapura Region

Renovation of CDC



Laxapana Estate-Hatton Region



Ganepalla Estate-Kegalle Region

Resource Centres



Renovation of Resource Centre-Galle Region



New Resource Centre-Hatton Region

Software Activities

Software Activity Achievement

I. Software Activity Cumulative Progress (2016-2020)

No	Activity	2016-2020		Balance
		Project Target	Achieved	
1	CDO Diploma	13	12	1
2	Advanced Refresher Training	21	16	5
3	Parental Awareness	1470	1162	308
4	Child Assessment	15	7	8

II. Progress of Other software Activities

#	Activity	Project Target	Achieved	Balance
5	Estate Manager – Re orientation	7	7	-
6	Asst. Estate Manger Re-orientations	7	5	2
8	EMA & Welfare awareness on ECD	9	1	8



CDO Diploma programme



Advanced Refresher Training



Parental awareness Programme



Child Development Assessment

Distribution of Hand washing units & Personal Protective Equipment to prevent COVID-19 condition in Estates

Hand Washing Units		Thermometers, Sanitizers & Masks	
Total Received	Issued to Estates	Total Received	Issued to Estates
1324	1324	1350	1350



ECD Project Sustainability

- Provide necessary support & supervision by specialists f
- Concentrate on the or CDC development and the capacity building of CDOs through regular visits sustainability of the project by Supporting the community for the operation and maintenance activity of CDC (Turfing, cleaning, beautification by drawing cartoon paints & develop surrounding).
- Provide guidance to develop and improve home gardening plots in the CDCs in order to improve the nutritional status of children.
- Ensure the employment of a qualified CDO (Diploma holder) at the CDC to improve the quality of work and provide them necessary guidance.
- Improve average attendance rate of children to the CDC with the support of Estate management.
- Assist to develop a Home base ECD environment in the estate.
- Assist to conduct awareness programme for parents to create sense of ownership for the community.
- Provide guidance to develop community support groups in order improve child development in the estate sector.
- Provide support for the improvements in CDC management & maintenance (proper documentations & functioning of Parental committee).



ANNUAL EVALUATION

The annual evaluation was conducted based on four core evaluation criteria – relevance, effectiveness, efficiency and sustainability and on the additional criterion of impact.

Most of the ECD Centers reflected Project objectives with many components. The objectives included beneficiary participation for wellbeing and sustainability as well.

The intended outcomes, improvements and conditions in CDCs, had been achieved to a limited degree in average. The operation of majority CDCs are in gradual progress. Although, conditions are seemingly impressive including partial achievements, effectiveness and efficiency was rated to a satisfactory level.

Specific measures are being planned for the sustainability of the CDCs but identified that more co-operation, supporting tools are required for continuous maintenance to be carried out despite gradual progress in formation of Parental Committees and CDCs fund collection for miscellaneous expenses.



Access to **PURIFIED
DRINKING WATER**
to live **SAFER
LIVES...**



WaSSIP

**WATER
AND
SANITATION**



Dunsmuir A Water Supply Scheme



Dunsmuir B Water Supply Scheme



Dunsmuir C Water Supply Scheme



Glassaugh A Water Supply Scheme



Glassaugh B Water Supply Scheme



Bridwell Water Supply Scheme



Mochi A Water Supply Scheme



Fairburn Water Supply Scheme



Lynsted Upper Water Supply Scheme



Lynsted Lower Water Supply Scheme



Bogawana Water Supply Scheme



Strathdon A Water Supply Scheme



WATER AND SANITATION

Improving sanitary conditions of the Plantation community 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. PHDT continue to strive to fulfill the needs of the community to have piped borne safe drinking water.

Water and Sanitation Project Funded by the World Bank (WASSIP)

World Bank Assisted Water Supply and Sanitation Improvement Project (WASSIP) is implemented by the Sri Lankan Government with the assistance of the World Bank to Increase access to safe drinking piped borne water services and improve sanitation facilities.

The Plantation Human Development Trust (PHDT) implemented 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 is designed and structured and introduced to cover all operation and maintenance costs.

A special unit was created to be made responsible for the inspection and the guidance of handling Plantation Water schemes under the EWHCS. Tripartite Agreement has been signed for Operational and management of Estate Water Supply Schemes, RPC has agreed “to hold the ownership of the assets created for the Water Supply Scheme and make arrangements for EWHCS to utilize, operate and maintain these assets as required for the benefit of the water consumers.

Unit is called as the 'Plantation Community water supply and maintenance unit' which is established through the Federation to take care of the plantation WASSIP developed water projects. They report to the Board of directors of the Federation where PHDT is monitoring all the operations until it is developed. Water testing lab is also under the unit and its operations are monitored through the unit.

Completed Projects - Plantations

Name of the WSS	Amount Rs (Mn)	Beneficiary HH	
		Completed HH	HH (2040)
Dunsinane A	74.1	849	1041
Dunsinane B		262	520
Dunsinane C	88.1	113	220
Glassaugh A	135.2	636	725
Glassaugh B	21.4	131	173
Bridwell	57.2	384	516
Lynsted Upper	34.2	151	251
Lynsted Lower	21.2	118	139
Mocha A	54.5	239	246
Edinburgh	57.6	340	529
Total	543.5	3223	4360

Ongoing Projects - Plantations

Name of the WSS	Amount Rs (Mn)	Beneficiary HH	
		2020	2040
Strathdon A	42.2	247	290
Bogawana	30.2	148	148
Mocha B	142.4	550	634
Hope	233	865	1014
Total	447.8	1810	2086

Latrine Batch I Details

No	Estate Name	Allocated No of latrines	No of Completed Latrines (Including Balance Work contracts)
1	Dunsinane, Sheen Estates	571	507
2	Glassaugh, Radella Estates	469	278
3	Edinburgh Estate	216	34
4	Bogawana Estate	269	261
5	Hope Estate	292	180
6	Strathdon Estate	50	50
Total		1867	1310

Latrine Batch II Details

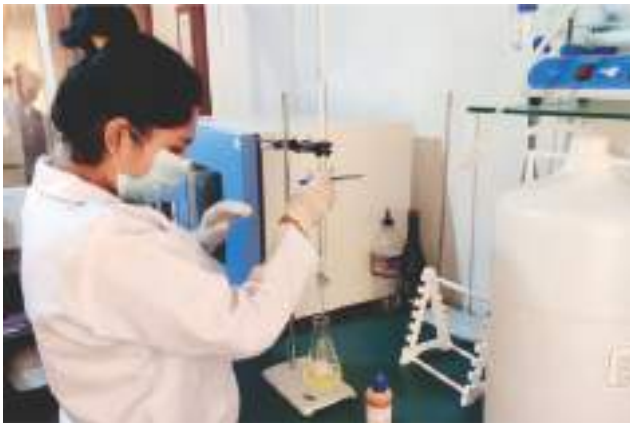
Description	No of Completed Latrines
Nuwara Eliya District Plantation	642

Establishment of Water Testing Laboratory

The sources of drinking water include rivers, lakes, streams, ponds, reservoirs, springs, and wells. As water travels over the surface of the land or through the ground, it dissolves naturally occurring minerals and, in some cases, radioactive material, and can pick up substances resulting from the presence of animals or from human activity.

Our goal is and always has been, to provide the community with safe and dependable supply of drinking water.

A fully equipped water testing laboratory was established at our Nuwara Eliya Regional Office under the patronage of the WaSSIP Project at an investment of Rs: 5Mn.



This was a much-needed facility in the plantations and through the new laboratory the undermentioned services are provided.

Physical Tests: pH, Turbidity, Color, Electrical Conductivity

Chemical Tests: Phosphate, Nitrate, Nitrite, Ammonia, Hardness, Sulfate, Chloride, Fluoride, Total Iron, Alkalinity, Residual Chlorine, Calcium, Magnesium, Total Dissolved Solids

Biological Tests: E-Coli, Total Coliform

We trust this facility will be utilised by the plantations to reap the maximum benefits in the future.



Water, Sanitation & Hygiene Project Funded by the European Union (WASH)

PHDT partnered with the Institute of Social Development to implement a project to improve the Health status to implement the project Reaching the Unreached Estates and Surrounding Communities on Equitable Water, Sanitation, Hygiene (WASH) for improved health and nutrition. The Government of Sri Lanka has agreed with the European Union to Sri Lanka and the Maldives to assist in the project through its government entities one of which is the Ministry of Hill Country New Villages, Infrastructure and Community Development.

The project will span over a period of 4 years and will concentrate in the Uva & Central Provinces.



Estate Worker Housing



EWHCS

Co-operative Societies



The **EWHCS** as one of the economic models of Sri Lanka, has made a significant contribution to Alleviate Poverty and uplift the living conditions of the **Plantations Community.**

EWHCS

EMPOWER THE PLANTATION COMMUNITY

The resident Plantation workers/community continues to be significantly empowered by the Estate Worker Housing cooperative Societies (EWHCS) units which are now available in all Estates managed by RPC's by providing those loans, creating job opportunities, access to many goods and services, etc within their respective estates.

The EWHCS was first established in 1993, by the Plantation Human Development Trust (PHDT) in collaboration with the Department of Cooperative Development mainly with the intention of disbursing funds to construct houses for estate residents.

The 424 EWHCS units functioning in the country (which include units located at both Regional Plantation Company and State-managed estates) having a total deposit base of Rs: 457.6Mn as at end 2020 against which loans are granted for housing purposes, agricultural, emergency festivals and for income generation purposes.

The plantation workers as members form the EWHCS, and have demonstrated that they now have substantial capacity to fulfil their financial and other needs. In 2020, EWHCS units had a membership of 173,000 – a growth of 76% from the 98,000 members at the inception in 1993.

The EWHCS has emerged as a leading community-based organisation (CBO) in the country and many units, located at Regional Plantation Company estates (RPCs) who receive strong support from the RPCs, have improved their rankings in recent years based on criteria determined by the Plantation Human Development Trust (PHDT) and monitored by their Regional Offices. Given below are the regional wise analysis with their respective ratings for the year 2020

The Regional Plantation Companies provide strong support to these EWHCS units in terms of capacity building, mobilisation of resources, etc. 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. Several projects of national significance have been carried out with the involvement and facilitation by the EWHCS.

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

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

Region	No of EWHCS	Grading				
		A +	A	B	C	D
Galle	56	9	34	7	0	6
Ratnapura	59	25	20	12	2	0
Badulla	63	20	23	9	6	5
Kegalle	52	7	19	21	5	0
Kandy	59	10	7	16	12	14
Hatton	64	5	7	14	26	12
Nuwara Eliya	71	0	0	8	40	23
TOTAL	424	76	110	87	91	60
%		18%	26%	21%	21%	14%

ESTATE WORKER HOUSING COOPERATIVE FEDERATION

PHDT together with the PALM Foundation and with partnership of We Effect Sri Lanka continued to establish an appropriate cooperative federation among EWHC's in a systematic approach.

During the year several programmes were held covering Nuwara Eliya & Hatton regions. Main areas of covered were:

- Organizational Development
- Business Development & Financial inclusion
- Gender Equality Promotion.



EWHCS federation development project was formulated with the main objective being “To contribute to the development of plantation cooperative movement in Sri Lanka with increased service level, productivity and for the sustainability of the projects implemented with RPCs”.

The federation is currently focused in the Nuwara Eliya and Hatton regions. With a special focus in establishing viable common social businesses which will guarantee the financial sustainability of cooperative federations and expand service level cooperative of member cooperatives. PHDT would facilitate and monitor the role carried out by RPCs/EWHCs, with the dept of cooperatives as there is no body in the plantations or in the plantation areas to entrust these responsibilities in an effective manner.

The Federation plays a key role in guiding the EWHCS and the Plantation Water Supply Support Unit (PWSSU) in the operations and maintenance of water supply schemes in the Estate Sector. Currently there are 40 EWHCs have enrolled as members of the Federation inclusive of all the estates handling the WASSIP project.

Establishment of Community Kitchens

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



Awareness Programmes on EWHCS

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

Surveillance Audits

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





COVID 19

Prevention Activities



1 WASH

Your hands often with soap and water for at least 20 seconds or use a 60% alcohol-based hand sanitiser.



2 AVOID

Close contact by staying 6 feet apart to reduce risk of exposure and avoid close contact with people who are sick.

COVER

Your cough or sneeze with a tissue or cough or sneeze into your elbow and not your hand.

3



4 CLEAN AND DISINFECT

Frequently touched surfaces and objects at least daily such as doorknobs, light switches, phones and keyboards.

STAY HOME

And stay isolated if you are sick. If you develop COVID -19 symptoms at work, notify your supervisor and go home immediately.



5



OVERVIEW

BACKGROUND

A potentially harmful environment

All living patterns of the estate sector proposed a unique and hard path to navigate to protect the community from being infected from the COVID 19 virus.

The living patterns included majority of the 1.5 million population residing in closely situated spaces that lacks ventilation and could potentially be very unhygienic if COVID 19 was to come.

Furthermore, the community is used to living in family clusters and celebrating religious ceremonies in a grand manner. All of which would culturally and physically make it hard to enforce social distancing habits. That would protect the community.

Additionally, we were presented with expecting a large amount of the estate sector populations to return back to the estates. As many youths in the sector were subjected to rural-urban migration; thus, was presented with prospects of coming from high-risk areas. Making the community more vulnerable to catch the virus.

The community had restricted access to National Health Services mainly due to the remote location's estates are placed in. Making any preventative action tougher to achieve.

With the Plantation sector as one of the few operating industries during the lockdown period to support the National Economy; it was vital to keep the community safe and free from the virus.

Stimulated by

PHDT was stimulated to take action from the time the first cases were reported in Sri Lanka.

We believe that the best way is to follow National rules and procedures and provide a facilitative role to help National institutions carry out essential services during the pandemic.

Inspired by the action taken by the United Nations with the Ebola Response system STEPP in 2015 (United Nations, 2015). Our strategy was based on looking at previous case studies involving communities; to best understand how to best handle a novel virus.

RESPONSE STRATEGY

Stop (the outbreak)

Identifying and tracing people was the main focus when we began our process just as lockdown began. Activating volunteer groups in the plantations to stay vigilant of any returnees coming back to the estates from high risk areas. Specially to encourage them to self-quarantine themselves. Each estate was informed of maintaining log books to easily trace people if a suspected case was reported.

Ensure (essential services)

Provision of food security and nutrition not only to the communities that are residing in the plantations but also parts of this community that are residing in the urban areas. These counterparts were experiencing financial hardship with the decline of service industries thus found it hard to make ends meet. Providing such essential goods to these individuals gave relief to their families back in the plantations.

Making sure that the community has access to basic services by providing basic drugs through the help received from the Ministry of Health. Whilst also providing a facilitative role by placing a help desk in our regional offices to guide members of the community to the relevant Government officials if an issue arises.

To provide to the recovery and economy; the PHDT has designed various projects to make sure that the youth returning from urban areas aren't left unemployed and that the rural economy stays in tact with the introduction of self-sustained model farm for the 7 plantation regions.

Preserve (stability)

Various stakeholders pooled in to organize various committees to help bring national policies and advice to grass-root level. To make sure that all stakeholders involved in the industry from the Government, to plantation companies and even labour unions were well informed of their duties and responsibilities to support one another to keep the industry go unharmed.

From the onset of declaration of curfew throughout the Island, there was made panic in the towns and estates in the region. THDT was to gather all stakeholders including the RDHS, MOHs, RPC representatives and ourselves to garner their support in ensuring the safety of the plantation community.

A database was created to identify people returning from various parts of the country and overseas enabling us to keep track and "self-quarantine" such individuals. Through the Government Agent and the Ministry, dry rations were distributed to the estate community with the Ministry contributing fifty percent of the cost and the RPCs contributing the other portion. Sanitary items such as soap, hand sanitizer, face masks and basic first aid drugs were also distributed during this crisis period with the intervention of the PHDT.

When the PHDT first took action we never knew what the outcome of the virus could be or how long it would affect the world. The first confirmed positive case of COVID 19 in Sri Lanka was reported on the end of January almost a month after the initial cases in Wuhan, China. By this time the global death toll was a mere 80. The positive reported cases started increasing rapidly and consistently by the mid of March locally making us realize how it could easily spread into the estate sector if precautions weren't taken.

Our approach from the beginning of creating a task force has been to adapt to the national response in attending to the local realities and needs; and in PHDT's case to the Estate Sector. And our main objective has been to trace all possible cases, stop the spread and maintain zero cases.

On 16th of March the PHDT acted proactively and successfully, along with the stakeholders, established committees/task force at different levels.

The Steering Committee was formed under the Chairmanship of the Late Hon. Minister Arumugam Thondaman, which comprised of the Secretary – Ministry, Brig. Commander of the Central Province, DIG – Central Province GA, Addl. DG of the Health Ministry, Director Estates and Urban Health and relevant RDHSs, Directors of the PHDT and RPC Cluster Area Directors/ GMs including the PA representatives.



Sub groups were formed region wise and MOH area wise and communicated online very effectively, through WhatsApp Groups.

Periodically, the Regional Directors of PHDT, GAs and the RPC Representatives met through the regional steering committees to identify their day-to-day issues and addressed them effectively.

Social workers and the public Officers working in Plantations alongside PHDT staff had to be protected and all such officers were given protective gears, to serve the plantations. The members of the police and Army, Doctors, PHIs & Grama Sevakas were issued with over 20,000 masks, face shields, disinfectants and sanitizes.

The Regional Plantation Companies agreed to support the Government with the "Saubhagya" Agriculture program, as per the National policy to employ the youth who are living in the plantation sector, during the pandemic period, to work through the EWHCS and the PHDT.

The then Ministry of Estate Infrastructure and Community Development expended Rs.20M for the prevention of COVID 19 spreading into the plantations.

The PHDT, with the guidance of the Minister of Community Empowerment and Estate Infrastructure Development and the Ministry of Health and Indigenous Medicine, was able to care and protect the community and ensure their safety.

Understanding the vulnerability of the Plantation sector

LIVING PATTERNS

Line rooms



65% of this population live in 'Line Room' housing. Infrastructure which comprises of 10x10 feet rooms. Each of which normally holds up to 6 to 11 family members. There are typically 6-12 or 24 'Line Rooms' in one-line barracks. Often these structures have no windows; this understandably results in little/no ventilation. Thus, it is greatly important to understand the degree of vulnerability the plantation community faces.

Majority of the 1.5 million plantation population live in the above-mentioned environments; exact conditions that could stop or slow down prevention measures if in case of Corona Virus (COVID-19) patients were reported in the plantations.

Family clusters

The key in stopping or preventing the spread of the novel virus is through a practice called 'Social Distancing'. Achieving this on top of the above-mentioned living arrangements is near impossible. It should be understood that this population historically was a closed community confining themselves to the plantations. This created very closely knitted family bonds often living with extended family members. A far different sight forms the 'Nuclear Family' units in urban areas of Sri Lanka.

When most global health preventive measures involve physically staying 6 feet from other people for prevention. It is practically hard to achieve this considering both the physical and social environment of this community. Thus an immense amount of social mobilization was needed to address this.

Religious beliefs

The community has strong religious beliefs; which often is celebrated through various community-oriented events. The end of March and the beginning April symbolizes the start of the celebratory period. This means that individuals will be traveling to hometowns or in general gathering in public areas to celebrate the religious ceremonies and to get involved in culturally embedded rituals. This proposed with the possibility of people being in contact with contaminated surfaces or being in close proximity to individuals. Understanding this amongst other factors in the bigger image of applying preventive action was important.

Rural-urban migration

Out of the 1.5 million population; only 150,000 individuals are directly working for the plantations. The rest of the workforce in the community which comprises a lot youth have migrated to Urban areas or abroad (Middle-Eastern countries) for employment. This mainly involves service-related industries such as hospitality establishments is vulnerable community.

This newly migrated individuals often return on a weekly or monthly basis to estates due to the earlier mentioned closely knitted family bonds. This further makes the entire community vulnerable; from facing environments that deal with potential disease carrying patients to facing stigma when returning back home to the worst-case scenario of infecting a member of the community.

Health infrastructure

To add to the uncertainties faced by this at-risk community; the aforesaid community only receives National Health Services partially. Although curative Health services are being provided by the Estate Management and the existing health system has evolved through legal enactments. The plantation community deserves further efforts in standardizing the National Health systems; especially the integration of the plantations into the National Health Systems. This has been an issue since the inception of the plantations.

The lack of access to Health services compared to rest of population will greatly affect the preventative measures that would have needed to take place if the sector was infected.

Extreme weather conditions

The role of water in the preventive action should be specially recognized. From sanitizing hands from soap and water to drinking water to stay hydrated. All measures recommended locally and globally as preventive measures to stop populations contracting other sicknesses and avoid going to operationally maximized hospitals. Due to the current dry season experienced by the entire country including the plantations where water sources have dried up. Water as a source had become scarce.



THE RESPONSE STRATEGY

Inspired by the action taken by the United Nations with the Ebola Response system STEPP in 2015 . Our strategy was based on looking at previous case studies; researching on how to best handle a novel disease such as Corona.

STOP (the outbreak)

Identify and trace people with COVID 19 Volunteer groups

Volunteer groups are available in Estates and are only made 'active' in an emergency. The Global pandemic of the COVID 19 called for such urgency thus these groups were made active. Some of the 3000 Volunteers based in the Plantations was active active in their respective communities by visiting every home and helping the community adopt to the preventative actions. It is important to mention visits were made with safety gear that could prevent any transfer of germs.

Volunteers' main intention was to stop visitors coming to estates. If unavoidable, a record book should be maintained of such outsiders coming. Record of the information of non-workers where about and their movements was also recorded. Specially those who are working in Hotels and in Colombo. A format was made and forwarded to the Regions so that the Estate can follow a standardized format.

Log books for staying vigilant

Meantime, we have noticed that a lot of outsiders specially non-workers of the industry; who were living in Urban and suburban areas were coming back to the plantations was a severe threat to the community already living in the plantations and hence, with the assistance of the Director General of Health Services, IGP and Army Commander, we established a Visitors Log book on the Plantations, Identified as 'COVID Registries' and thereby we were able to track the people coming into the plantations.

The communities were advised to stay vigilant of Sri Lankan Nationals and Other Foreign Nationals returning from high risk areas for ongoing Coronavirus transmission to Plantation areas. Using a log book was advised. And in the process of staying vigilant; individuals of the plantation community was advised to reach provincial or regional health services; so that the responsible institution could take preventative measures.

ENSURE (essential services)

Provision of food security and nutrition

Dry rations for the youth from plantations in Urban areas

The Governor of the Western Province informed that there are more than 7,000 Estate youth stranded in Colombo, at various lodging places in groups of about 10-15 youths, who have been working in various private organizations. He further explained to the late Hon. Minister that the prevailing situation isn't safe for the community and that some might even not have finances to purchase food etc. The late Hon. Minister immediately through PHDT, arranged to supply dry rations to those stranded people continuously, right throughout, during the period of high risk and curfew enforced. Ministry of Community Empowerment and Estate Infrastructure Development together with and PHDT took it upon themselves to deliver dry rations to 4,000 youth who are stranded in and around Colombo and its Suburbs

Dry rations for communities residing in Estates

There were complaints from the Estate Managers that they are short of dry rations in the Districts, as they are running out of stocks and CWE centers were not supportive. We convinced this to the Late Hon. Minister and he discussed at the Cabinet and gave us direct access to the Chairman of CWE and obtain required stocks, such as wheat flour and rice, etc., on priority basis to be issued to the Plantation Community, through their warehouses in the districts. There were instances where we have to use private hired lorries to transfer wheat flour etc. to Nuwara Eliya District.

As Triposha was not being distributed into the plantations and in consultation with the Director Estate Health, we distributed Triposha through the MOHs.

Access to basic services Providing basic drugs through the Ministry of Health

The Health Ministry, which took a decision over a period, not to issue drugs to the plantations hospitals were re-negotiated and agreed to issue emergency drugs, at least for a period of three months until the OPD service is resumed.

The Ministry of Health distributed basic drug to the plantation sector through the PHDT regional offices during the COVID 19 lockdown period without any service breaks. So that plantation sector populations still will have access to basic drugs through medical professionals advice without interruption.

PHDT regional help-desks

A focal point has been created in each of the 7 regional offices; the objective of this intends to provide to the community with information and support related to the COVID 19 disease. This is an asset especially when some individuals are hesitant to report themselves in at Estate Level due to the fear of being isolated by society.

Child Development Centers (CDCs)

When the Health Ministry wanted to close all the schools, we had contact with the Health Ministry to open CDCs. Fortunately, most of the CDCs by that time were developed through the ECDP funding's. Our justification was made to the DGHS- Health Ministry, by explaining that the living environment in the CDCs is safe and better than keeping children at home, as the parents were away for work. This was successfully accepted and when only the plantation industry was running, the CDCs were similarly allowed to operate, due to the trust and confidence they had on us, in monitoring these CDCs effectively. No visitors were allowed to the CDCs and trained CDOs have very effectively managed the CDCs, along with the social and welfare staff, under the supervisions of the Estate Managers and the PHDT.

CDOs were providing a massive service in the plantations, were given Rs.5,000/- by the Ministry of Women Affairs; through our recommendation, as an ex-gratia payment.

Curfew passes were issued to the Estate Mangers in the District to move around, as they had to marshal the community in the consultations with the GAs and supported by releasing certain restrictions.

Social mobilization and Community engagement Facilitative action

PHDT further gave responsibilities and duties to the management and other staff of each estate to facilitate the work of the health teams to keep the estate safe during the pandemic with the fullest cooperation of all stakeholders.

PREVENT (outbreak)

Preventative aid

Face masks

The use of face masks and to a certain extent gloves has been detrimental in preventing the spread of COVID 19. However, like the rest of the Nation there was a severe shortage of these items in the rural areas. Making individuals follow actions that they think will substitute (usage of a Handkerchief to cover a part of the face); yet these substitutions are not effective in the prevention of germs entering the body. Thus the PHDT ensured to facilitate necessary implementations to make sure that the work force at least is covered with such gear during the pandemic.



Soap, Sanitizers & Calcium Hypochlorite

The Ministry of Community Empowerment and Estate Infrastructure was able to get 2,000 sanitizers, 3,000 bars of soap, face shields and 1,000 Kilos of TCL. The Unilever Group of Companies donated 10,000 bars of Soap; all which were distributed within the Plantation Regions. Ministry of Plantation Industries provided with 100nos. of Spray Tanks, which were issued to the originating Police Stations, Pradeshiya Sabhas and PHDT Offices.

and establish hand washing units. We have purchased nearly 50,000 cakes of soap along with sanitizers and handed over to each estate.

Although many donations have been made in this arena it did not cover the entire community. Not to mention the increased demand created for these products during this pandemic caused a greater shortage. With little amounts of supply reaching the plantations.

In consultation with the Ministry of Plantation Industries, we were able to get 100 KNAPSACK sprayers and purchase power sprayers, mainly to disinfect the public areas and similarly, the Estate Management were requested to continue spraying of disinfections.

Hand washing units

Hand hygiene and safe behavior are key measures for the prevention and transmission of COVID-19 in Plantation. In order to initiate the such personal hygiene habits Plantation, Early Child Development Project assisted by World Bank under the patronage of Ministry of Women & Child Affairs and Social Security and Ministry of Community Empowerment and Estate Infrastructure Development along with PHDT donated 100 hand washing units to the Child Development Centres in the Plantations.

These wash basins were specially made to accommodate both adults and children's heights; to encourage frequent hand washing without barriers. We have negotiated with the Ministry of Women Affairs and at the moment, each CDC is being provided with a handwashing unit and sanitizers, the average cost is around Rs.33,000/- per CDC, with the total cost of Rs.42 M.

Various printed material such as posters and booklets to help the community to analyze current situation in the surroundings and initiate changes in personal hygiene practices would be needed. This involves of displaying materials that remind of the importance of personal hygiene during the pandemic.

TOT programs

The community was best suited in picking a representative to best represent and educate them on mobilizing towards the prevention (3 per estate). The elected representative was involved in TOT (Training Of Trainees) programs. This is vital in all estates, this will ensure that the community is consistently re-evaluating preventative measures taken and looking for ways to improve the measures.





Distribution of Safety Equipments among the Estates

SUSTAINABILITY

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

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

The Government represented by the Ministries of Estate Infrastructure & Community Empowerment – 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 & Reroofing – addressing the basic shelter requirement, providing the free medicine and conducting medical clinics to address their health & nutrition factors, constructing latrines and water and sanitation facilities at their door step to overcome diseases, establishing and development of Estate Worker Housing Co-operative Societies and Community 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 Women's Affairs & Child Care Development to conduct National Diploma Courses in Child Development, Pre-school, Education and Management for Child Development Officers.
- Accorded recognition as an approved Training Organization to Intermediate Students to gain experience and knowledge for examinations conducted by the Institute of Chartered Accountants of Sri Lanka.

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 as specified in the Articles of Association.

CORPORATE SOCIAL RESPONSIBILITY

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

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

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

The year 2020 being a year hit with the COVID 19 pandemic we at PHDT executed several measures as mentioned below.

Economic Measures for the sustenance:

- Informed the stakeholders with the company's action plan to face the epidemic.
- Implementation of contingency plans with measures to reduce fixed costs
- Suspension of investments and capital expenditure
- Reduction or suspension of variable remuneration for employees

Establishment of action protocols to guarantee occupational safety with measures focussed on:

- Promotion of telework in administrative, managerial and work from home policies
- Establishment of social networking groups to exchange information
- Adjustment of working hours to protect personnel in works and projects for companies whose activities are considered special services
- Intensification of cleaning and disinfection Identification and acquisition of protective equipment and other critical safety material necessary for prevention
- Travel limitations
- Guidelines for action against possible infections
- Creation of an COVID Epidemic Monitoring Committee

Commercial measures to ensure the continuity and quality of services:

- Strengthening of online presence (electronic commerce), supply and access to services
- Telephone and online support (chat, video call, infographic services, videos and virtual tours)
- Face-to-face services with zero contact
- Disinfection of spaces and products
- Mandatory use of protective equipment (gloves, facemask, etc.) by clients

Cooperative initiatives with public institutions to contribute to the fight against pandemic

- Provision of transportation to transport donated medical supplies
- Distribution of Dry Rations to the stranded estate community in Colombo and suburbs

ADMINISTRATION AND HUMAN RESOURCES

Believing that our employees are our most valuable asset, we make an effort to develop the ability and productivity of our staff at all levels. We encourage a happy work culture, foster relationship with them at every level in the 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 and Mission statements.

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



Human Resource Process

Human Resource Planning and Cadre Budget

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

In addition to the procedures and strategies towards to Human Resource Development, the Administration functions are implemented as given below for the smooth functioning of the organization covering the areas of Transportation, Stores and Office premises in both Main and Seven Regional offices.

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

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

- Indoor and outdoor medical insurance and personal accident insurance scheme
- During the pandemic work from home facilities, supplying of Health & Safety equipment, assistance in provisions due to lockdown, and transport arrangements during post COVID recovery period.
- Death benefit welfare scheme
- Distress loans and emergency loans scheme

Due to the pandemic situation staff get-togethers and recreational activities were discontinued in keeping with health guidelines.

Employee Career Development and Rewards

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

Development of skills and competency of employees

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



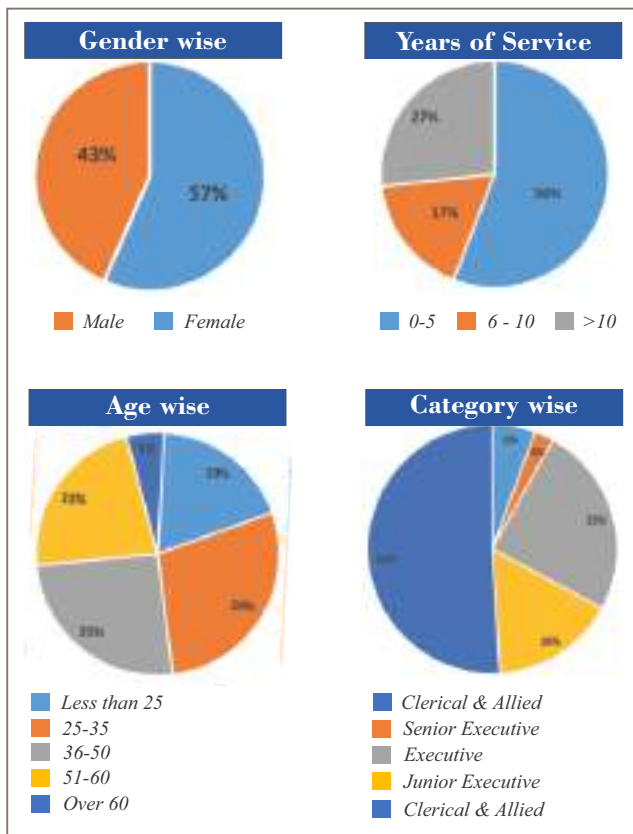
Key Performance Indicators (KPI)

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



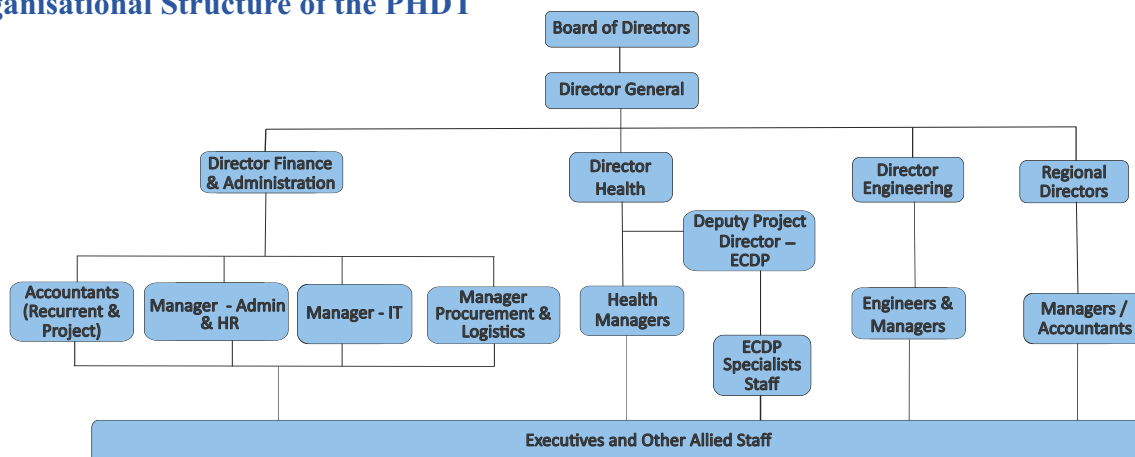
Employee Statistics

An analysis of employee statistics in graphical forms is given below



CORPORATE GOVERNANCE

Organisational Structure of the PHDT



Board Effectiveness

The Board of PHDT have ultimate responsibility for the management, general affairs, direction, performance and long-term success of our operations as a whole and the responsibility of the Directors is collective, taking into account their respective roles. The Directors are Non-Executive Directors who essentially have a supervisory role. A list of our current Directors, their profiles are set out on page 12

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

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

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

A minimum of twelve meetings are planned throughout the calendar year to consider, the strategy of the 2020 Company and discuss strategic, transactional and governance matters that arise. Meetings of the Boards may be held in the PHDT Head Office at Battaramulla. The Chairman sets the Boards' agenda, ensures the Directors receive accurate, timely and clear information, and promotes effective relationships and open communication between the Directors.

In 2020 the Board met physically in January, February, June, July, September, November and December, and considered important corporate events and actions, such as: *developing and approval of the budgets; *oversight of the performance of the business; *review of risks and internal risk management and control systems; *authorisation of major transactions; *nominations for Board appointments, * review of corporate responsibility and sustainability.

Remuneration Committee

The Remuneration Committee meeting for the year was held on 04th December 2020. The Committee comprised four Board Directors headed by Mr. A.S. Ratwatte, the Chairman of PHDT. The Committee together with the Director General reviewed the cadre requirements, evaluated the staff performances and also, recommended the remuneration packages for year 2021 based on industry levels and also, keep the optimum staff strength in order to fulfil the organization requirements.

External Audit

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

Statutory Payments

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

Accountability

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

Create Value of Stakeholders

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

Improvement of Credibility and Transparency of Financial Statements

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

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

Going Concern

The Board of Directors of Plantation Human Development Trust are satisfied, that the organization has adequate resources to continue its operations in the foreseeable future. The Financial Statements for the year 2020 has been prepared based on the Going Concern Concept.

Applications for SLFRS for SMEs

The Financial Statements for the year ended 31st December 2020 has been prepared under the standards of SLFRS.

Auditors Report

The Auditors Report on the Financial Statements for the year ended 31st December 2020 is given on Page 79

Internal Controls

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

Annual General Meeting

Due to the COVID 19 pandemic, the 27th Annual General Meeting was held by circulation to appoint Auditors on 26th June 2020 in complying with the statutory requirement.

Environmental Protection

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

ISO 9001:2008 with less paper and more IT oriented controls and recording systems. Internal discussions and communications are made through “Skype” 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.

RISK MANAGEMENT IN ADDRESSING UNCERTAINTIES

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

Operational Risk

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

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

A system of Contractor screening is implemented to ensure that the most suitable contractors are selected to carry out construction and infrastructure projects. This methodology minimises risk of contractors abandoning projects and ensure continuity.

Financial Risk

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

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

Human Risk

Even though all employees are having contractual employment, it is renewable where there is no risk in job security. The Organization has an effective human resource policy and procedures, which applies to HR activities of an employee from the recruitment to resignations.

All employees are having a work plan and performance objectives that identify the tasks/activities and expected results for the Organization goals. These are measured form Key Performance Indicators.

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

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.

Information Technology risk

PHDT implement an IT policy to maintain confidentiality and integrity of data. System backups, virus protection and day today monitoring of the organisation's network and databases ensure loss of data / data corruption. All service level agreements with the system providers are duly signed up and maintained.

Risk of Changes in Perception

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

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 2020.

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

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

Principle Activities

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

Review of Performance for the year ended 31st December 2020 and Future Developments

A review of the Company's performance during the year with comments on financial results for the year ended 31st December 2020 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 81 to 84 of the Annual Report.

Auditor's Report

The Auditor's Report on the Financial Statements is given on pages 79 to 80 of the Annual Report.

Accounting Policies

Accounting policies adopted in preparation of financial Statements are given on pages 85 to 89 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 2020 is given in note 21.2 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.

01. Asitha Sheran Ratwatte
02. Shanthi Kumar Lalith Obeyesekere
03. Ganegodage Dhamitha Vaamaka Perera
04. Bathiya Bulumulla
05. Sinnathamby Petchimuthu Vijekumaran
06. Nugawela Pathirannehelage Charles Roshan Nugawela
07. Ponniah Sivarajah
08. Prangige Dharshani Hemanthy Dabare
09. Kamal Gardiye Punchihewa
10. Johann Arjuna Rodrigo
11. Rajalingam Rushanthan

Mrs. W.M.D.T. Wickremasinghe, Director representing the Ministry of Plantation Industries resigned from the Board with effect from 31st July 2020.

Mr. R. Rushanthan was appointed a Director of the Company representing the Ministry of Plantation with effect from 26th September 2020.

Mr Asitha Sheran Ratwatte was appointed a Director of the Company representing the State Ministry of Estate Housing and Community Infrastructure with effect from 19th November 2020.

Pursuant to Article 69 of the Articles of Association of the Company Dr. Ramesh Pathirana (M.P.) Minister of Plantation appointed Mr. A.S. Ratwatte as Chairman of the Board.

The Board wishes to place on record the Company's sincere appreciation to Mrs. W.M.D.T. Wickremasinghe for the valuable contribution extended to the Company during her tenure on Board.

A resolution for the appointment of Mr. Ponniah Sivarajah, Nominee of the Ceylon Workers Congress, who is 76 years of age, will be proposed at the Annual General Meeting in terms of Section 211 of the Companies Act No. 07 of 2007. Mr. Ponniah Sivarajah's appointment is recommended by the Directors.

Nominee Director

Dr. N.P.C.R. Nugawela 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. N.P.C.R. Nugawela as their nominee.

Retirement of Directors

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

Auditors

The Financial Statements for the year ended 31st December 2020 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. 1,419,266.00 (2019 – Rs. 1,441,314.00) 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.

By order of the Board of
Plantation Human Development Trust


Director


Director


SSP Corporate Services
(Private) Limited Secretaries

Dated on this day of 24 February 2021

STAKEHOLDER COMPOSITION

Government Ministries

- Ministry of Plantation Industries
- Ministry of Finance
- Ministry of Health, Nutrition & Indigenous Medicine
- State Ministry of Estate Housing and Community Development

State Owned Organizations

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

Regional Plantation Companies

- Agalawatte Plantations
- Agrapatana Plantations
- Balangoda Plantations
- Bogawantalawa Tea Estates
- Chilaw Plantations
- Elpitiya Plantations
- Hapugastenne Plantations
- Hatton Plantations
- 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.

1992

* 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.

1997

* Development of Creches - "Ideal Creches" Programme.

1993

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

1996

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

OUR MILESTONES

1999

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

1998

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

2000

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

2001

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

2004

- * Inter Plantation Volley Ball Tournaments
- * Construction of Elders Homes.

2003

- * Launching of Vanisa Savings scheme.

2002

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

OUR MILESTONES

2006

- * Introducing “Southern Cup” Cricket Tournament to Plantations.

2007

- * Construction of E-Kiosk Centres.
- * Issuing of Birth Certificates for Plantation Community.

2005

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

2008

- * PHDT registered as a Training Institute for Awarding Diploma. Certificates on Child Development & Pre-School Education and Management.

2011

- * Distributor of Rice Flour to Plantations with National Food Promotion Bureau.

2009

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

2010

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

OUR MILESTONES

2013

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

2012

- * PHDT was awarded the ISO 9001:2008 Quality Management System Certification by the Sri Lanka Standard Institution.
- * Establishing of Steering Committee on Plantation Health.

2015

- * Commencement of 100 Day Housing Programme
- * Introducing personal hygiene project in plantations in collaboration with Unilever Sri Lanka - "Wathupraja Ruwa Suwa Sevaya."

2016

- * Commencement of Green Gold, Township & Indian Housing Programmes.
- * Training of Apprentice Pharmacists.

2017

- * Introducing of “Tikiri Shakthi” Nutri Bar for elimination of malnutrition birth weight in plantation sector.

2018

- * Introducing Farmer Driven Housing Programme.
- * Awarding Diplomas to Child Development Officers.

OUR MILESTONES

2020

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

2019

* Establishment of Plantation Disaster Resilient Unit

FINANCIAL REPORT

Independent Auditors' Report	79
Statement of Financial Position	81
Statement of Income and Expenditure	82
Statement of Changes in Reserves	83
Statement of Cash Flows	84
Notes of Financial Statements	85
Detailed Statement of Deferred Grants	98
Ten Years Summary	100
Graphical View of Financial Statements	102
Notice of the Meeting	105
Form of Proxy	107
Appointment of a Representative	109
Corporate Information	<i>Inner Back Cover</i>



INDEPENDENT AUDITORS' REPORT

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

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

APAG/NYR/PR/DM

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

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Plantation Human Development Trust, which comprise the statement of financial position as at 31 December 2020, and the statement of income and expenditure, statement of changes in reserves and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Company as at 31 December 2020, and of its financial performance and cash flows for the year then ended in accordance with Sri Lanka Accounting Standards for Small and Medium -sized Entities (SLFRS for SMEs).

Basis for opinion

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

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

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

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

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

(Contd...2/)

Partners: W R H Fernando FCA FCMA R N de Saram ACA FCMA Ms. N A De Silva FCA Ms. Y A De Silva FCA W R H De Silva ACA ACMA W K B S P Fernando FCA FCMA
Ms. K R M Fernando FCA ACMA 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 S Manatunga FCA A A J Perera ACA ACMA Ms. P V K N Sanjeevani FCA N M Sulaiman ACA ACMA B E Wijesuraya FCA FCMA

Principals: G B Goudian ACMA T P M Ruberu FCMA FCAA

A member firm of Ernst & Young Global Limited



Auditor's responsibilities for the audit of the financial statements

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

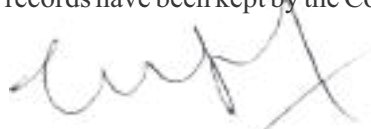
As part of an audit in accordance with SLAuSs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

Report on other legal and regulatory requirements

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



24 February 2021
Colombo

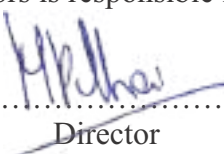
STATEMENT OF FINANCIAL POSITION

As at 31 December 2020	Notes	2020 Rs.	2019 Rs.
ASSETS			
Non-Current Assets			
Property, Plant and Equipment	3	70,728,087	44,967,275
Levy and Other Receivables	4	1,945,663	2,482,396
		72,673,750	47,449,671
Current Assets			
Levy and Other Receivables	4	719,962,102	1,010,911,328
Income Tax Recoverable		1,142,424	-
Investments	5	1,415,880	1,363,137
Cash and Cash Equivalents	10	238,431,884	71,170,166
		960,952,290	1,083,444,631
Total Assets		1,033,626,040	1,130,894,303
RESERVES AND LIABILITIES			
Reserves and Funds			
Project Reserves		4,469,274	4,469,274
General Reserves		1,615,251	1,615,251
Accumulated Fund		134,721,776	147,923,002
Revolving Funds	11	44,598,903	43,955,823
Total Reserves		185,405,204	197,963,350
Non-Current Liabilities and Deferred Income			
Interest Bearing Loans and Borrowings	6	9,104,041	815,813
Retirement Benefit Liability	7	26,333,509	25,332,569
Deferred Grants	8	80,258,222	65,584,925
		115,695,772	91,733,307
Current Liabilities			
Interest Bearing Loans and Borrowings	6	3,812,334	786,665
Trade and Other Payables	9	728,712,730	837,414,316
Income Tax Payable		-	2,996,665
		732,525,064	841,197,646
Total Reserves and Liabilities		1,033,626,040	1,130,894,303

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


.....
Director Finance

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


.....
Director


.....
Director

The Accounting Policies and Notes on pages 85 through 99 form an integral part of the Financial Statements.

24 February 2021
Colombo

STATEMENT OF INCOME AND EXPENDITURE

Year ended 31 December 2020	Notes	2020 Rs.	2019 Rs.
Income for Recurrent Expenses	12	138,024,619	141,923,953
Total Recurrent Expenses		(117,827,003)	(118,626,713)
Excess from Activities		20,197,616	23,297,240
Other Income and Gains	13	23,308,616	13,575,523
Other Expenses		(57,914,625)	(39,623,448)
Project Administrative Income	14	(870,849)	11,772,821
Finance Cost	15.1	(1,455,025)	(1,287,085)
Finance Income	15.2	1,407,238	5,237,720
Excess Before Tax		(15,327,029)	12,972,770
Income Tax Expense	17	86,834	(4,970,676)
Excess for the Year		(15,240,195)	8,002,094

The Accounting Policies and Notes on pages 85 through 99 form an integral part of the Financial Statements.

STATEMENT OF CHANGES IN RESERVES

Year ended 31 December 2020	Project Reserves Rs.	General Reserves Rs.	Accumulated Fund Rs.	Revolving Funds Rs.	Total Rs.
As at 1 January 2019	4,469,274	1,615,251	139,920,908	42,906,834	188,912,267
Loan Recovered	-	-	-	1,048,989	1,048,989
Excess for the Year	-	-	8,002,094	-	8,002,094
As at 1 January 2020	4,469,274	1,615,251	147,923,002	43,955,823	197,963,350
Previous year adjustment	-	-	2,038,969	-	2,038,969
Loan Recovered	-	-	-	643,080	643,080
Excess for the Year	-	-	(15,240,195)	-	(15,240,195)
As at 31 December 2020	4,469,274	1,615,251	134,721,276	44,598,903	185,405,204

The Accounting Policies and Notes on pages 85 through 99 form an integral part of the Financial Statements.

STATEMENT OF CASH FLOWS

Year ended 31 December 2020	Note	2020 Rs.	2019 Rs.
Cash Flows From / (Used in) Operating Activities			
Excess Before Tax		(15,327,029)	12,972,770
Adjustments for,			
Depreciation		10,641,368	12,443,319
Profit on Disposal of Property, Plant and Equipment	13	(19,345,001)	(8,888,000)
Finance Costs	15.1	1,455,025	1,287,085
Finance Income	15.2	(1,407,238)	(5,237,720)
Provision for Bad and Doubtful Receivables		2,129,945	29,222,328
Amortization of Lease Rental		536,735	536,735
Payable Write Back		-	(329,690)
Bad Debt Write Off		46,342,617	351,581
Provision for Defined Benefit Plans	7	4,715,422	4,710,714
Operating Income before Working Capital Changes		29,412,155	47,069,123
(Increase)/Decrease in Trade and Other Receivables		257,548,288	(79,133,711)
Decrease in Trade and Other Payables		(111,698,251)	(50,746,000)
Decrease in Deferred Grant	8	14,673,297	(5,644,095)
Cash Generated from Operations		189,935,489	(88,454,684)
Defined Benefit Plan Costs Paid	7	(2,763,212)	(3,471,773)
Finance Costs Paid	15.1	(1,455,025)	(1,287,085)
Income Tax Paid		(4,052,255)	(5,437,455)
Net Cash from/(Used in) Operating Activities		181,664,996	(98,650,998)
Cash Flows From / (Used in) Investing Activities			
Acquisition of Property, Plant and Equipment	3	(34,360,514)	(33,994,686)
(Investments)/Withdrawal in Investments	5	(52,743)	(101,381)
Proceeds/from Disposal of Property, Plant and Equipment		19,345,001	8,888,000
Finance Income	15.2	1,348,002	5,162,800
Net Cash Flows From / (Used in) Investing Activities		(13,720,254)	(20,045,267)
Cash Flows From / (Used in) Financing Activities			
Payments under Finance Lease Liabilities	6.1	(1,326,103)	(6,036,668)
Receipts from Revolving funds		643,080	1,048,990
Net Cash Flows (Used in) Financing Activities		(683,024)	(4,987,678)
		167,261,718	(123,683,944)
Cash and Cash Equivalents at the Beginning of the Year	10	71,170,166	194,854,110
Cash and Cash Equivalents at the End of the Year	10	238,431,884	71,170,166

The Accounting Policies and Notes on pages 85 through 99 form 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 Company is located at 427/14, Robert Gunawardene Mawatha, Battaramulla.

1.2 Principal Activities and Nature of Operations

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

1.3 Parent Undertaking

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

1.4 Date of Authorization for Issue

The Financial Statements of Plantation Human Development Trust for the year ended 31 December 2020, covering the period 01 January 2020 to 31 December 2020, were authorized for issue in accordance with a resolution of the Board of Directors on 24 February 2021.

1. GENERAL POLICIES

2.1 Basis of Preparation

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

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

2.1.1 Statement of Compliance

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

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

2.1.2 Comparative Information

The accounting policies have been consistently applied by the Company and are consistent with those used in the previous year except disclosed in Note 21 to these Financial Statements.

2.1.3 Significant Accounting Judgments, Estimates and Assumptions

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

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

NOTES TO THE FINANCIAL STATEMENTS

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 2.1.8 to these Financial Statements.

Impairment

The impairment of Property Plant and Equipment is disclosed in Note 2.1.9 to these Financial Statements.

Taxes

Refer Note 2.1.14 to these Financial Statements.

2.1.4 Going Concern

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

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 Statement of Income and Expenditure over the useful life of the asset.

2.2.3 Expenditure Recognition

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

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

Finance Cost and Other Cost

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

2.2.4 Property, Plant and Equipment

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

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

Subsequent Expenditure

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

Depreciation

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

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

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 derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the Statement of Income and Expenditure in the year the asset is derecognised.

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.

NOTES TO THE FINANCIAL STATEMENTS

If there is an indication of possible impairment, the recoverable amount of any affected asset (or group of related assets) is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognized immediately in Statement of Income and Expenditure.

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

2.2.6 Financial Assets

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

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

a) Cash and Cash Equivalents

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

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

b) Levy and Other Receivables

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

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

c) Investments

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

2.2.7 Financial Liabilities

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

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

a) Finance Leases

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

Capitalised leased assets are depreciated over the shorter of the estimated useful life of the asset and the lease term, if there is no reasonable certainty that the Company will obtain ownership by the end of the lease term. The depreciation policy for depreciable leased assets is consistent with that for depreciable asset that are owned as described in 2.1.8 above.

2.2.8 Employee Benefits

a) Defined Benefit Plan – Gratuity

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

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

The gratuity liability is not externally funded.

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

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

2.2.9 Provisions

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

2.2.10 Taxation

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

a) Current Taxes

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

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

b) Indirect Taxes

Plantation Human Development is gazetted under the Gazette No-2187/27 of the Domestic Socialist Republic of Sri Lanka (Extra ordinary) published on 09th August 2020. The Management believes that the Company is a government institution and the inflows received is considered as donations. Therefore, the Company doesn't carry out a business activity as such the inflows are not liable for indirect taxes.

b) Deferred Taxation

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

NOTES TO THE FINANCIAL STATEMENTS

3. PROPERTY, PLANT AND EQUIPMENT

3.1 Gross Carrying Amounts

At Cost	Balance as at 01.01.2020 Rs.	Additions Rs.	Disposals Rs.	Transfers From/ Transfers To	Balance as at 31.12.2020 Rs.
Building	62,338,880	21,720,445	-	-	84,059,325
Computer and Peripherals	41,533,107	347,650	-	-	41,880,757
Electrical and Electronic Equipment	14,103,003	83,830	-	-	14,186,833
Other Office Equipment	4,390,207	-	-	-	4,390,207
Wooden Furniture	5,316,603	27,899	-	-	5,344,502
Steel Furniture	3,353,628	305,690	-	-	3,659,318
Office Fittings	515,311	-	-	-	515,311
Motor Vehicles (Note 3.5)	128,435,134	11,875,000	(11,719,117)	(30,900,000)	97,691,017
	259,985,872	34,360,514	(11,719,117)	(30,900,000)	251,727,269
Assets on Finance Lease					
Motor Vehicles	3,353,900	-	-	30,900,000	34,253,900
	3,353,900	-	-	30,900,000	34,253,900
Total Gross Carrying Amount	263,339,772	34,360,514	(11,719,117)	-	285,981,169

3.2 Depreciation

At Cost	Balance as at 01.01.2020 Rs.	Charge for the Year Transfers/ Rs.	Disposals/ Transfers Rs.	Transfers From/ Transfers To Rs.	Balance as at 31.12.2020 Rs.
Building	48,737,861	1,973,660	-	-	50,711,521
Computer and Peripherals	39,420,873	930,699	-	-	40,351,572
Electrical and Electronic Equipment	13,436,653	225,420	-	-	13,662,073
Other Office Equipment	2,669,486	763,582	-	-	3,433,068
Wooden Furniture	5,133,108	52,953	-	-	5,186,061
Steel Furniture	3,293,377	15,127	-	-	3,308,503
Office Fittings	389,991	24,624	-	-	414,615
Motor Vehicles	104,452,672	615,162	(11,719,117)	(2,421,875)	90,926,842
	217,534,022	4,601,227	(11,719,117)	(2,421,875)	207,994,257
Assets on Finance Lease					
Motor Vehicles	838,475	3,998,475	-	2,421,875	7,258,825
	838,475	3,998,475	-	2,421,875	7,258,825
Total Depreciation	218,372,498	8,599,702	(11,719,117)	-	215,253,082

3.3 Net Book Values

At Cost	2020 Rs.	2019 Rs.
Building	33,347,804	13,601,019
Computer and Peripherals	1,529,184	2,112,234
Electrical and Electronic Equipment	524,759	666,349
Other Office Equipment	957,139	1,720,720
Wooden Furniture	158,441	183,495
Steel Furniture	350,814	60,251
Office Fittings	100,696	125,320
Motor Vehicles	6,764,175	23,982,462
	43,733,012	42,451,850
Assets on Finance Lease		
Motor Vehicles	26,995,075	2,515,425
	26,995,075	2,515,425
Total Carrying Amount of Property, Plant and Equipment	70,728,087	44,967,275

3.4 During the financial year, the Company acquired Property, Plant and Equipment to the aggregate value of Rs. 34,360,514/- (2019 - Rs. 33,994,686/-) Cash payments amounting to Rs. 34,360,514- (2019 - Rs. 33,994,686/-) were made during the year for purchase of Property, Plant and Equipment.

3.5 The following assets have been refinanced as lease

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

4. LEVY AND OTHER RECEIVABLES

	2020 Amount Receivable Within 1 Year Rs.	2020 Amount Receivable After 1 Year Rs.	2020 Total As at 31.12.2020 Rs.	2019 Amount Receivable Within 1 Year Rs.	2019 Amount Receivable After 1 Year Rs.	2019 Total As at 31.12.2019 Rs.
Levy Receivables	378,771,009	-	378,771,009	379,162,489	-	379,162,489
Less: Allowances for Doubtful Debts	(226,566,337)	-	(226,566,337)	(224,436,392)	-	(224,436,392)
	152,204,672	-	152,204,672	154,726,097	-	154,726,097
Other Receivables	566,425,940	-	566,425,940	852,341,642	-	852,341,642
Advances and Prepayments	1,331,490	1,945,663	3,277,153	3,843,589	2,482,396	6,325,985
	719,962,102	1,945,663	721,907,765	1,010,911,328	2,482,396	1,013,393,724

NOTES TO THE FINANCIAL STATEMENTS

5. INVESTMENTS

	2020 Rs.	2019 Rs.
Fixed Deposits	1,415,880	1,363,137
	1,415,880	1,363,137

6. INTEREST BEARING LOANS AND BORROWINGS

	2020 Amount Repayable Within 1 Year Rs.	2020 Amount Repayable After 1 Year Rs.	2020 Total As at 31.12.2019 Rs.	2019 Amount Repayable Within 1 Year Rs.	2019 Amount Repayable After 1 Year Rs.	2019 Total As at 31.12.2019 Rs.
Finance Leases (Note 6.1)	3,812,334	9,104,041	12,916,374	786,665	815,813	1,602,477
	3,812,334	9,104,041	12,916,374	786,665	815,813	1,602,477

6.1 Finance Leases

	As at 01.01.2020 Rs.	New Leases Obtained Rs.	Repayments Rs.	As at 31.12.2020 Rs.	Current as at 31.12.2020 Rs.	Non-Current as at 31.12.2020 Rs.
Gross liability	1,818,311	16,031,326	(2,781,128)	15,068,510	4,956,516	10,111,993
Finance Charges allocated to future periods	(215,833)	(3,391,326)	1,455,025	(2,152,135)	(1,144,182)	(1,007,952)
	1,602,478	12,640,000	(1,326,103)	12,916,374	3,812,334	9,104,041

7. RETIREMENT BENEFIT LIABILITY

Retirement Benefits Obligation - Gratuity

	2020 Rs.	2019 Rs.
Balance as at 1 January	25,332,569	24,297,078
Provision for the Year	4,715,422	4,710,714
Transferred to Current Liability	(951,270)	(203,450)
Payments made During the Year	(2,763,212)	(3,471,773)
Balance as at 31 December	26,333,509	25,332,569

8. DEFERRED GRANTS

Foreign and Local As Property, Plant and Equipment At Cost	Balance as at 01.01.2020 Rs.	Additions During the Year Rs.	Disposal During the Year Rs.	Balance as at 31.12.2020 Rs.
Plantation Development Support Programme (PDSP)	24,319,972	-	(2,118,000)	22,201,972
United Nations Populations Fund (UNFPA)	327,790	-	-	327,790
Social Republic of Sri Lanka	1,575,424	-	(54,546)	1,520,879
Initial Project	331,915	-	-	331,915
Programme Support Group / Technical Assistant Team	2,299,441	-	-	2,299,441
United Nation International Children`s Emergency Fund (UNICEF)	8,090,204	-	-	8,090,204
Social Welfare Programme - II - Housing	30,950	-	-	30,950
Asian Development Bank	163,474	-	-	163,474
Investment and Restructuring Fund	70,008,220	-	(2,952,128)	67,056,092
HIV /AIDS Project	85,675	-	-	85,675
International Labour Organization Project	134,050	-	-	134,050
Institutional and Housing Support	16,709,944	-	(841,441)	15,868,502
Ministry of Youth Empowerment and Socio Economic Development.	657,040	-	(353,001)	304,040
Care International	574,550	-	-	574,550
Bernet Institute - Fixed Assets Grant	125,750	-	-	125,750
Save the Children International	1,035,478	-	-	1,035,478
Early Child Development (ECDP)	2,583,976	21,720,445	-	24,304,421
Water Supply & Sanitation Improvement Project (WASSIP)	1,192,265	-	-	1,192,265
Gross Carrying value	130,246,118	21,720,445	(6,319,116)	145,647,446
Less : Accumulated Depreciation	(117,723,836)	(1,736,040)	6,319,116	(113,140,760)
Net Carrying value	12,522,282	19,984,405	-	32,506,686

Recoveries

	Balance as at 01.01.2020 Rs.	Loan Recovered Rs.	Settlements Rs.	Balance as at 31.12.2020 Rs.
Estate Infrastructure Development Programme	25,251,005	-	(5,962,716)	19,288,289
National Housing Development Authority	39,800	-	-	39,800
	25,290,806	-	(5,962,716)	19,328,089

As Funds

	Balance as at 01.01.2020 Rs.	Adjustments During the year Rs.	Fund Received During the year Rs.	Management Fee Rs.	Disbursements Rs.	Balance as at 31.12.2020 Rs.
Projects	27,771,837	(89,683)	358,876,739	-	(358,135,449)	28,423,447
Net	65,584,925					80,258,222
	65,584,925					80,258,222

NOTES TO THE FINANCIAL STATEMENTS

9. TRADE AND OTHER PAYABLES

	2020 Rs.	2019 Rs.
Construction Activity Payable	711,128,196	818,677,040
Other Payables	9,181,370	9,909,199
Sundry Creditors including Accrued Expenses	8,403,164	8,828,077
	728,712,730	837,414,316

10. CASH AND CASH EQUIVALENTS IN THE CASH FLOW STATEMENT

Components of Cash and Cash Equivalents

10.1 Favorable Cash and Cash Equivalents Balances

	2020 Rs.	2019 Rs.
Cash and Bank Balances	238,431,884	40,820,166
Investment in REPO	-	30,349,999
Total Cash and Cash Equivalents for the Purpose of Cash Flow Statement	238,431,884	71,170,167

11. REVOLVING FUNDS

	Balance as at 01.01.2020 Rs.	Loan Recovered Rs.	Balance as at 31.12.2020 Rs.
Social Welfare Programme 11(Reroofing)	2,697,238	8,162	2,705,400
Plantation Development Support Programme	25,454,660	634,918	26,089,578
Health Motor Bike - PDSP	15,803,925	-	15,803,925
	43,955,823	643,080	44,598,903

12. INCOME FOR RECURRENT EXPENDITURE

	2020 Rs.	2019 Rs.
Levy Income from Regional Plantation Companies	138,024,619	141,923,953
	138,024,619	141,923,953

13. OTHER INCOME AND GAINS

	2020 Rs.	2019 Rs.
Levy Income from Plantation Small Holders' Companies	2,902,200	3,026,794
Profit on Disposal of Property, Plant and Equipment	19,345,001	8,888,000
Sundry Income	1,061,416	1,331,039
Long Outstanding Payable Write Back	-	329,690
	23,308,616	13,575,523

14. PROJECT ADMINISTRATIVE INCOME/ (EXPENDITURE)

	2020 Rs.	2019 Rs.
Project Management Fee	48,084,340	75,029,663
Project Administrative Expenditure	(48,955,189)	(63,256,843)
	(870,849)	11,772,821

15. FINANCE COST AND INCOME

15.1 Finance Cost

Finance Charges on Lease Liabilities	1,455,025	1,287,085
	1,455,025	1,287,085

15.2 Finance Income

Income from Investments :

-Interest on REPO	1,237,946	5,083,933
-Interest on Fixed Deposits	119,219	114,741
-Interest on Savings Deposits	50,073	39,046
	1,407,238	5,237,720

16. NET INCOME / (EXPENDITURE) BEFORE TAX

Stated after Charging

Audit Fees	1,500,000	1,441,314
Employees Benefits including the following	83,678,907	79,133,896
- Defined Benefit Plan Costs - Gratuity	4,417,303	3,065,403
- Defined Contribution Plan Costs - EPF & ETF	9,367,793	8,711,768
Depreciation	8,905,329	9,512,804
Legal Expenses	465,820	603,536

NOTES TO THE FINANCIAL STATEMENTS

17. INCOME TAX EXPENSE

	2020 Rs.	2019 Rs.
Current Income Tax (Note 17.1)	-	4,976,687
Adjustments in Respect of Current Income Tax of Previous Year	(86,834)	(6,012)
Income Tax Expense Reported in the Income Statement	(86,834)	4,970,676
17.1 Reconciliation Between Current Tax Expense and the Product of Accounting Income		
Profit from Trade Business (Note 17.2)	(16,291,632)	30,310,047
Finance Income (Note 15.2)	1,407,238	5,237,720
Total Statutory Income	(14,884,394)	35,547,767
Less : Tax Losses	-	-
Income Liable for Income Tax	(14,884,394)	35,547,767
Tax Free Allowance	-	-
Taxable Income / (Tax Loss)	(14,884,394)	35,547,767
Income Tax at 14%	-	4,976,687
Current Tax Expense	-	4,976,687
17.2 Profit from Trade Business		
Excess / (Deficit) Before tax	(15,327,029)	12,972,770
Disallowed Expenses	26,117,566	48,348,300
Allowable Expenses	(27,082,169)	(31,011,023)
	(16,291,632)	30,310,047

18. COMMITMENTS AND CONTINGENCIES

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

19. ASSETS PLEDGED

Leased assets having a carrying value of Rs.26,995,075/- (2019 - Rs.2,515,425/-) are pledged as security for the related finance lease.

20. EVENTS OCCURRING AFTER THE REPORTING DATE

There are no significant events occurred after the reporting date.

21. RELATED PARTY DISCLOSURES

Details of significant related party disclosures are as follows:

21.1 Transactions with related entities

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

Related Party	Levy Receivable	
	2020 Rs.	2019 Rs.
Agarapathana Plantations PLC	57,175,058	54,034,262
Kotagala Plantations PLC	44,531,642	38,057,262
Maskeliya Plantations PLC	16,812,463	10,798,052
Elpitiya Plantations PLC	424,420	-
Horana Plantations PLC	2,059,736	1,271,751

21.2 Transactions with Key Management Personnel of the Trust

The Trust has paid Rs. 690,000/- to the members of the Board of Directors during the year (2019 - Rs.1,890,000/-) as sitting allowances and no emoluments have been paid to the members of the Board of Directors.

DETAILED STATEMENT OF DEFERRED GRANTS

STATEMENT I

DEFERRED GRANTS Foreign and Local As Property, Plant and Equipment At Cost	Balance as at 01.01.2020 Rs.	Additions During the Year Rs.	Disposal During the Year Rs.	Balance as at 31.12.2020 Rs.
Gross Carrying value	130,246,118	21,720,445	(6,319,116)	145,647,446
Less : Accumulated Depreciation	(117,723,836)	(1,736,040)	6,319,116	(113,140,760)
Net Carrying value	12,522,282	19,984,405	-	32,506,686

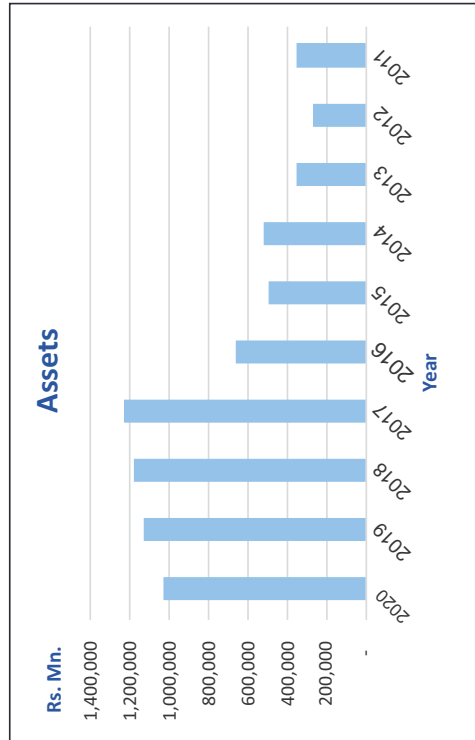
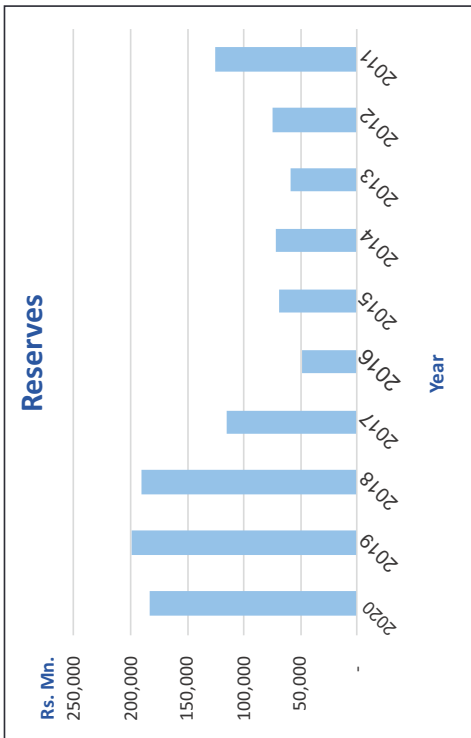
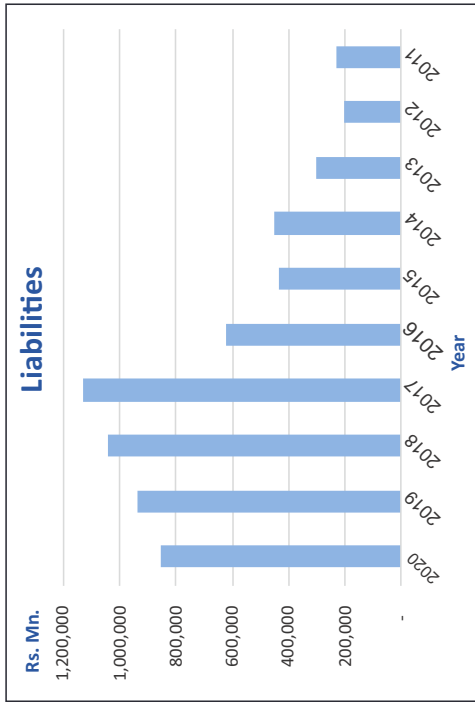
Recoveries	Balance as at 01.01.2020 Rs.	Loan Recovered Rs.	Settlements against management fee Rs.	Balance as at 31.12.2020 Rs.
Estate Infrastructure Development Programme	25,251,005	-	(5,962,716)	19,288,289
National Housing Development Authority	39,800	-	-	39,800
	25,290,806	-	(5,962,716)	19,328,089

DETAILED STATEMENT OF DEFERRED GRANTS

As Funds	Balance as at 01.01.2020	Adjustments During the year	Fund Received During the year	Management Fee	Disbursements	Balance as at 31.12.2020
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
State Ministry of Estate Housing and Community Infrastructure						
Infrastructure Projects	(104,859,337)	6,477,956	55,857,689	(1,233,940)	(28,433,416)	(72,191,047)
New Life Housing Project	(5,735,842)	3,800,000	7,043,364	-	(3,919,732)	1,187,790
100 Day Housing Project	(72,501,550)	62,518,915	-	-	-	(9,982,635)
Township Project	(9,484,528)	7,294,995	-	-	-	(2,189,533)
Green Gold Housing Project	(618,415,337)	44,669,554	511,113,217	(17,997,188)	(311,772,724)	(392,402,477)
Indian Housing Project	(19,897,117)	241,429	13,014,489	(391,856)	(9,522,317)	(16,555,371)
Special Project -2020		3,760,408	185,476,816	(9,376,135)	(228,912,336)	(49,051,248)
New Housing Project -2020		(3,800,000)	23,940,000	-	(23,800,000)	(3,660,000)
Field Rest Rooms Project - 2020		-	-	-	(660,000)	(660,000)
	(830,893,709)	124,963,257	796,445,576	(28,999,119)	(607,020,525)	(545,504,521)
Other Projects						
Palm Foundation Project	856,224	-	600,000	-	(45,640)	1,410,584
Wash Project	341,298	-	207,892	-	(20,830)	528,360
PHDT Funds	4,891,686	-	-	-	-	4,891,686
Early Child Development Project	327,621	(27,620)	358,068,848	-	(358,068,979)	299,871
UNICEF Grant	284,277	-	-	-	-	284,277
International Labour Organization Project	1,830,461	(62,063)	-	-	-	1,768,398
Diploma Funds for CDOs	136,281	-	-	-	-	136,281
Projects with Ceylon Workers Congress	3,800,596	-	-	-	-	3,800,596
World Health Organization	772,383	-	-	-	-	772,383
Burnet Institute	1,327,697	-	-	-	-	1,327,697
SCI Project	3,840,309	-	-	-	-	3,840,309
Uniliver	826,578	-	-	-	-	826,578
Provincial District Health Services	8,536,426	-	-	-	-	8,536,426
	27,771,838	(89,683)	358,876,739	-	(358,135,449)	28,423,447
Net Balance of Grants	(808,846,577)					(465,246,299)
Reclassified to Receivables						
Infrastructure Projects	104,859,339					72,191,047
New Life Housing Project	5,735,842					(1,187,790)
100 Day Housing Project	72,501,550					9,982,635
Township Project	9,484,528					2,189,533
Green Gold Housing Project	618,415,335					392,402,477
Indian Housing Project	19,897,117					16,555,371
Special Project -2020		-				49,051,248
New Housing Project -2020		-				3,660,000
Field Rest Rooms Project - 2020		-				660,000
	830,893,709					545,504,521

Ten Year Summary

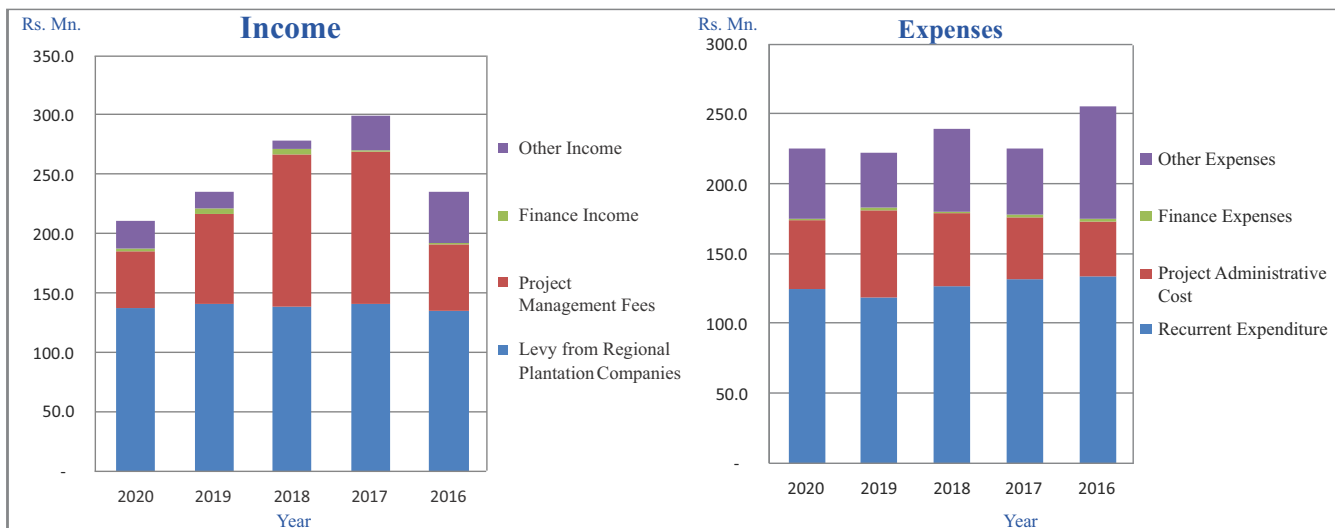
	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011
	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000
Operational Results										
Recurrent Expenditure & Levy	138,024	141,924	139,567	141,896	136,116	138,461	139,026	126,861	119,202	111,157
Gain / (Loss) on Project Activities	(870)	11,773	76,137	82,078	15,903	4,290	9,420	(4,227)	(26,682)	(1,368)
Income / (Loss) Before Tax	(15,327)	12,972	39,056	73,412	(20,230)	(3,317)	15,339	(15,364)	(50,728)	(5,351)
Income Tax Expenses	87	4,970	6,462	7,270	35	(369)	(1,656)	(352)	(276)	432
Income / (Loss) After Tax	(15,240)	8,002	32,594	66,142	(20,195)	(3,686)	13,683	(15,716)	(51,004)	(5,783)
Reserves										
Project Reserves	4,469	4,469	4,469	4,469	4,469	4,469	4,469	4,469	4,469	4,469
General Reserves	1,615	1,615	1,615	1,615	1,615	1,615	1,615	1,615	1,615	1,615
Accumulated Fund	134,722	147,923	139,921	107,327	41,185	61,381	65,066	51,382	67,099	118,103
Revolving Funds	44,599	43,956	42,906							
	185,405	197,963	188,911	113,411	47,269	67,465	71,150	57,466	73,183	124,187
Liabilities										
Non Current Liabilities	115,695	91,733	140,073	149,404	177,728	205,580	206,009	146,311	155,435	125,314
Current Liabilities	732,525	841,197	897,614	972,401	441,511	226,132	240,611	153,413	43,706	101,305
	848,220	932,930	1,037,687	1,121,805	619,239	431,712	446,620	299,724	199,141	226,619
Assets										
Non Current Assets	72,674	47,450	26,432	34,183	53,114	70,966	83,093	43,295	78,704	100,525
Current Assets	960,952	1,083,444	1,157,260	1,201,033	613,394	428,211	434,677	313,895	193,620	250,283
	1,033,626	1,130,894	1,183,692	1,235,216	666,508	499,177	517,770	357,190	272,324	350,808



GRAPHICAL VIEW OF FINANCIAL STATEMENTS

Income Statement

	2020	2019	2018	2017	2016
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
Income					
Levy from Regional Plantation Companies	138.0	141.9	139.6	141.9	136.1
Project Management Fees	48.1	75.0	127.8	127.2	55.5
Finance Income	1.4	5.2	5.1	1.8	0.5
Other Income	23.3	13.5	6.2	28.6	43.7
	210.8	235.6	278.7	299.5	235.7
Expenses					
Recurrent Expenditure	117.8	118.6	127.4	131.7	133.7
Project Administrative Cost	49.0	63.3	51.8	45.2	39.6
Finance Expenses	1.5	1.2	1.1	1.8	2.6
Other Expenses	57.9	39.6	59.5	47.3	80.0
	226.1	222.7	239.7	226.0	255.9
Income Before Tax	(15.3)	13.0	39.0	73.5	(20.2)



Balance Sheet

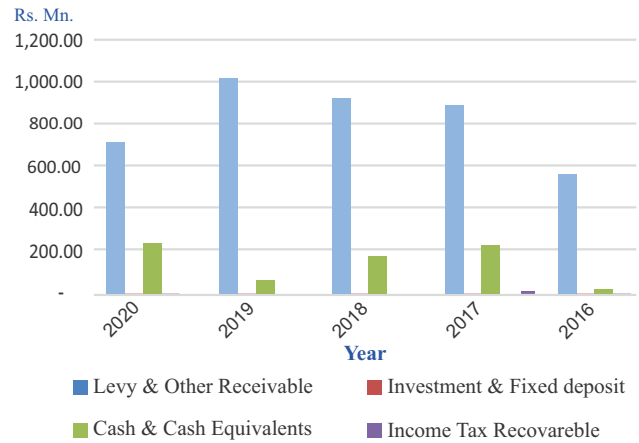
	2020	2019	2018	2017	2016
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
Non Current Assets					
Property ,Plant & Qipment	70.72	44.97	23.41	34.10	53.10
Levy & Other Receivable	1.95	2.48	3.00	3.56	-
	72.67	47.45	26.41	37.66	53.10
Current Assets					
Levy & Other Receivable	720.0	1,010.9	961.1	924.6	586.1
Investment & Fixed deposit	1.4	1.3	1.3	1.2	1.0
Cash & Cash Equivalents	238.4	71.1	194.8	228.3	25.8
Income Tax Recovareble	1.1	-			0.3
	960.9	1,083.3	1,157.2	1,154.1	613.3
TOTAL	1,033.6	1,130.8	1,183.6	1,191.7	666.4
Funds and Reserves					
Project Reserves	4.5	4.4	4.4	4.4	4.5
General Reserves	1.6	1.6	1.6	1.6	1.6
Accumulated Fund	134.7	147.9	139.9	107.3	41.2
Revolving Funds	44.6	44.0	42.9		
	185.4	197.9	188.8	113.3	47.3
Non-Current Liabilities and Deferred Income					
Interest bearing Loans & Borrowings	9.1	0.8	1.6	5.9	13.6
Retirement Benefit Liability	26.3	25.3	24.3	24.9	21.8
Deferred Grants	80.3	65.6	71.2	118.7	142.2
	115.7	91.7	97.2	149.4	177.6
Current Liabilities					
Interest bearing Loans & Borrowings	3.8	0.8	6.4	7.4	12.7
Other Payables	728.7	837.5	888.2	958.3	428.8
Income Tax Liability	-	2.9	3.0	6.7	-
	732.5	841.2	897.6	972.4	441.5
TOTAL	1,033.6	1,130.8	1,183.5	1,235.1	666.4

GRAPHICAL VIEW OF FINANCIAL STATEMENTS

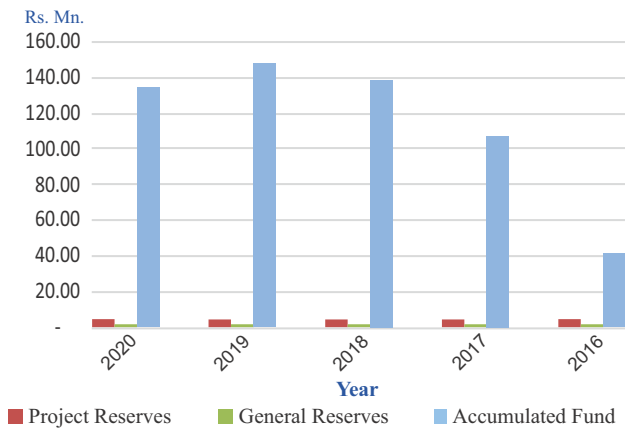
Non Current Assets



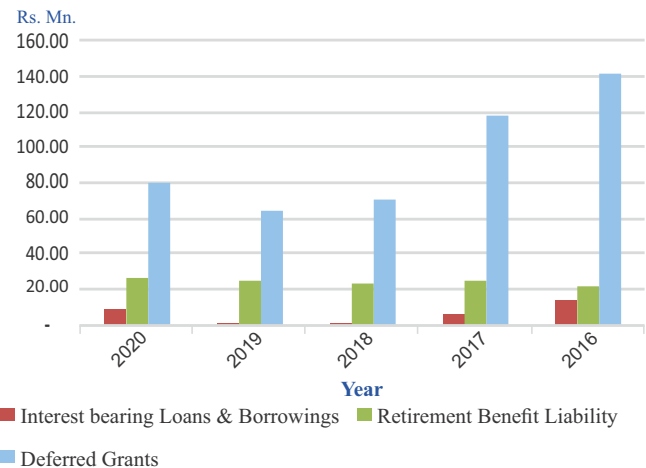
Current Assets



Funds and Reserves



Non-Current Liabilities and Deferred Income



Current Liabilities



NOTICE OF THE MEETING

Notice is hereby given that the Twenty Eighth Annual General Meeting of the members of the Plantation Human Development Trust will be held at the “Royal Ballroom”, Grand Monarch, Thalawathugoda, on Friday, 26th March 2021 at 9.30 a.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. 06 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 2020.
4. To re-elect Mr. G.D.V. Perera who retires by rotation in terms of Article 55 of the Articles of Association as a Director.
5. To re-elect and Mr. K.G. Punchihewa who retires by rotation in terms of Article 55 of the Articles of Association as a Director.
6. To consider and if thought fit to pass the following Ordinary Resolution pertaining to the appointment of Mr. Ponniah Sivarajah, as a Director who is over 70 years of age, in compliance with Section 211 of the Companies Act No. 07 of 2007 and whose appointment has been recommended by the Board.

Ordinary resolution

“That the age limit of 70 years referred to in Section 210 of the Companies Act No. 07 of 2007 shall not apply to Mr. Ponniah Sivarajah, Director, who is 77 years of age. (having reached 70 years of age on 10th April 2014) and accordingly that Mr. Ponniah Sivarajah be and is hereby appointed a Director of the Company in terms of Section 211 of the Companies Act No. 07 of 2007”

7. 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

02 March 2021

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. Asitha Sheran Ratwatte	or failing him
Mr. Shanthi Kumar Lalith Obeyesekere	or failing him
Mr. Ganegodage Dhamitha Vaamaka Perera	or failing him
Mr. Bathiya Bulumulla	or failing him
Mr. Sinnathamby Petchimuthu Vijekumaran	or failing him
Mr. Ponniah Sivarajah	or failing him
Dr. Nugawela Pathirannehelage Charles Roshan Nugawela	or failing him
Ms. Prangige Dharshani Hemanthy Dabare	or failing her
Mr. Kamal Gardiye Punchihewa	or failing him
Mr. Johann Arjuna Rodrigo	or failing him
Mr. Rajalingam Rushanthan	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 March 2021 at 9.30 a.m. and at any adjournment thereof and every poll which may be taken in consequence thereof.

Please mark X in
 appropriate cages below
 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 2020 | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. To re-elect Mr. G.D.V. Perera as a Director who retires by rotation in terms of Article 55 of the Articles of Associa | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. To re-elect Mr.K.G. Punchihewa as a Director who retires by rotation in terms of Article 55 of the Articles of Associations. | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. To appoint Mr. Ponniah Sivarajah who is over 70 years of age as a Director of the Company by passing the Ordinary Resolution set out in the Notice of Meeting | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. To re-appoint Auditors and to authorize the Directors to determine their remuneration. | <input type="checkbox"/> | <input type="checkbox"/> |

As witness my/our hand/s this day of Two Thousand and Twenty One.

Signature of Member :

Note: *Instructions as to completion are given overleaf.*

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.

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 March 2021 at 9.30 a.m. and at any adjournment thereof.

Certified true copy

.....

NAME OF BODY CORPORATE

Signature and Designation

(Use rubber stamp)

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

CORPORATE INFORMATION

Name of the Company

Plantation Human Development Trust

Legal Form

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

Registration No.

GA 78

Registered/Head Office

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

Tel: 011-2887497-9, 2887500, 3888800

Fax: 011-2888619, 2887476

Web Site: www.phdt.org

Board of Directors

Mr. A.S. Ratwatte

State Ministry of Estate Housing & Community Infrastructure

Mr. S.K.L. Obeyesekere

Planters' Association of Ceylon

Mr. G.D.V. Perera

Agrapatana/Kotagala Plantations PLC

Mr. B. Bulumulla

Elpitiya Plantations PLC

Mr. S.P. Wijakumaran

Lanka Jathika Estates Workers Union

Mr. P. Sivarajah

Ceylon Workers' Congress

Dr. N.P.C.R. Nugawela

Ministry of Health

Mrs. P.D.H. Dabare

Ministry of Finance

Mr. K.G. Punchihewa

Maskeliya Plantations PLC

Mr. J.A. Rodrigo

Horana Plantations PLC

Dr. R. Rushandan

Ministry of Plantation Industries

Auditors

M/s. Ernst & Young

Chartered Accountants

No. 201, De Saram Place,

Colombo 10.

Secretaries

SSP Corporate Services (Pvt) Ltd.

No. 101, Inner Flower Road

Colombo 3

Bankers

Bank of Ceylon

Hatton National Bank PLC

Regional Offices

Galle

C/o Walahanduwa Estate, Walahanduwa.

Tel: 091-2245754/2222424, 0113-888810-4

Ratnapura

Paradise, Kuruwita.

Tel: 045-2262497/2262102, 0113-888820-4

Badulla

Hingurugama Complex, Badulla.

Tel: 055-2226205/2226248, 0113-888830-4

Kegalle

Sir Francis Molamure Mawatha, Ranwala, Kegalle.

Tel: 035-2222485/2222486, 0113-888840-4

Kandy

No. 1, Balakotuwa Camp Road,

Pallekelle, Kundasale.

Tel: 081-2421679/2422284, 0113-888840-4

Hatton

No. 243/1, Main Street, Dickoya.

Tel: 051-2222988/2222792, 0113-888860-7

Nuwara Eliya

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

Tel: 052-2222681/2223757, 0113-888870-7



PHDT

No: 427/14, Robert Gunawardene Mawatha,
Battaramulla.

T.P. : 0112 887 497 - 500 | 0113 88 88 00

Web: www.phdt.org
