



**PLANTATION HUMAN DEVELOPMENT TRUST
ANNUAL REPORT 2024**

LIGHT TO LIFE



Light to Life



The plantation community, is the heart of agricultural economies, and plays a crucial role in the production of essential resources. Despite their significant contributions, these communities often face challenges related to economic stability, social empowerment, and access to essential services.

We at PHDT illuminates pathways toward sustainable livelihoods, where the strength of collective action, innovation, and support systems can lead to transformative change. Our emphasis is to create sustainable, inclusive, and diversified livelihood opportunities for this community, not just by addressing immediate needs but also by fostering long-term prosperity through education, skills development, and environmental stewardship.

Our objective is to empower, ensuring that they have the tools, resources, and opportunities needed to enhance their well-being, protect their natural environments, and ensure economic resilience and underscores the importance of community-driven programs, and access to markets for improving both the quality of life and the sustainability of their economic activities.

It's a journey where; by fostering the right opportunities, we can transform the living conditions and economic prospects for this resilient community with hope, opportunities, and a brighter future, while nurturing the sustainable development of their environment and economy.



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Our Vision

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

Our Mission

- ◆ Integrated services beneficial to the 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

Our Values

- ◆ Adopt an open-door policy
- ◆ Ensure equity and fairness to our stakeholders
- ◆ Make people feel valued and demonstrate integrity
- ◆ Promote our teamwork through dedication and active listening
- ◆ Work and achieve our objectives as one family
- ◆ Ensure the stakeholder satisfaction through our dedicated activities

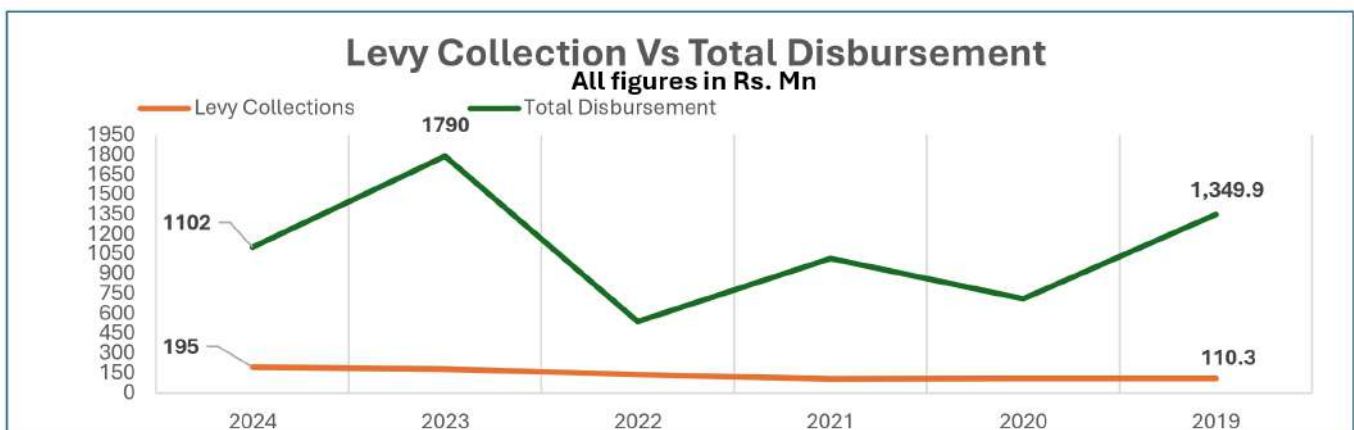


FINANCIAL HIGHLIGHTS

WORK DONE TODAY



	2024 Rs: Mn	2023 Rs: Mn
Results for the year		
Levy Income	170.46	143.17
Total Recurrent Expenses	155.50	149.56
Excess from Activities	14.96	(6.39)
Other Income & Gains	24.70	10.52
Other Expenses	6.20	19.58
Net Project Income	(0.22)	12.75
Finance Cost	0.05	(0.29)
Finance Income	3.48	2.68
Excess Before Tax	49.17	38.85
Taxation		
Excess for the year	49.17	38.85





YEAR AT A GLANCE

31ST ANNUAL GENERAL MEETING



The PHDT held its 31st Annual General Meeting (AGM) on March 28, 2024, at the Grand Monarch, Thalawathugoda. The meeting was attended by all relevant stakeholders under the Chairmanship of Mr. B. Arullamy under the theme “**Fulfilling Childhood Dreams**”.

During the meeting, the Chairman’s address was delivered, followed by the presentation of the Board of Directors’ Report on the Company’s activities. The Independent Auditor’s Report and the Audited Financial Statements for the year 2023 were also presented. Additionally, two members of the Board of Directors were re-elected, and one director was re-appointed. The meeting concluded with the re-appointment of Ms. Ernst & Young as the company’s auditors for the upcoming year.

On the same day, the PHDT’s Annual Report for the year 2023 was officially published.

CEOS’ FORUM 2024



CEO’s Forum for 2024 was held at Hotel Marino Beach to explore pivotal issues and opportunities within the Plantation Sector.

RAY OF HOPE



The Memorandum of Understanding (MOU) with the Ceylon Tea Traders Charity Trust aims to support the educational development of 105 school-going children from grades 6, 7, and 8 in the areas of Kandy, Galle, and Ratnapura. The initiative, named “Ray of Hope”, focuses on improving these students’ knowledge of the English language through non formal education.

NGO FORUM



PHDT hosted a Tea Dialog NGO Forum to address critical issues relating to adolescent nutrition at PHDT Head Office.



YEAR AT A GLANCE

WASH PROJECT WITH WORLD VISION LANKA (GUARANTEE) LTD



A collaborative agreement was signed with World Vision Lanka (Guarantee) Limited for the implementation of Water and Sanitation activities in the Nuwara Eliya and Hatton regions.

SPECIAL NUTRITION PROGRAMME WITH WORLD VISION LANKA (GUARANTEE) LTD



A collaborative agreement was signed with World Vision Lanka (Guarantee) Limited for the implementation of a nutrition programme in the Nuwara Eliya & Hatton regions.

MICRO WATERSHED MANAGEMENT



We extended our partnership with Rainforest Alliance to establish and protect watersheds and to train staff and the community.

INTER-PLANTERS CRICKET TOURNAMENT



Inter - planters cricket tournament was held in Colombo to foster harmony among plantation companeys

OSH APPRECIATIONS



RPC's and Tea Small holders excelled in Occupational Safety & Health were appreciated and recognized at a ceremony held at BMICH under the ILO funded programme on Safety + Health for all.

WELFARE SHOP



PHDT Welfare Shop was declared opened by our Board of Directors at our Head Office premises.



CHAIRMAN'S REVIEW



It is in need an honour for me to pen my first message as Chairman of the Plantation Human Development Trust Annual Report for the year 2024. 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 2024.

It is a time to analyse the past and look towards the future. As you all know the PHDT was created parallel to the privatisation of the management of Plantations to look after the housing and social welfare of the plantation community. It was established as a tripartite body to foster a partnership between the employers, employees and the Government. This partnership has worked quite successfully to meet the objectives of the PHDT which are focused on the welfare of the workers. None of the partners have lost sight of this need from its inception.

In 2024, the year under review, PHDT has received funding totalling Rs.540 Mn to continue its core activities such as housing and infrastructure projects, water, sanitation, health and nutrition programmes, childcare and education programmes, capacity building and mobilisation programmes, strengthening of Estate Worker Housing Cooperative Societies (EWHCS), training & awareness programmes, etc.

While the need to develop the quality of life of the plantation community has still not been met fully, the PHDT now under the Ministry of Plantation and Community Infrastructure will move in with resources to meet the future challenges whilst welcoming the other supporting Ministries, Regional Plantation Companies, Trade Unions and other Institutions to help complete the work left undone and achieve the PHDT's concept of creating a "happy family" living with dignity.



CHAIRMAN'S REVIEW

Our achievements were possible even with the backdrop of a very difficult years in the past, due to the pandemic, economic crisis and the political instability, and with lot of uncertainties to keep pressure on meeting our projected targets. Despite this, PHDT upheld its focus on quality and continuity in its service and exhibited the talent in mitigating exposure in spite of all these obstacles.

After having served the plantation community for over three decades we should look forward to meet the challenges ahead to continue to serve the plantations. Though we have accomplished the tasks entrusted to us over the years we are yet more to achieve as large proportion of the plantation community continue to live in the line rooms while social poverty is yet to be eradicated.

With the new political culture and the long-term vision of "A Thriving Nation, Beautiful life" the new Government, we could make a profound social impact in the community we serve in the plantation sector. It is also with pride I highlight that the PHDT has been continuously recognized for its transparency in its Annual Accounts by the Institute of Chartered Accountants of Sri Lanka and by the South Asian Federation of Accountants (SAFA) for over a decade.

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

On this AGM I also take this opportunity to extend my gratitude to all my colleagues on the Board for their support extended. I must also commend and thank the Director General, Internal and Regional Directors of PHDT and the staff who have always supported and facilitated the activities of the PHDT and for the cooperation extended at all levels over the years.

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

B. K. Prabath Chandrakeerthi
Chairman



DIRECTOR GENERAL'S REVIEW



This year has been a remarkable one for all of us at Persistent. We have emerged more resilient and reinvigorated and our confidence in our capabilities is reflected not only in our numbers but also in the trust that our clients have placed in us. I am grateful to all our stakeholders, partners, team members and other contributors for their relentless collaboration in making this happen.

Last year, we successfully navigated the challenges of unpredictable conditions and achieved strong growth. This accomplishment was made possible by several key factors:

- Collaborative Partnerships: We worked closely with our partners, fostering strong relationships that allowed us to align our efforts and achieve common goals.
- Relentless Focus on Growth: We maintained a steadfast focus on growth, continuously seeking opportunities to expand our reach and enhance our offerings.
- Operational Excellence: Our commitment to operational rigor ensured that we maintained high standards of efficiency and effectiveness in all our activities.
- Client Success: Our teams' unwavering determination to help our clients succeed in their industries was a driving force behind our achievements. We tailored our solutions to meet their unique needs and challenges, ensuring their satisfaction and success.

Our performance for the year is a testament to these efforts. This success has reinforced our position as a leading player in our industry and has set the stage for continued growth in the future.



DIRECTOR GENERAL'S REVIEW

Looking ahead, we are excited about the opportunities that lie ahead. We will continue to build on our strengths, innovate and adapt to the ever-changing business landscape. We are confident that with the continued support of our stakeholders, partners, and team members, we will achieve even greater success in the years to come.

The Year 2024 has indeed been eventful, and it is my pleasure to walk you through the major milestones and surprising achievements that have shaped this period. Our journey through these significant moments provides valuable insights as we move forward with the plantations.

The social and economic challenges posed by the economic recession have underscored the true value of identifying a business's strengths and weaknesses. Recognizing the employer's responsibilities towards employees during this critical hour has proven essential in building a more agile and resilient company, capable of fostering strong employer-employee relationships.

2024 presented an unprecedented leadership challenge, requiring responsible business entrepreneurs to take decisive actions in response to the humanitarian and economic crisis. Here are some key elements of leadership demonstrated during this period:

1. **Protection of Lives and Health & Safety:** The foremost priority was to safeguard the lives and well-being of employees, customers, and other core stakeholders affected by the company's operations. This involved implementing stringent health and safety measures to mitigate risks and ensure a secure environment.
2. **Business Continuity:** Maintaining this type operations amidst the challenges were crucial. Leaders focused on devising strategies to sustain operations, minimize disruptions, and adapt to evolving circumstances.
3. **Overall Resilience:** Building overall resilience was a key focus. This involved fostering a culture of adaptability, innovation, and continuous improvement to withstand future challenges and emerge stronger.

Navigating through the turbulence of 2024 required unwavering confidence and motivation from both leadership and employees. By fostering a supportive and encouraging work environment, companies were able to maintain morale and productivity. Additionally, satisfying the needs and expectations of our valuable stakeholders and customers remained a top priority, ensuring their continued trust and loyalty.

As we move forward with the plantations, these experiences and lessons learned in 2024 will guide us in navigating future uncertainties and achieving sustainable growth. Let us embrace these insights and continue to build a resilient and successful future together.

Community development is not an easy task. It requires dedication, collaboration, and a shared vision. We are incredibly fortunate to have partners who understand the importance of our mission and who have unwavering confidence in our collective progress. Your support and belief in our cause have been instrumental in driving us forward, year after year.

We are especially delighted to announce that we now operate under the aegis of our very own Ministry of Plantation. This transition has brought a sense of belonging and comfort, as we feel back at home, further strengthening our resolve to achieve even greater heights. It is my pleasure to acknowledge and extend our heartfelt gratitude to the Secretary Mr. Prabath Chandrakeerthy, who has now assumed the role of Chairman of PHDT. His leadership and vision have already begun to inspire and guide us toward a brighter future.



DIRECTOR GENERAL'S REVIEW

The advantages of being under the Ministry of Plantation are manifold. We now have the opportunity to leverage greater resources, access enhanced support, and forge stronger partnerships that will propel our industry forward. This new alignment brings with it a renewed sense of confidence and motivation, both within our organization and throughout the industry.

As we look ahead, we remain committed to our mission of community development. We are determined to meet the demands of the present while staying adaptable to future challenges. Together, we will continue to build a resilient and prosperous community, one that stands as a testament to our collective efforts and shared vision.

In closing, I would like to express my deepest appreciation for your understanding, confidence, and unwavering support. Let us celebrate our achievements and look forward to the promising future that lies ahead. Together, we are partners in progress, and together, we will continue to make a meaningful impact on our industry and our community.

Ensuring Health and Well-Being: A Path to Socioeconomic Development

Our organization is proud to announce a transformative initiative aimed at enhancing the health and well-being of children and families within our plantation communities. In collaboration with the Ministry of Health, we are working towards the establishment of wellness centres in the plantations, creating one-stop health care facilities that align with the government's health requirements. The significance of this initiative cannot be overstated. Ensuring the health and well-being of children is recognized as one of the most effective and low-cost investments a nation can make to improve its human capital.

Nobel-winning scholars have conducted extensive studies showing that human capital development during the first 4000 days of life, including the critical 1000 golden days from conception, has a direct impact on the GDP of a country.

Investing in the health and well-being of children leads to:

- **Improved Productivity:** Healthy children grow into productive adults who can contribute significantly to the workforce.
- **Enhanced Education Outcomes:** Access to proper health care ensures that children are physically and mentally prepared to excel in their educational pursuits.
- **Long-Term Socioeconomic Benefits:** By fostering a healthier population, we pave the way for sustained economic growth and social stability.

The wellness centres will serve as comprehensive health care hubs, providing a wide range of services including:

- **Maternal and Child Health Services:** Ensuring that mothers receive the necessary care during pregnancy and that children receive vital health interventions during their early years.
- **Preventive Health Care:** Offering vaccinations, health screenings, and education on healthy practices to prevent diseases and promote overall well-being.
- **Nutritional Support:** Addressing malnutrition and promoting proper nutrition to support the physical and cognitive development of children.



DIRECTOR GENERAL'S REVIEW

We believe that these wellness centres will be a cornerstone in our efforts to create thriving, resilient communities. By investing in the health of our children, we are laying the foundation for a brighter and more prosperous future for all.

Hybrid pre schools in the plantation sector:

Breastfeeding Corners: All new Child Development Centres (CDCs) now have breastfeeding corners, making a total of 274 CDCs fully equipped with these facilities. All other CDCs have some form of breastfeeding support, ensuring a secure and conducive environment for both mothers and infants.

Community Empowerment for Early Learning: Recognizing that most of children's learning occurs outside the classroom, we have developed play areas for recreation, established demonstration home gardens, and implemented other child-friendly interactions that stimulate learning through the five senses. The active involvement of parents, including drawing child-friendly pictures, has had a profound impact on early childhood learning.

We are now focusing on a hybrid model of pre-schools in the plantations, with the Kelani Valley Plantations PLC serving as a pilot for this integrated approach. Children from 6 months to 6 years of age can enroll in these centres, which will provide a continuum of care and education, attracting both workers' and non-workers' children. To sustain this model, we propose a nominal fee structure where part of the costs for teachers and assistants is covered, ensuring effective activities with community participation.

By investing in these sustainable models, we aim to create self-maintained centres that meet international standards and contribute to the overall development of our children and communities.

The hybrid model of pre-schools is designed to provide a seamless integration of care and education for children from 6 months to 6 years of age. This approach aims to offer a comprehensive and continuous learning experience that caters to the diverse needs of children. By attracting both workers' and non-workers' children, these centres foster inclusivity and community engagement. The nominal fee structure ensures sustainability while promoting active community participation in the educational process. This model aims to set a benchmark for early childhood education and care, ensuring children receive a high-quality, holistic education that meets global standards. and assistance is covered, ensuring effective activities with community participation.

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DIRECTOR GENERAL'S REVIEW

Future Plans:

We're pleased to announce that the post-COVID housing project, which includes 1,067 units, will be completed by the end of 2025.

Going forward, we expect that the Indian government-funded new housing project of 5,000 units will be launched in the year 2025.

In conclusion, I express my sincere thanks to the Ministry of Plantation and Community Infrastructure, Ministry of Finance, Ministry of Health, Ministry of Women & Child Affairs, Regional Plantation Companies, Plantation Managers, and their committed staff members, Trade Unions, Donor Agencies, INGOs, and NGOs for their invaluable contributions. Your support has been instrumental in advancing our endeavors, and we look forward to your continued partnership.

A special note of gratitude to the Regional Plantation Companies and the Planters' Association for their unwavering commitment and cooperation with the PHDT. Their efforts in promptly following the projects and ensuring the sustainability of the initiatives carried out have been particularly appreciated. My heartfelt gratitude extends to the Chairman and the Board of Directors for their consistent guidance and support in all operational matters. Their leadership has been crucial in steering us forward.

Additionally, I deeply appreciate the efforts of the PHDT Directors and all members of staff of the organization. Your unwavering cooperation and dedication in serving the plantation community and all stakeholders have been the cornerstone of our success. The commitment and hard work you have demonstrated are truly commendable, and I am immensely grateful for your support. Looking ahead, I am confident that with our collective efforts, we will continue to achieve greater heights. Our journey is far from over, and there is much more to accomplish. With the same dedication, commitment, and cooperation, we will build a brighter and more prosperous future for all.

Thank you all for your unwavering commitment and invaluable contribution. Together, we will continue to make a meaningful impact and reach new milestones.

L. R. Rerera
Director General



BOARD OF DIRECTORS



Mr. B. K. Prabath Chandrakeerthi (Chairman)

Mr. Prabath Chandrakeerthi the Secretary, Ministry of Plantation and Community Infrastructure is equipped with a long-standing experience in Public Service as a senior member of the Sri Lanka Administrative Service. He holds a Degree in Bachelor of Arts from the University of Sri Jayawardenapura, and a Master's Degree in Economics from University of Kelaniya, Sri Lanka. He also, holds Doctor of Philosophy (Coastal Resources Management) from International University of Fundamental Studies, Russia and a Diploma in Information Technology from Sri Lanka Institute of

Development Administration.

His experience in administration and public policy development is multi-faceted. It includes areas such as Tourism, Human Resource Management, Labour Relations, Parliamentarian Process, Coastal Conservation, Environment and Plantation. The modern and new public management experience he has gained by participating for the foreign training programmes.

In addition, he was awarded "Pradeep Pranama" by the University of Sri Jayawardanapura in 2016 and awarded as "Integrity Icon 2019", Integrity Public Servant by Transparency International Sri Lanka.

Prior to appointing as the Secretary, Ministry of Plantation and Community Infrastructure, Mr. Chandrakeerthi has served as:

- Secretary, Ministry of Environment
- Commissioner General of Labour, Department of Labour
- Director General, Coast Conservation & Coastal Resource Management Department
- Senior Assistant Secretary to the Leader of the House of Parliament
- Assistant Secretary to the Leader of the House of Parliament
- Assistant Divisional Secretary, Biyagama Divisional Secretariat
- Assistant Secretary, Ministry of Education and Tourism, Uva Provincial Council



BOARD OF DIRECTORS



Mr. S.K.L. Obeyesekere

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

Since Privatization of Plantations and the formation of Regional Plantation Companies Mr. Obeyesekere functioned as the Chief Executive Officer of two RPCs over a period of 25 years up to 2017. He is a Fellow of the National Institute of Plantation Management in Sri Lanka and counts over 51 years' experience in the Industry having commenced his career as a Management Trainee and then rising to the

position of Chief Executive Officer.

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

He has served as a Member of Sri Lanka Tea Board, Tea Research Board, Sri Lanka State Plantation Corporation (SLSPC), National Institute of Plantation Management and currently serves on the Board of Plantation Human Development Trust.

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



Mr. Bhathiya Bulumulla

Mr. Bhathiya Bulumulla, the Jt Managing Director/Chief Executive Officer of Elpitiya Plantations PLC was appointed to the Board of Aitken Spence Plantation Managements PLC in July, 2017 and to the Board of Elpitiya Plantations Plc in July, 2018. He has over 39 years of experience in the Plantation Sector, out of which for the past 26 years he is serving at Elpitiya Plantations PLC. Mr. Bulumulla is the Managing Director of Elpitiya Dianhong Jin Ya Tea (Pvt) Limited, Managing Director of Ceylon Agri Food Technologies (Pvt) Ltd, Director of The Pekoe Trials and a member of the Boards of EPP Power Company (Pvt) Limited, Harrow House (Pvt) Limited and The Dunsinane Valley Company (Pvt) Limited, as well.

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

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



BOARD OF DIRECTORS



Mr. S.P. Vijekumaran

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

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

He was appointed as the Assistant Secretary (T/U) of Ministry of Plantation Industries and NHDA Housing Programme Co-ordinator of LJEWU from 2017 to 2019 and from 2020 September Senior Administrative Secretary of LJEWU.

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

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



Mr. K.G. Punchihewa

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

He moved to mercantile sector as the Financial Controller of Kotagala Plantations Ltd. under M/s George Steuarts Management Services in 1992 and In 1997 he was promoted as the Group Financial Controller of the George Steuarts Group of Companies and also as the Director Finance of George Stuart Auto Supplies (Pvt) Ltd.

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

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

Mr. Punchihewa came to Sri Lanka in 2011 and joined Lankem Tea & Rubber Plantations (Pvt) Ltd. (LT&RP) as the Director/ Deputy CEO, and was appointed to as the Director/CEO of Agrapatana Plantations Ltd. in April, 2014. In October 2016 he joined the Browns Group as the Group Chief Executive Officer - Plantation Sector in-charge of three Regional Plantation Companies and served as the Chief Executive Officer of Maturata Plantations Ltd in the same Group till July 2020.

He joined Arpico Group as the Chief Financial Officer – Plantation Sector in August 2020 and promoted as the Chief Executive Officer of Maskeliya Plantations PLC in February 2021 in the same Group, in addition to the post he was holding. He is served as the Chief Executive Officer of Maskeliya Plantations PLC until March 2023.



BOARD OF DIRECTORS

From 1st November 2024 he was appointed as an Independent Non-Executive Director of Agarapatana & Kotagala Plantations PLCs.

He was appointed to the Director Boards of Lankem Ceylon PLC, E B Creasy & Co PLC, Lankem Developments PLC, Laxapana PLC and Muller & Phipps (Ceylon) PLC as an Independent Non-Executive Director effective from 1st January 2025.

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



Mr. J A Rodrigo

Mr. Rodrigo started his career as an Assistant Manager under JEDB Management, and joined Kelani Valley Plantations PLC with the privatization of Government owned plantations. With over 03 decades as an active planter, he serves Horana Plantations PLC in the capacity of Director/Chief Executive Officer.

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

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



Mr. S.D. Samaradiwakara

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

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

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

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

Currently he is serving as the Deputy Chairman of the Planters Association of Ceylon & the Chairman, Plantation Services group & Council Member of the Employers Federation of Ceylon.

He is also, serving as a Board Member of the Plantation Human Development Trust (PHDT) & as a Member of the Plantation Sector Wages Board.



BOARD OF DIRECTORS



Ms. P.A.N. Abeysekara

Ms. P.A.N. Abeysekara is a Deputy Director of the Department of Fiscal Policy of the Ministry of Finance. At the Department, she is involved in activities related to revenue forecasting and monitoring. She holds a Bachelor of Arts and a Master of Arts from the University of Kelaniya. In addition, she holds a Master of Financial Economics from the University of Colombo and a Master of Public Policy from the Australian National University, Australia.



Dr. (Mrs.) N.K.C. Gunarathna

Dr. (Mrs.) N.K.C. Gunarathna is a Consultant Community Physician, and currently she is working as the Director of Estate and Urban Health Unit of the Ministry of Health. Apart from her MBBS Medical Degree from the University of Ruhuna, Dr. Gunarathna has Master and Doctor of Medicine Degrees from the University of Colombo. She had completed overseas training for a period of one year in the University of La Trobe, Australia.

She served as a Medical Officer in Colombo South Teaching Hospital, Medical Officer of Health in Kalautara and Beruwala areas attached to National Institute of Health Services and Consultant Community Physician in National Institute of Health Services.

She commenced her administrative career as a Deputy Director, Teaching Hospital, Kaluthara and thereafter as the Deputy Director of Colombo South Teaching Hospital.



Mr. R. Logadas

Mr. Logadas has had a significant and impactful career in the trade union movement, particularly in the Central and Uva provinces. As a Director of the Ceylon Workers Congress and a former National Organiser, he has contributed significantly towards advancing plantation workers' rights and welfare in Sri Lanka.



DIRECTORS - HEAD OFFICE



Mr. R. Y. KULATUNGA
Director Finance & Administration



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



Mr. D. SENANAYAKE
Director Engineering

DIRECTORS - REGIONS



Mr. C. U. B. RANASINGHE
Hatton Region



Mr. R. V. A. N. P. WIJERATNE
Rathnapura Region



Mr. A. S. B. EKANAYAKE
Badulla Region



Mr. M. WANIGASURIYA
Kandy Region



Mr. C. DEVARANJAN
Nuwara Eliya Region



Mr. J. C. WEERASEKARA
Galle Region



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

HOUSING AND INFRASTRUCTURE





HOUSING & INFRASTRUCTURE

Housing is the most pressing problem for the Estate workers since they are living in line houses which were constructed more than 150 years ago and most are now in dilapidated condition. About 116,275 line-rooms and 10,379 temporary sheds are available in the plantation sector and the total families living there is approx. 265,000 The plantation workers make a huge contribution to the national economy and hence they deserve better housing for a comfortable and dignified living. As such the present as well as previous governments have taken various steps to improve their living conditions by providing individual houses and repairing existing line houses. This certainly would pave the way to address issues related to reduction in labor –outer migration and increase productivity through an healthy and efficient work force.

As a cornerstone of our commitment to the Sustainable Development Goals (SDG) and the well-being of plantation communities, the PHDT continues to spearhead initiatives aimed at enhancing living conditions and infrastructure within the plantation sector. In the pursuit of our mission to provide integrated services beneficial to the plantation sector and its environs, we remain steadfast in our dedication to excellence and innovation.

In the fiscal year 2024, our housing project witnessed significant advancements, marking a pivotal step towards our goal of ensuring every plantation worker has access to adequate housing. Through comprehensive planning and concerted efforts, we made substantial progress in various stages of housing construction collaborating with the Ministry of Plantation and Community Infrastructure, demonstrating our unwavering commitment to improving living conditions within the plantation sector.

ACHIEVEMENTS

Total Completed Housing Units in 2024: The combined efforts resulted in the completion of a total of 329 housing units in the fiscal year 2024.

CURRENT STATUS AND FUTURE DIRECTIONS

Despite these commendable achievements, there is still work to be done.

As of the end of the financial year, the standstill housing inventory stands at 397 units at different stages of construction above ground level, 103 units at the site clearing level and 157 units yet to commence construction. Moving forward, we remain committed to accelerating our efforts and overcoming existing challenges to reduce the backlog and expedite the completion of housing units for the plantation community.



Halwathura Estate



HOUSING & INFRASTRUCTURE

LAND CLEARANCE AND RELEASE PROGRESS UNDER THE INDIAN HOUSING PROGRAMME – 2024

In 2024, the Land Release Unit, successfully carried out land clearance and release activities for 1,300 housing units under the Indian Housing Programme. The team achieved a 100% success rate in completing land clearance activities, ensuring that all identified plots were made construction-ready for the respective implementing agencies. In terms of land release documentation, including obtaining the necessary Golden Shareholder approvals, we achieved an overall progress rate of 55% across all seven regions within the year. This accomplishment highlights our continued commitment to facilitating the smooth implementation of national-level housing projects through efficient coordination with all relevant stakeholders.



Laxapana Estate



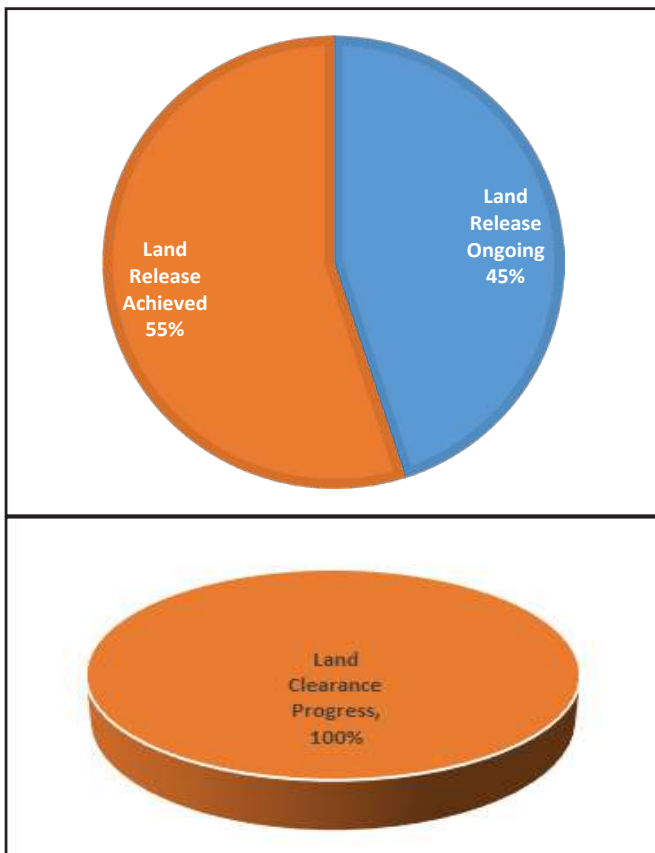
Vallaioya Estate



Shannon Estate



Frotoft Estate



Water and sanitation





WATER & SANITATION

Improving sanitary conditions of the plantation community continues to be a priority need. The pollution of natural water sources due to lack of proper sanitation facilities has led to many bowel diseases affecting those living in downstream villages as well. The common latrine concept has been changed and individual latrines are provided to each family. However, in the interim we have facilitate provision of latrines through donor funded programmes.

WATER AND SANITATION PROJECT UNDER WORLD BANK FUNDING (WASSIP)

PHDT has assumed responsibility for the sustainability of completed water projects under phase 1 in Nuwara Eliya and Hatton regions covering 4,587 households under the Memorandum of Understanding in force with the Department of Community Water Supply.

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

Plantation Project	Targeted Households
Dunsinane A	849
Dunsinane B	262
Dunsinane C	113
Glassaugh A	719
Glassaugh B	131
Edinburgh	402
Bridwell	525
Lynsted Upper	241
Lysted Lower	118
Mocha A	239
Strathdon A	245
Mocha B	589
Bogawana	154
Total	4,587

Additionally, with additional funding, there are 13 projects that were completed within 2024, which will come under the purview of PHDT for operation and maintenance along with the projects completed in phase 1.

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

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





WATER & SANITATION

REVITALIZING COMMUNITY WATER PROJECTS: ENSURING SUSTAINABLE ACCESS TO CLEAN WATER

In 2024, the PHDT undertook the challenge of revitalizing 13 Community Water Projects established by World Vision Lanka in the estates of Hatton and Nuwara Eliya PHDT regions. In collaboration with World Vision Lanka, PHDT successfully restored these projects to full functionality and implemented a comprehensive community mobilization program to ensure their long-term sustainability. As part of this initiative, Community-Based Organizations (CBOs) were established, and members were provided with essential training and awareness on key aspects such as treatment plant management, hygiene, tariff structures, bookkeeping, and accounting. This initiative has significantly contributed to improving sanitation and hygiene standards, ultimately enhancing the well-being of estate communities across Sri Lanka.

Total Investment of the project was Rs: 5.2Mn. for 4658 connections covering population of 195,674.



LATRINES

PHDT facilitated the construction of 10 latrines in the Nuwara Eliya region funded by SATVA Foundation which invested Rs: 1.6Mn





Health & Nutrition



HEALTH & NUTRITION

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

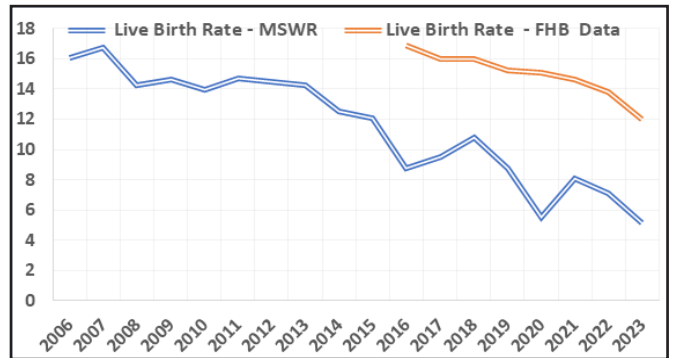
Over the past two decades, the population and families residing in plantations managed by Regional Plantation Companies (RPCs) have remained relatively stable, with approximately one million individuals and 250,000 families. However, a notable shift has been observed, as many of these families are no longer directly engaged in plantation work.

HEALTH OUTCOMES

The health and welfare of these communities are essential aspects of sustainable development within the plantation sector. Health outcomes are often reflected through vital statistics, which serve as composite indicators influenced by numerous determinants. These statistics provide valuable insights into the well-being of individuals and communities.

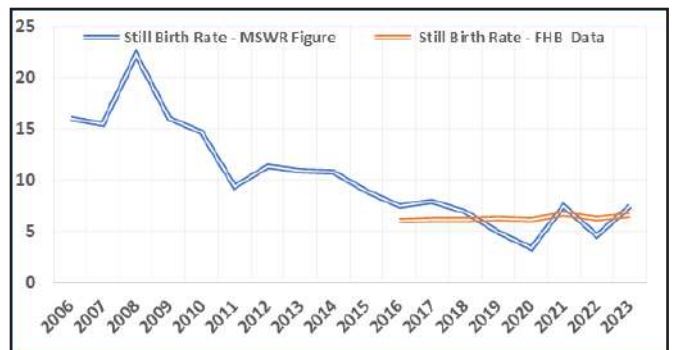
LIVE BIRTHS

Live births in the plantation sector have steadily declined over the past two decades, mirroring the national trend. However, when considering absolute numbers, the figure for the plantation sector is significantly lower than the national average.



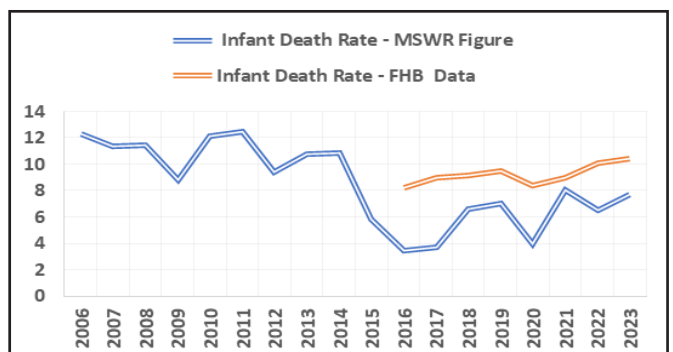
STILL BIRTHS

Stillbirths have also declined in line with the national average over the past few decades. However, MSWR rates have stagnated in recent years, although they remain lower than the national rates. Investigations reveal that stillbirths are more prevalent among families not employed in the estates compared to those who are working.



INFANT DEATHS

Even though infant deaths declined over last few decades, there is an increasing trend nationally as well as in the Plantation Sector during last 03 years. This may be due to Covid Pandemic and Economic crisis prevailed in the country. However, infant death rate in estates were much lower compared to the national level.

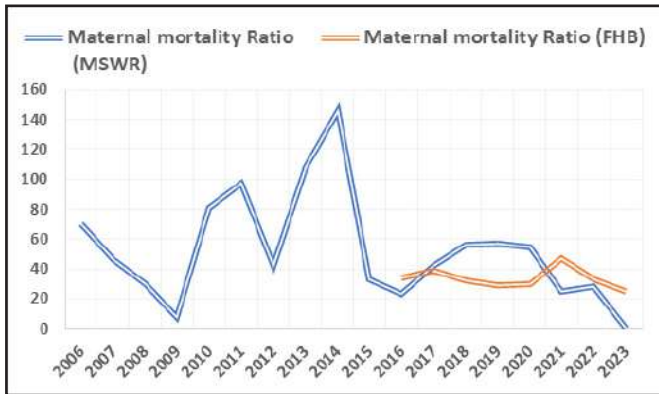




HEALTH & NUTRITION

MATERNAL DEATHS

Maternal Death ratio also has declined since 2014 and there were no maternal deaths in 2023 in plantations. Maternal Mortality Ratio shows a steady decline and is lower than the national ratio.



MONITORING AND EVALUATION

388 comprehensive supervisory visits were conducted during 2024 for monitoring and evaluation purposes as well as to conduct health and welfare related activities. 877 Child Development Centers were supervised during 2024.

19 Health Steering Committee meetings were conducted with the district level Health Sector partners and PA representatives at regional level to ensure the assistance and cooperation of them for programmes conducted in the plantation sector. 81 cluster reviews were conducted during 2024 with Regional Plantation Companies at RPC levels of regions to review the RPC level health and welfare activities and obtain assurance.

92 reviews were conducted with Child Development officers to improve the care and early learning opportunities given by them. 23 demonstration reviews were conducted at regional level to build capacities of Managers of Health and Project Officers of Health.

HEALTH CARE ACTIVITIES

In 2024, 448 adult-related activities were conducted to improve the wellbeing of individuals and families. Additionally, 208 community empowerment activities were held to enhance the wellbeing of families and communities, covering topics such as malnutrition, alcohol and tobacco reduction, and occupational safety and health. Over 300 community settings were developed, and 140 Occupational Safety and Health (OSH) committees were formed.

Furthermore, 267 screening programs were conducted at the estate level in collaboration with health authorities, screening 25,267 people over the age of 35.

No	Activity	Number	Number attended
1	Oral Cancer Screening Programmes	122	11,540
2	Eye Screening Programme	40	3,417
3	Prevention of T.B. and Collection of Sputum	8	573
4	Brest Cancer Screening Programmes	5	150
5	Well Women Clinic	25	894
6	NCD Clinic	34	3,264
7	TB Screening	12	868
8	Combined health Clinic	19	1,947
9	Screening for Sexually Transmitted Diseases	2	250
Total		267	22,903



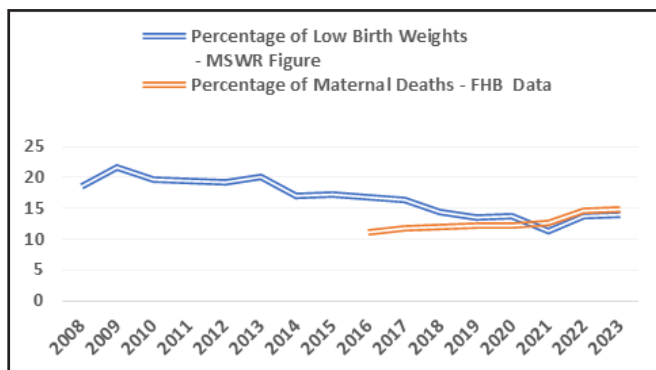
HEALTH & NUTRITION

NUTRITIONAL STATUS

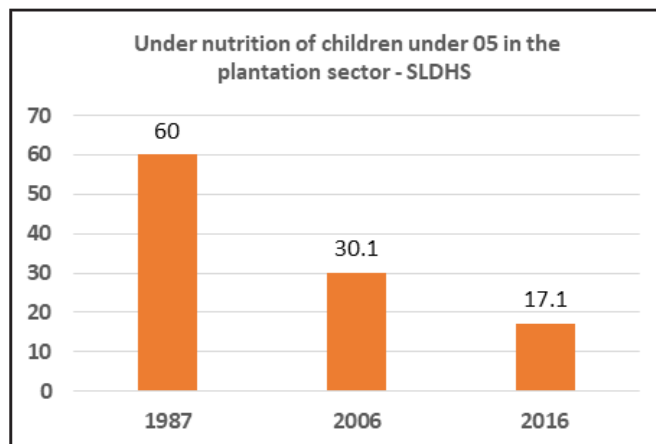
Nutrition levels in Sri Lanka have shown consistent improvement over the past few decades. However, since 2021, malnutrition rates have risen nationally, primarily due to the COVID-19 pandemic and the subsequent economic downturn. These challenges have intensified food insecurity and worsened the nutritional status of vulnerable populations.

LOW BIRTH WEIGHT

Trends in low birth weight showed a decline until 2020, but since then, they have stagnated, aligning with the national trend. This stagnation is likely linked to the COVID-19 pandemic, The subsequent economic crisis exacerbated food insecurity a major contributor to poor birth outcomes.

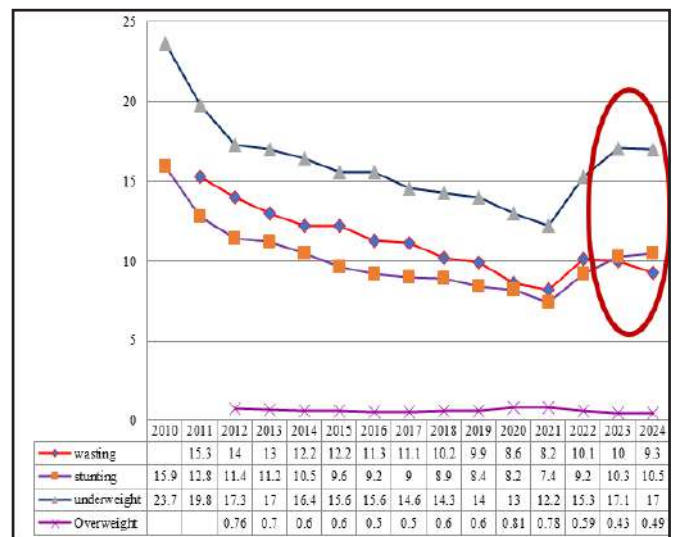


Demographic and Health Survey clearly shows the declining of under nutrition rates. It reduced from 60% in 1987 to 17.1% in 2016. This decline persists until 2020. However, it showed an increase since 2020.

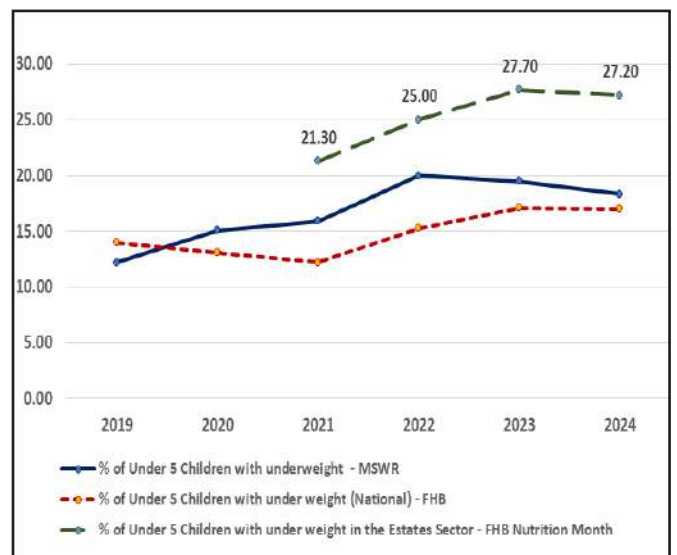


Nutrition month data published by the Family Health Bureau has also showed an increase of undernutrition among preschool children. However, when compared to the National rates Plantations showed proportionate increase.

National Indicators



Plantation Indicators





HEALTH & NUTRITION

OCCUPATIONAL HEALTH AND SAFETY

The Plantation Human Development Trust (PHDT) is recognized for its excellence in implementing sustainable development programs. Recognizing that workers are their most valuable asset, the ILO has entrusted the PHDT with the responsibility of enhancing the safety and health of the plantation sector, which comprises regional companies, tea smallholders, and factory owners, through the ILO's flagship "Safety + Health for All" program supported by the Government of Japan.

Occupational Safety and Health (OSH) aims to create a safe, supportive environment for workers, prioritizing health and safety over safety protocols, ensuring daily home safety and a safe work environment. The OSH project has been rolled out across the Ratnapura, Kegalle, Badulla, and Galle districts, focusing on the tea, rubber, and coconut sectors. It involved 11 Regional Plantation Companies, namely Agarapathana, Malwatte Valley, Kegalle, Kelani Valley, Maskeliya, Namunukula, Watawala, Elpitiya, Hapugastenne, Pussellawa, Balangoda Plantations and Lalan Rubbers.

PHDT extended this programme to the Sri Lanka Tea Factory Owners Association, and through them to the Tea Small Holders. The programme included advocacy for Chief Executive Officers of Regional Plantation Companies, top-level Managers, middle-level Managers of RPCs, Factory owners, and higher officials of the Sri Lanka Tea Factory Owners Association.

The program focused on technical and soft skills, risk assessments, and legal compliance, fostering an environment for effective social dialogue and ensuring workers understand their rights and obligations. OSH committee members were key players in the programme and were instrumental in gaining consensus from fellow workers to implement positive ideas together. In total, 161 OSH committees were established in Estates and the Tea Small Holder sector.

Over 1,000 small-scale interventions were implemented to protect workers and communities, promoting Best OSH Practices and User Centric Innovations. The OSH committees encouraged improvements in occupational safety, personal protective equipment usage, and health. A safety display board was introduced, and a register of

accidents was reprinted. These methodologies empower people to improve their working and living environments sustainably and effectively.

The Inspiring Employee Recognition Awards and Appreciation Ceremony was a meaningful celebration aimed at acknowledging the commitment and achievements of employees, as well as highlighting the successful implementation of the model project. This event provided a platform to appreciate the hard work and dedication of the workforce, fostering a sense of community and motivation.

Distinguished guests included Mr. Kamo Shida Naoki, the Chief Guest and Minister/Deputy Head of the Mission representing the Ambassador of Japan for Sri Lanka; Mr. Inoue Hiroki, Second Secretary of the Embassy of Japan to Sri Lanka; Ms. Joni Simpson, Director of the ILO Country Office for Sri Lanka and Maldives; and Ms. Azusa Kubota, Resident Representative of the United Nations Development Programme (UNDP) in Sri Lanka.

Their participation underscored the event's importance in promoting cross-cultural cooperation and shared values, working towards a brighter future through appreciation and recognition of employee contributions.





HEALTH & NUTRITION

EMPOWERING COMMUNITIES IN IMPROVING EARLY CHILD DEVELOPMENT (ECD)

(A PILOT PROJECT CONDUCTED IN HATTON AND KEGALLE REGIONS)

INTRODUCTION

ECD focuses on the holistic development of the child with emphasis on skill nurturing broadly involving motor (gross and fine motor), language, social/emotional, and cognitive development (UNICEF 2023). This period from conception to eight years of age specially first 1000 days is an important transformative phase where children progress from dependent to independent state in accomplishing basic needs. Hence, ECD forms the foundation for better education and attaining one's full potential which positively impacts an individual's social and economic standing in adulthood.

ECD requires a stimulating environment under attentive and well-informed caregivers. Furthermore, adequate nutrition plays a pivotal role in achieving optimal growth and development with attention to both macro and micronutrients. Hence, application of preventive and promotive strategies during early childhood is prioritised and recognised in the Sustainable Development Goals. These efforts prepare the child to enter school seamlessly and secure lasting impact on wider national interests including health, education, economic, and social standards.

PLANTATION COMMUNITY

The plantation community of Sri Lanka represents an underserved community with high rates of childhood malnutrition which underscores the current efforts to improve the national indices of child health and development in Sri Lanka. The demographic and health survey (DHS) conducted in 2016 highlights the stark contrast in rates of stunting, wasting and underweight children less than 5 years of age in this community which is well above the national, rural and urban figures.

PROJECT FOCUS

The goal of this project was to build capacities of grassroot level Estate Health Workers in the plantation sector to improve child health using holistic approach through community empowerment employing health promotion principles.

According to the WHO, health promotion is the process of enabling people to increase control over and to improve their health. In other words, it is the process by which we empower people to take ownership of the determinants of health, thereby improving health.

The intervention focused on enabling, mediating, and advocating for health through multi-sector collaboration, participatory processes, and supportive environments. The project targeted three key action areas: creating supportive environments, strengthening community action, and developing personal skills.

The facilitator plays a threefold role throughout the health promotion process: 1) to stimulate the community and society; 2) to address areas where the community lacks knowledge and skills; and 3) to guide the community in evaluating, reviewing, and progressing as a group.

Next step in the process is to create a simple plan with guidance from the health promoter or health promotion facilitator to measure outcomes. They create sensitive indicators to measure our progress towards the outcomes and impacts we envisioned from the very beginning..

The subsequent step is to evaluate the outputs and outcomes based on the established indicators and assess how to respond to successes and failures.

One of the primary mechanisms of change involved capacity-building initiatives targeting caregivers, including Child Development Officers (CDOs), Plantation Family Welfare Officers (PFWOs), local leaders, community members, and health workers. Training sessions focused on skill development



HEALTH & NUTRITION

to address the priorities identified by the community, such as improving caregiving practices, fostering responsive parenting, and ensuring adequate child nutrition. Caregivers were equipped with the knowledge and skills needed to combat protein-energy malnutrition and micronutrient deficiencies while supporting cognitive, social-emotional, and motor development in children.

At the community level, the project sought to create sustainable processes that empowered community members to continue health promotion efforts beyond the intervention's duration. Women, in particular, were positioned as agents of change, with their empowerment leading to ripple effects such as improved financial management, reduced reliance on harmful coping mechanisms, e.g., alcohol and tobacco, and strengthened social cohesion within family units and among community members. These outcomes aligned health promotion frameworks, which highlighted the importance of promoting health literacy, empowerment, capacity-building, healthy environments, and societal transformation.

OUTPUTS AND OUTCOMES

Outputs and outcomes based on the process as well as the end result. Some of the activities integrated with the system and conducted along with their routine work.

Communities were encouraged to do community mapping in order to understand the ECD issues and their determinants.

They were encouraged to analyse problems and prioritise them and identify solutions which can be done easily.

Resource team observed their enthusiasm. Participation, willingness to work together and sharing experiences.

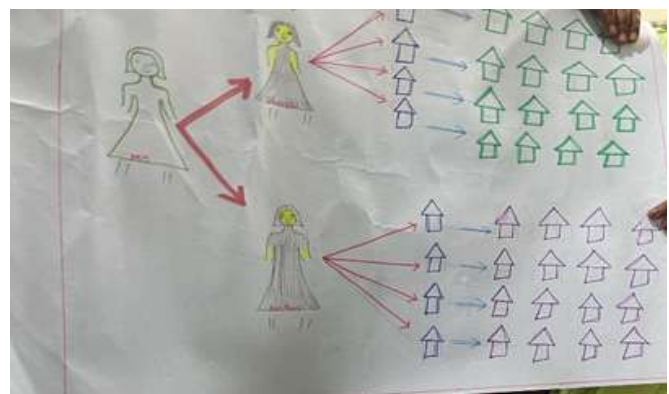
Community mapping



Analysis of problems by the community groups



Propagating Health Promotive settings



OUTCOMES

All together 55 CDOs and PFWOs were developed as resource team. They will be expected to continue the programme after the project is over. Additionally, capacities of 38 high achieving mothers also developed. They are from the community and are able to expand the programme in their own estate or nearby estates.



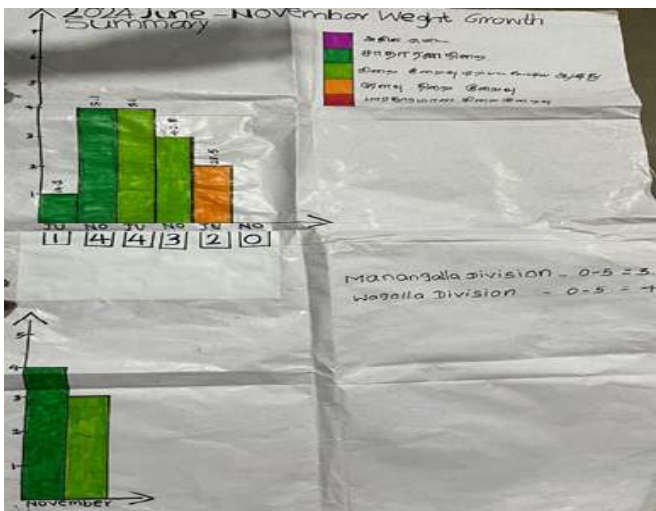
HEALTH & NUTRITION

SUMMARY OF CAPACITIES OF TRAINEES BUILT DURING THE PROJECT PERIOD

		Phase I CDO & PFWO	Phase II CDO & PFWO	Phase I HACM	Phase II HACM
A+	85 - 100	11		02	
A	75 - 84	12	08	13	06
B+	65 - 74	04		06	
B	50 - 64	05	15	05	06
		55			
38					
C+	35 - 49	01		02	
C	25 - 34	06	07	01	04
D	0 - 24	00			01
E	Not Respond	00			01

Community based outcome are difficult to measure and interpret since many determinants were interacting each other. Some of the outcomes were given below.

Community monitoring of weight gain of children

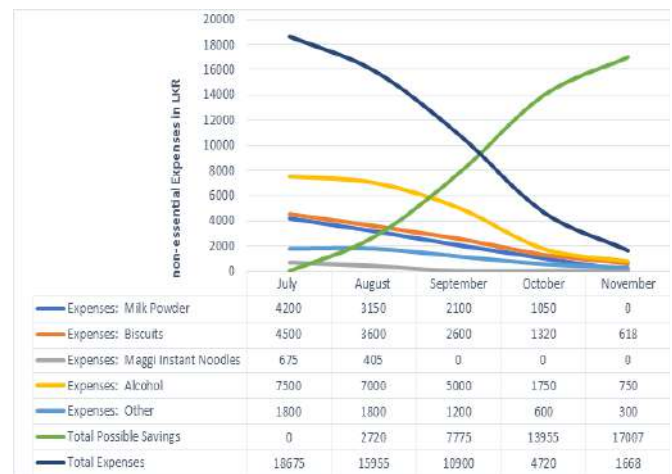


Community monitoring of happiness of families



Household expenditure is a crucial matter influencing many outcomes including nutrition, resource for care etc. Hence reduction of unnecessary expenditure and their negative influences such as unhappiness of families also played a major part in the community empowerment process.

Community monitoring of household expenditure



FREE GRANT DRUGS

Free grant of drugs was received from the Medical Suppliers Division of Ministry of Health for the value of Rs. 14.6 Mn for 2024 and distributed to estates through PHDT in all Regions





CHILD DEVELOPEMENT

Plantation children developed resilience, and over time, efforts have been made by the PHDT to improve the living conditions and opportunities for these communities. Over the years, the PHDT with the assistance of the Sri Lankan Government, along with various organizations, worked to increase access to education, improve healthcare, and address the social inequities that impacted the growth and development of children on plantations.

CHILDCARE RELATED ACTIVITIES

In 2024, significant strides were made in the development and improvement of child development centers (CDCs) across the plantations by the PHDT, with 422 centers categorized and assessed to identify strengths, weaknesses, and areas for further development. This process aimed not only to grade the centers but also to address the challenges faced by Child Development Officers (CDOs) and optimize the functioning of these centers to better serve the needs of children.

In addition to the grading and development of CDCs, a total of 384 childcare-related activities were conducted throughout the year, reaching 10,666 individuals. These activities served a variety of purposes, with a notable focus on educating parents about child health and development. The sessions provided valuable information and practical advice on nurturing children's physical, emotional, and cognitive growth. Topics covered included child nutrition, early education, parenting strategies, and mental health, helping parents better understand the developmental needs of their children.

By engaging both parents and child development professionals, these initiatives aimed to create a more informed community, leading to improved outcomes for children's growth and well-being. The combination of assessing and improving CDCs, along with broadening the scope of educational activities for parents, helped address key issues within the child development sector, laying a foundation for more effective support systems for young children across the country.



RAY OF HOPE

The initiative, under the name and style "Ray of Hope", was initiated under the patronage of the Ceylon Tea Traders Charity Trust focusing on improving students' knowledge of the English language through non formal education.

The children selected for the program are selected from the Plantation community and Tea Small Holders in the regions of Kandy, Galle & Ratnapura. By targeting these regions and communities, the program seeks to bridge educational gaps and enhance opportunities for students in the plantations, helping them develop crucial language skills that will aid their academic and personal growth. This collaboration signifies a commitment to empowering youth through education, especially in an area as vital as English proficiency.

Total investment is Rs: 16.1 Mn in terms of capital and recurrent costs over a period of one year for three Centre's targeting approx. 35 students per Centre.



CHILD DEVELOPMENT

LITTLE ANGELS PROJECT

This project, implemented in 12 estates, focuses on early learning development with the support of Regional Plantation Companies (RPCs) and parents through Community Development Officers (CDOs) and Plantation Field Workers' Organizations (PFWOs). By empowering communities, especially parents, we lay the foundation for proper early learning and improved nutrition.





ESTATE WORKER HOUSING CO-OPERATIVE SOCIETIES (EWHCS)

EMPOWER THE PLANTATION COMMUNITY

The resident Plantation workers / community have been significantly empowered by the Estate Worker Housing Cooperative Societies (EWHCS) units which are now available in all Estates managed by RPC's by providing them loans , Creating job opportunities , Access to many goods and services, etc. within their respective estates. The EWHCS was first established in 1993 , by the Plantation Human Development Trust (PHDT) in collaboration with the department mainly with the intention of disbursing funds to construct houses for estate residents. The 419 EWHCS units functioning in the country (Which include units located at the both Regional Plantation Company and Estate-managed estates) having a deposit base of over 917Mn. Nearly 80 % of the loans have been provided for housing purposes, while agricultural, Emergency festivals and for income generation purposes have also been granted. EWHCS has its own bank – the “Vathusewaka Nivasa Samupakara Samithiya (Vanisa) bank” – which among others provides agricultural and small business loans including other interest – free loans in to its members.

The plantations workers as members from the EWHCS , and have demonstrated that they now have substantial capacity to fulfil their financial and other needs . In 2024, EWHCS units had a membership of 145,641 – a 68% growth from the 98,000 members at the inception in 1993. The EWHCS has emerged as a leading community – based organization (CBO) in the country and many units, located at Regional Plantation Company estates who receive strong support from the RPCs, have improved their rankings in recent years based on criteria determined by the Plantation Human Development Trust (PHDT) and monitored by their Regional Offices.



EWHCS Grading 2024

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

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

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

The significant strengthening of the estate Worker Housing Cooperative Society over the years reflects how the estate community has been gradually empowered and are now capable of fulfilling many of their own needs.



ESTATE WORKER HOUSING CO-OPERATIVE SOCIETIES (EWHCS)

The Regional Plantation Companies have always supported the EWHCS units in any possible capacity and will continue to do so. It is important that all stakeholders contribute to these efforts to improve the self-sufficiency of the estate community.

The Estate Manger serves as the Ex – officio President of the Estate’s EWHCS and committee which comprises estate workers, providing necessary guidance and direction. The RPCs continue to assist the initiatives of the cooperatives by allocating space within buildings security for welfare shops and particularly in capacity building with regard to financial management, accounting, auditing etc.

Several measures are currently underway to further improve and strengthen the operations of EWHCS units in the country, including automation of their financial records for greater discipline and accountability. With the assistance of various stakeholders including the RPCs and the PHDT, the EWHCS has gone far 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 Cooperative Societies in the country.

Several projects of national significance have been carried out with the involvement and facilitation by the EWHCS.

Iron Fortified Wheat Flour

Following identification of estate residents being among the highest wheat flour consumers in the country, a programme was launched by the PHDT with the collaboration of Serendib Flour Mills to encourage estate residents to consume iron fortified wheat flour to minimize iron deficiency.

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 NuwaraEliya and Badulla Districts are underway. The objective of this program is to thrive the Sri Lankan tea sector with the healthier, more resilient and productive workforce. This will concentrate on improved nutritional health for women, men and children in these districts.



Awareness Programmes on EWHCS

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



ESTATE WORKER HOUSING CO-OPERATIVE SOCIETIES (EWHCS)



Surveillance Audits

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



Training Book - Keeping Practices

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

- Presenting EWHCS Transactions through the Accounting Equation.
- Recording the dual aspect of transactions according to the Double entry system.
- Recording EWHCS transactions in cash in the cash book
- Recording EWHCS transaction in the Bank account.
- Preparation of the bank reconciliation statement.

- Use petty cash book to record petty cash transaction.
- Maintenance of general journal.
- Balancing ledger accounts and preparation of trial balance.
- Rectification of errors that occur in recording transactions in prime entry books and posting to ledger accounts.

Household cash management

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

Super Co-op Cities

PHDT facilitated to develop super coop cities with the assistance from the Department of Co-Operative and PALM Foundation



Public Funds

EWHCS being a Community Based Organisation is the vehicle used to transfer public funds for project in the estates. During the year 2024 a sum of Rs: 397 Mn government funds were channeled through the EWHCS for the implementation for livelihood development projects in the plantations. Hence the emphasis is to strengthen the capacity and efficiency of the EWHCS.



OUR STRENGTH

At PHDT, we believe that our people are our greatest asset. Our dedicated and diverse team is the driving force behind our success and growth. Throughout the year, each member has contributed their unique talents, expertise, and passion to ensure that we not only meet but exceed our goals and continue to inspire our mission.

Our teams ensure that everything runs smoothly behind the scenes. From managing stakeholder relationships to maintaining internal operations, these professionals are essential in ensuring that our services remain top-notch and that the community receive the best.

Together, our team demonstrates a relentless commitment to excellence, and it is their hard work and dedication that continues to shape the success of PHDT. As we look forward to the upcoming year, we are excited for the future and the continued growth of our team.

We extend our heartfelt thanks to every individual for their contribution and look forward to another year of success, innovation, and collaboration.

HEAD OFFICE TEAM





REGIONAL TEAMS

GALLE



KEGALLE



RATNAPURA



KANDY



BADULLA



HATTON



NUWARA ELIYA

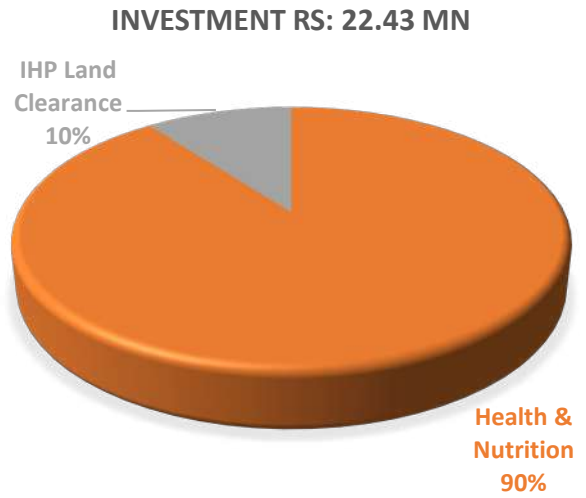




GALLE REGION



Cluster Review Meeting



Home Gardening follow-up programmes for Estate Community



NCD Clinics



Occupational Safety and Health Programme



Household Cash Management Programme



GALLE REGION



Inter Plantation Cricket Tournament 2024



Orientation programme for Happy Estates



“Ray of Hope” English Class



Halwatura Estate - Water Project



CDO review programme



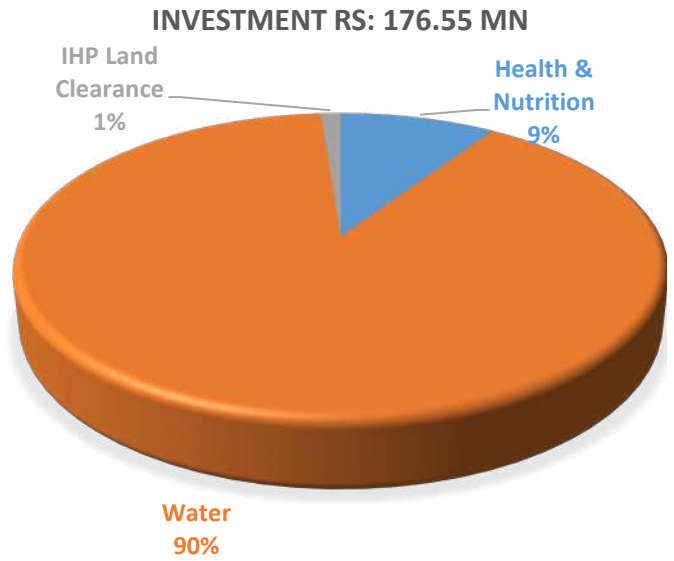
Steering Committee meeting



RATNAPURA REGION



“Ray of Hope” Children’s day



Wassip Project Opening - Rilhena Estate



ILO Advocacy meeting for Factory owners and Tea Smallholders



102nd International cooperative commemoration day



ILO Training Programme



RATNAPURA REGION



CDC inspection



Perantal Awareness Programmes



Health screening Programmes



Health Staff Review Meetings



Inter Plantation Cricket Tournament - 2024



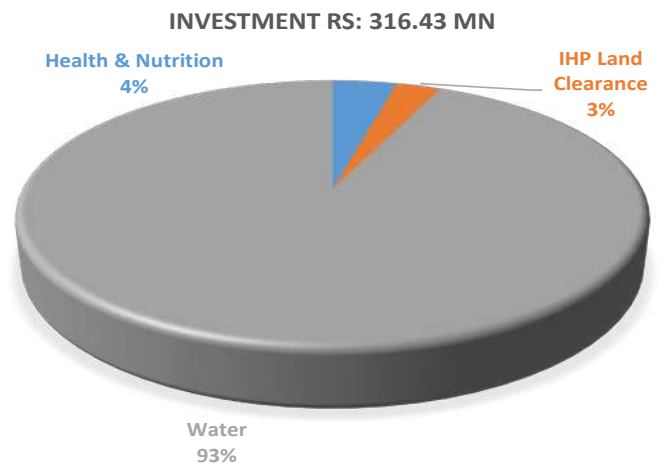
ILO Orientation programme for Estate Managers



BADULLA REGION



First Aid Training programme



Home Gardening awareness programme



Thripasha onsite feeding programme



Dental Camp



Oral Cancer Screening Programme



BADULLA REGION



Visit by UN Resident Coordinator & ILO Country Director for Maldives & Sri Lanka



CDC Visit



Follow up visit to Craig Estate by UN & ILO team



Inter Plantation Cricket Tournament - 2024



Parental Awareness Programme



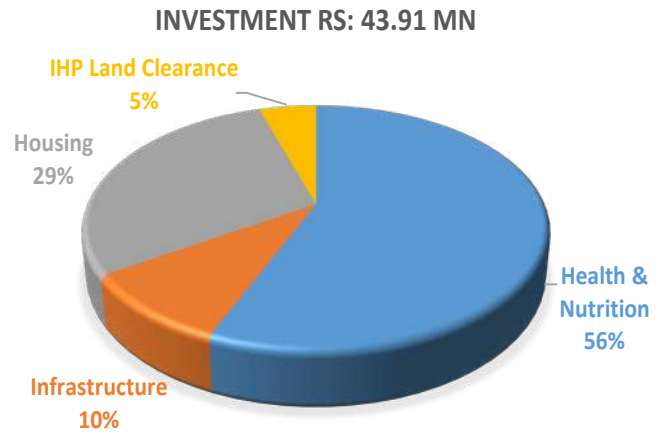
st. James Wassip Water Project



KEGALLE REGION



“Poshana Paye” Programme



“Little Angels in Plantations” Midday Meal Programme



“Happy Estate” concept to improve the life standard of Estate resident population



ILO Orientation programme for Estate Managers



Training of Estate Health Workers as Volunteers for Visual activity screening



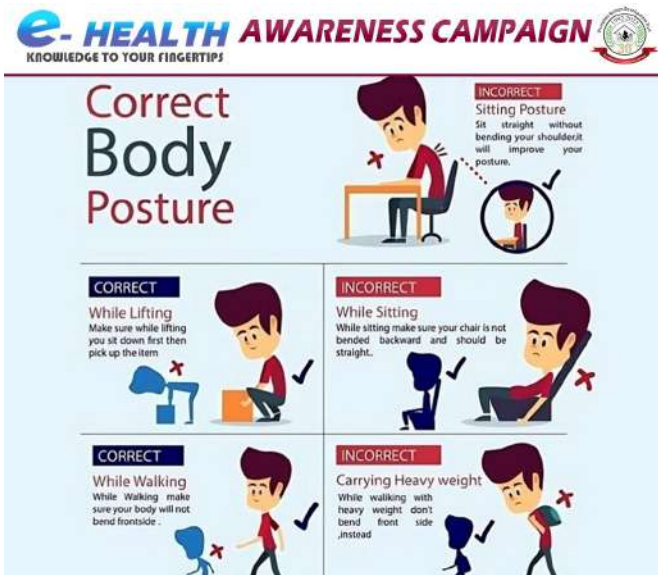
KEGALLE REGION



Brush Your Little Teeth” Programme



“Childhood Dreams” Children’s Day and “Sith Roo” Art Competition – 2024



E-health awareness campaign



Professional Day Event - 2024



“Suwadiya” Combined Health Clinics and Health Screening Programs



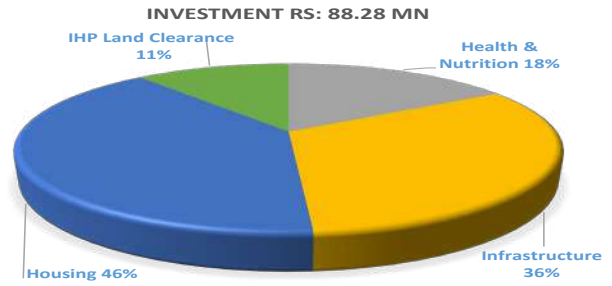
Kegalle District Volleyball Festival – 2024



KANDY REGION



ECCD Awareness Programme for Managers



Eye Screening programme for estate workers



“Ray of Hope” English Smart Class Room



CDC Inspection



Health steering committee meeting



Inter Plantation Cricket Tournament - 2024



Ayurvedic & Elder's Day Programme



KANDY REGION



Health Camp



Children's Day Celebration



Celebration of World Elder's Day at Craighead Estate Elder's Home



Mid day meal Programme



TB awareness Programme



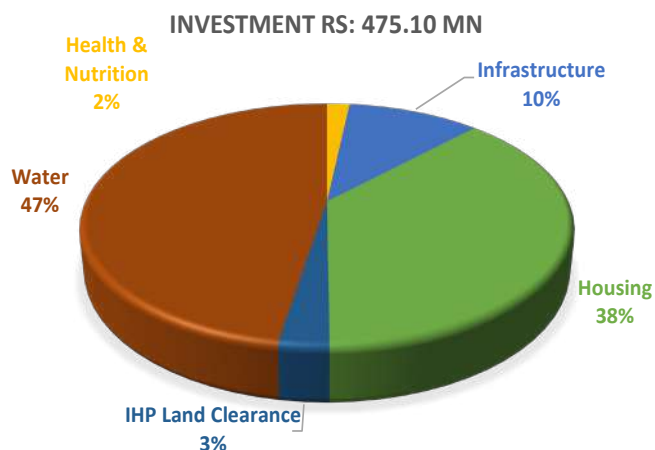
Ayurvedic Camp



HATTON REGION



Steering Committee Meeting on Plantation Health



Blood Donation Camp



Oral cancer programme



Health Screening Programme (Non-Communicable Diseases)



EWHCS progress review meetings



HATTON REGION



Community Symposium - Improving child health including nutrition through community empowerment in covid 19 recovery in plantation sector



Inter Plantations Cricket Tournament



Women's Day Celebration



Distribution of plants for home gardening - PALM Foundation



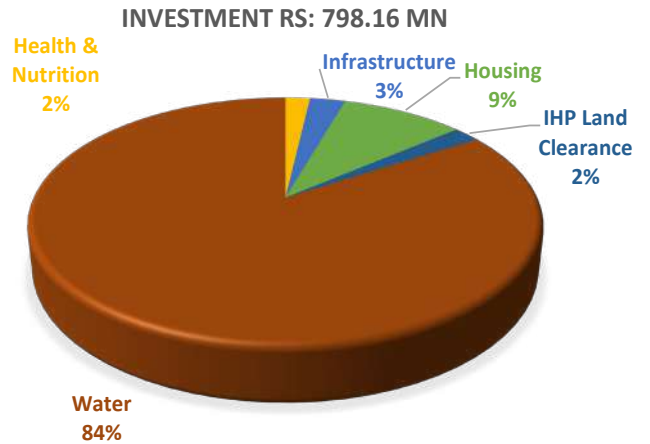
National Institute of Occupational Safety & Health (OSH) Training programme



Ayurvedic Health screening programme



NUWARA ELIYA REGION



Drug distribution programme



Children's day celebration



Commemoration of International Women's day



Ayurvedic Mobile clinic



Commemoration of World Water Day



NUWARA ELIYA REGION



Deepavali festival celebration



Health Camps



Inter Plantation Cricket Tournament – Winter Cup 2024



IT training courses



EWHCS AGM



Providing toys to CDC children



SUSTAINABILITY

The **Plantation Human Development Trust (PHDT)**, established in 1992, is a collaborative, tripartite organization aimed at improving the livelihoods of the plantation community in Sri Lanka. Its core strength lies in its unique arrangement, where the **Government of Sri Lanka, Regional Plantation Companies, and Trade Unions** in the plantation sector jointly collaborate to implement social welfare programs for the betterment of the community.

Key Features of PHDT's Operations:

- **Tripartite Agreement:**

This arrangement allows PHDT to represent the combined interests of the government, employers, and employees, ensuring that the projects and initiatives benefit all parties. This collective approach helps in executing projects more effectively and efficiently.

- **Articles of Association:**

These define PHDT's role and mission to improve the living standards of plantation workers through various social welfare programs. The services cover essential areas such as **Housing & Infrastructure, Water & Sanitation, Health & Childcare, and Community Development.**

Government's Role:

Ministries Involved:

- **The Ministry of Plantation and Community Infrastructure, Ministry of Health, and Ministry of Finance** provide infrastructure programs aimed at improving the welfare of plantation workers. These sectors contribute resources to address the needs of approximately 5% of Sri Lanka's total population, who live in plantation communities.

Key Programs and Initiatives:

1. Housing & Reroofing:

This initiative addresses the basic shelter needs of plantation workers by improving housing conditions.

2. Free Medicine & Medical Clinics:

The PHDT helps address health and nutrition factors by providing free medicine and conducting medical clinics in the plantation areas.

3. Water & Sanitation:

Construction of latrines and water facilities to improve sanitation and reduce the risk of disease including the provision of clean drinking water.

4. Community Development Centres & Housing Co-operatives:

These centers provide modern facilities aimed at improving education, skills, and community engagement.

5. Upgrading Knowledge:

Programs focus on providing educational opportunities to improve literacy and skills within the community.

Specialized Services:

To ensure the sustainability and quality of its services, the PHDT has expanded its operations in specialized sectors:

- **ISO Accreditation:**

The organization is accredited by the Sri Lanka Standards Institution (SLSI) for promoting quality improvements in the plantation sector through adherence to **ISO Quality Standards.**

- **Construction Services:**

PHDT is a registered as **Grade C-6 Contractor** with ICTAD, enabling it to carry out quality construction projects in the plantation sector.

- **Child Development & Education:**

The organization is recognized by the **Ministry of Women's Affairs & Child Care Development** to conduct **National Diploma Courses** in Child Development and Preschool Education, thus contributing to the professional development of workers in the sector.



SUSTAINABILITY

- **Training for Chartered Accountancy:**

PHDT is an approved training provider for intermediate students seeking to gain knowledge for examinations conducted by the **Institute of Chartered Accountants of Sri Lanka**.

- **Training on IT Literacy:**

We have established two IT state of the art training centers to provided IT literacy for the plantation children.

- **Water Testing:**

PHDT established its own water testing laboratory to carry our water sampling testing to ensure continuance of provision of clean water to the community.

Impact:

The PHDT has played a significant role in improving the living standards of plantation workers by addressing their basic needs and providing opportunities for education and training. Any income generated through these activities is reinvested back into the community development programs, ensuring a continued positive impact on the plantation community.

Through these initiatives, the PHDT has become a crucial entity in uplifting the socio-economic conditions of one of Sri Lanka's most marginalized communities.



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 regularly engage and consults with stakeholders and other interested parties on environmental and social issues, especially those concerning the plantations work force.

During the year 2024 some of the Company's key community projects are highlighted below.

Training of Planter Trainees

The PHDT has extended their support to provide resource for many different Training programmes for the Plantation Management conducted by the National Institute of Plantation Management (NIPM) for a considerable period of time.

Directors and Senior Staff Members from the PHDT Head Office and Regional Offices has conducted lectures and made presentations on topics relevant to these programmes given the opportunity to get first-hand knowledge an estate and operations of the EWHCS as well. Areas of resources provided are Health, Community Mobilisation, Project funding and finances.

Grants for University Entrants

Ten Students from the plantations who gained best results to enter universities were provided with a startup grant in the year 2024 in collaboration with Serendib Flour Mills (Pvt) Limited. Students from the plantation community were selected in as per the order of merit based on the Z score.

This provided financial support to these students who would have otherwise struggle to afford the costs associated with attending university, such as initial tuition, books, and living expenses.



Miss. Vishmi Dulakshana Jayasinghe
(Galle Region)
University of Kelaniya
Faculty of Medicine

Pallegoda Estate
Namunukula Plantations PLC



Mr. Mahallage Malindu Pehesara
(Kegalle Region)
University of Kelaniya
Faculty of Management

Dewalakande Estate
Kelani Valley Plantations PLC



Mr. Landage Prabodya
(Galle Region)
University of Colombo
Faculty of Law

Deniyaya Estate
Talawakelle Tea Estates PLC



Miss. Vigneshwaran Lushanthini
(Hatton Region)
University of Jaffna
Faculty of Music

Mount Vernon Estate
Kotagala Plantations PLC



CORPORATE SOCIAL RESPONSIBILITY



Mr. L. B. Madusanka Saranasinghe
(Rathnapura Region)
University of Moratuwa
Faculty of Engineering

Rasagalla Estate
Balangoda Plantations PLC



Mr. T. Jeevapriyan
(Hatton Region)
South Eastern University
Faculty of Engineering

Kirkoswald Estate
Madulsima Plantations PLC



Mr. Nadaraj Dhanis Kumar
(Badulla Region)
University of Peradeniya
Faculty of Engineering

Gonamotava Estate
Agarapathana Plantations PLC



Miss. Krishnamoorthi Dhushanthi
(Nuwara Eliya Region)
Eastern University
Faculty of Arts

Sheen Estate
Elpitiya Plantations PLC



Miss. Shanmuganadhan Keerthana
(Badulla Region)
Rajarata University
Faculty of Medicine-Biological Science

Wewassa Estate
Balangoda Plantations PLC



Miss. Murugaiah Yalini
(Nuwara Eliya Region)
Eastern University
Faculty of Commerce

Agarakande Estate
Hatton Plantations PLC

Environmental Protection

Plantations, have long been a significant part of global agriculture and industrial production. However, their environmental impacts have raised increasing concerns, as they can lead to deforestation, soil degradation, water pollution, loss of biodiversity, and climate change. As we continue to face ecological challenges, sustainable practices in the plantations management have become crucial for minimizing negative environmental impacts.

PHDT is exploring avenues to help the community with awareness on:

- Deforestation and Land Use Changes
- Soil Degradation and Erosion
- Water Management and Pollution
- Carbon Emissions and Climate Change
- Biodiversity Conservation
- Sustainable Plantation Practices such as Certification programs, Agroforestry, Reduced pesticide and fertilizer use and Reforestation and habitat restoration programs to mitigate the impact of plantation activities on surrounding ecosystems.



CORPORATE SOCIAL RESPONSIBILITY

As part of our ongoing commitment to environmental protection, we have entered into a Memorandum of Understanding (MoU) with the Rainforest Alliance. This collaboration aims to provide training for plantation workers at both the worker and management levels, while also focusing on the creation of micro watersheds with selected Regional Plantation Companies (RPCs).

The objectives of this collaboration are:

- 1. Identify, design, and implement sustainable micro watershed projects** within selected landscapes of Rainforest Alliance (RA) in Sri Lanka.
- 2. Raise awareness and educate stakeholders** on the importance of groundwater conservation, fostering mutual benefits for both the RPCs and the surrounding environment.
- 3. Building capacities** of the officers of PHDT to bring micro watershed education and awareness within the plantations through “Training of Trainer” approach.

By working together, we hope to build a more sustainable future for both the plantation industry and while establishing and protecting watersheds is crucial for maintaining healthy ecosystems and communities. Training of staff and community members will empower them to be stewards of their natural resources.

Total investment on the project was Rs: 4.9Mn for five micro watersheds in Hatton and Nuwara Eliya Regions covering 4.382 Hectares of seven estates.





ADMINISTRATION & 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 organisation, and make them express their views and share their ideas to bring about improvements in the organisation towards the achievement of the common goals described in our Vision and Mission statements.

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

Human Resource Procedure

The Director Finance and Administration is assisted by the Manager Administration and Human Resources to take the responsibility for implementing the Human Resource Development and Administration Procedures including the following, under the Director General's guidance. Overall direction and supervision of the Administration Function of the organisation is done by Director General and Officials of the Admin/HRD division.

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 organisation 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 store's procedure.
- Maintenance and good house-keeping of the office premises.
- Ensuring proper management of Office Equipment and Furniture.
- Ensure proper security for the assets of the

organisation.

- 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.

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

- Indoor and outdoor medical insurance and personal accident insurance scheme
- Death benefit welfare scheme
- Distress loans and emergency loans scheme
- Staff welfare shop
- Sports and recreational activities
- Annual Celebrations and commemorations.

Development of skills and competency of employees

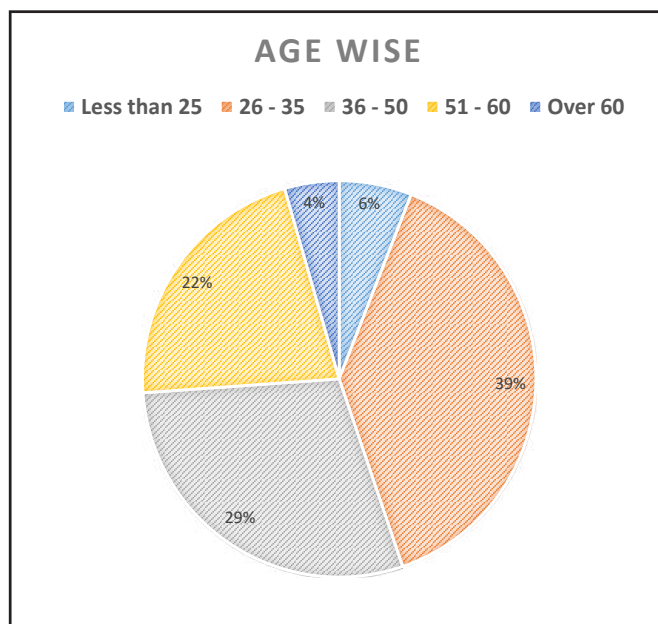
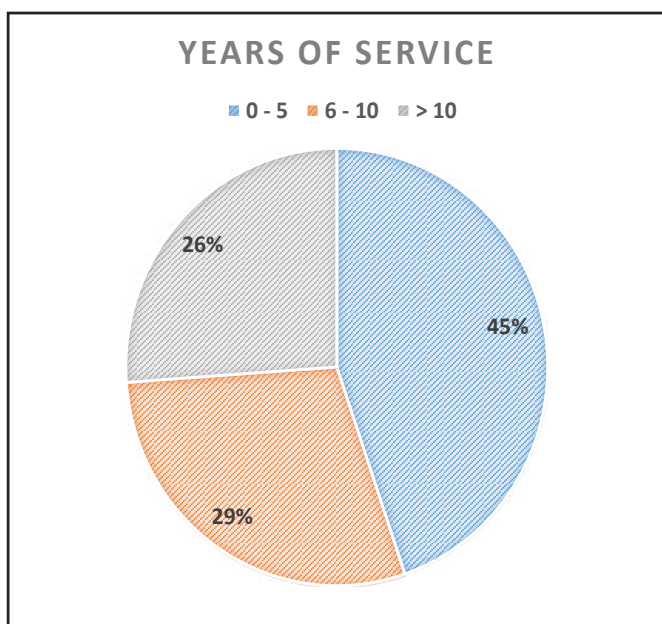
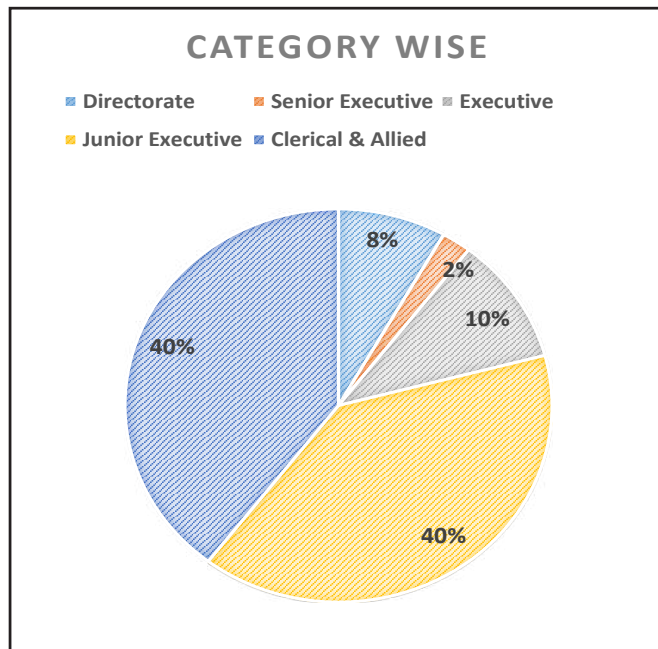
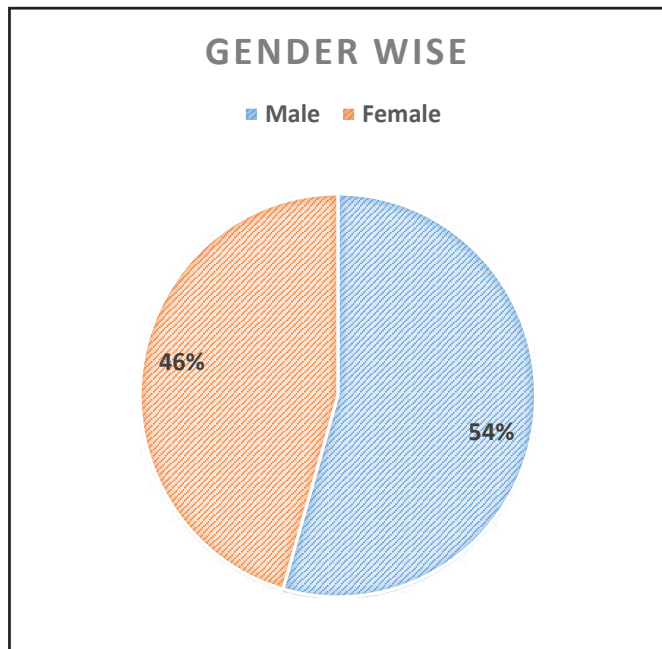
All employees were provided the opportunity to participate for both in-house and out-door training programmes, workshops etc. in addition to the orientation and awareness programmes for new recruits,

PHDT conducted training programmes/workshops for all staff in the Head Office and Regions to develop positive attitudes and self-motivation.



ADMINISTRATION & HUMAN RESOURCES

Employee statistics





INFORMATION AND COMMUNICATION TECHNOLOGY (ICT) DEVELOPMENT - 2024

In 2024, the Plantation Human Development Trust (PHDT) undertook significant advancements in Information and Communication Technology (ICT) to enhance operational efficiency and service delivery. The key developments include the launch of a new website, the introduction of a biometric attendance system, the initiation of the Integrated Health and Project Operations Platform (IHPOP) system, major hardware upgrades, and enhancements to IT training facilities in Hatton and Nuwara Eliya Regional offices.

NEW WEBSITE LAUNCH (www.phdt.org)

As part of PHDT's digital transformation, a newly designed website was launched to provide improved accessibility and user experience. The website features enhanced interface, mobile responsiveness, and updated content, ensuring seamless communication with stakeholders. This initiative aims to improve transparency, facilitate information dissemination, and support plantation stakeholders with easy access to relevant resources and updates.



INTRODUCTION OF FINGERPRINT ATTENDANCE SYSTEM

To streamline attendance tracking and enhance workforce management, a fingerprint-based biometric attendance system was introduced. This system replaces traditional attendance methods, reducing errors and improving accuracy in workforce monitoring across Headoffice and Regional offices. The implementation of this technology has resulted in better attendance discipline, efficient payroll processing, and improved overall accountability.

IT TRAINING CENTERS IN HATTON AND NUWARA ELIYA

Recognizing the importance of continuous ICT education and skill development, PHDT further strengthened its IT training facilities in Hatton and Nuwara Eliya regional offices. The centers have been equipped with upgraded computers, internet facilities, and modern software to support digital literacy training. These training programs have benefited both PHDT staff and plantation community members, enhancing their IT proficiency and employability in the digital economy. Throughout the year, these centers hosted a total of 36 students.





INFORMATION AND COMMUNICATION TECHNOLOGY (ICT) DEVELOPMENT - 2024

INITIATION OF IHPOP SYSTEM DEVELOPMENT

In 2024, PHDT commenced the development of the Integrated Health and Project Operations Platform (IHPOP) system. This system is designed to integrate and manage plantation health services, project operations, and reporting mechanisms efficiently. The IHPOP system will enable better coordination between PHDT regional offices and RPC Estates, improving data accuracy, decision-making, and service delivery. The project is currently in its development phase, with planned rollouts in the upcoming years.

Key Benefits to the RPC's...



HARDWARE UPGRADES AT HEAD OFFICE AND REGIONAL OFFICES

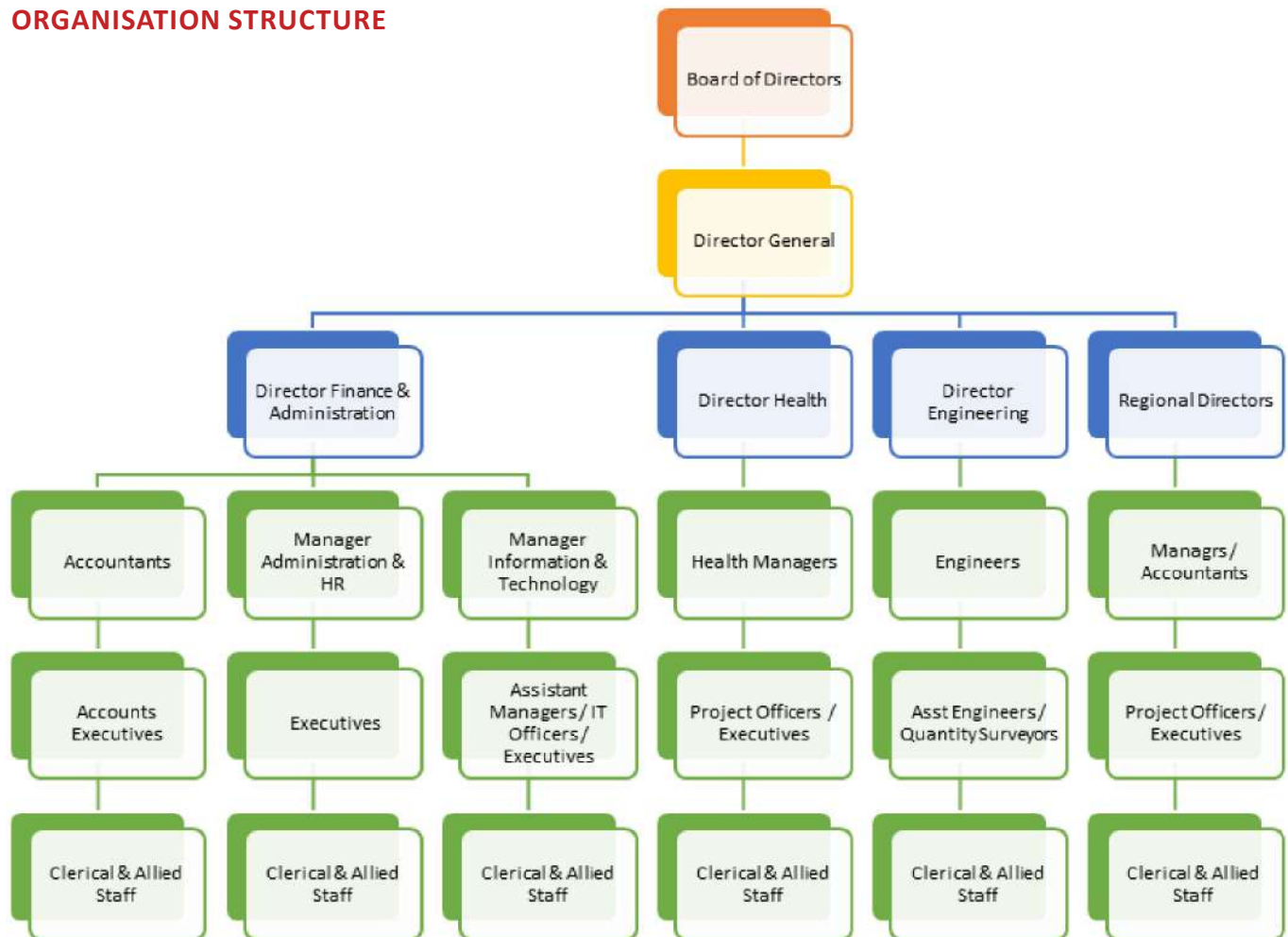
To support ICT advancements and improve operational efficiency, PHDT invested in upgrading hardware across its head office and regional offices. The initiative included the procurement of new laptops, desktop computers, portable sound systems and network infrastructure enhancements. These upgrades have significantly improved system performance, user productivity, and the overall digital infrastructure, ensuring a more robust and secure ICT environment for employees.

The ICT development implemented in 2024 reflect PHDT's commitment to leveraging technology for improved efficiency, transparency, and service delivery. Moving forward, PHDT aims to continue investing in digital transformation initiatives to further enhance operations and support plantation communities effectively. Future plans include further advancements in digital infrastructure, expansion of the IHPOP system, and continuous enhancement of training facilities to foster digital empowerment across the plantation sector.



CORPORATE GOVERNANCE

ORGANISATION STRUCTURE



Plantation Human Development Trust, referred to throughout this report as PHDT, is registered as a company limited by guarantee under the Companies Act No 7 of 2007.

PHDT’s approach to Corporate Governance seen as building a solid foundation for creating value rather than as a mere compliance exercise. It’s mindful application of the principles to drive sustainable growth, acknowledging that an Organisation doesn’t operate in a vacuum, but is an integral part of the community and therefore has accountability towards current and future stakeholders.

There is an increasing focus on the Board’s role to ensure that the Organisation is responsible corporate citizens, accountable for their impact on society and the environment in addition to the traditional focus on financial performance. We adopt a “triple bottom line” approach to Corporate Governance to comply with other stakeholder

concerns on environmental, social and governance aspects.

BOARD COMPOSITION

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. 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.



CORPORATE GOVERNANCE

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. In 2024 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 27th September 2024.

The Committee comprised three Board Directors, Mr. S K L Obeyesekere, Mr. K G Punchihewa and Mr. J.A. Rodrigo. The Committee together with the Director General reviewed the cadre requirements, evaluated the staff performances and also, recommended the remuneration packages for year 2025 based on industry levels and also, keep the optimum staff strength in order to fulfil the organization requirements.

A minimum of twelve meetings are planned throughout the calendar year to consider, the strategy of the 2024 Company and discuss strategic, transactional and governance matters that arise. Meetings of the Board are 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.

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.

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.



CORPORATE GOVERNANCE

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 2024 have been prepared based on the Going Concern Concept.

APPLICATIONS FOR SLFRS FOR SME

The Financial Statements for the year ended 31 December 2024 has been prepared under the standards of SLFRS.

AUDITORS REPORT

The Auditors Report on the Financial Statements for the year ended 31 December 2024 is given on Page 78.

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

The 31st Annual General Meeting was held on 28th March 2024 in complying with the statutory requirement.

ENVIRONMENTAL PROTECTION

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

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



RISK MANAGEMENT

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.

1. Operational Risk

Mitigation Actions:

- Regular monthly meetings of the Board of Directors to review progress and address urgent operational matters.
- Empowerment of Regional Offices to handle issues at the regional level for quick action.
- Achievement and maintenance of ISO 9001:2008 Quality Management System to minimize operational risks.
- Implementation of a Project Management Information System (PMIS) to monitor project implementation in real-time with advanced statistical methods.
- A contractor screening process to ensure suitable contractors are chosen for infrastructure projects, reducing the risk of project abandonment.

2. Financial Risk

Mitigation Actions:

- Adherence to accepted accounting principles for accurate financial reporting.
- Cash flow and forecasts are monitored weekly, with variances analyzed and corrective actions taken.
- Financial statements are recognized by the Institute of Chartered Accountants of Sri Lanka, ensuring credibility and transparency.

3. Human Risk

Mitigation Actions:

- Contractual employment with renewable terms, ensuring job security for employees.
- Implementation of an effective Human Resource policy, covering recruitment through to resignation.
- Employees are provided with clear work plans and performance objectives, which are measured by Key Performance Indicators (KPIs).
- Regular review of staffing needs and provision of opportunities for professional development to reduce turnover and improve employee retention.
- A clear grievance procedure is in place for employee concerns.

4. Communication Risk

Mitigation Actions:

- Delegation of authority to Regional Offices to handle issues locally and ensure meaningful contributions to the community.
- Professionals from the Head Office regularly visit and communicate with relevant authorities to address higher-level issues.
- Monthly regional reviews to minimize communication gaps between the Head Office and Regional Offices.
- IT systems are regularly updated to ensure smooth communication and accurate data sharing.

5. Information Technology (IT) Risk

Mitigation Actions:

- Implementation of an IT policy to maintain confidentiality and integrity of data.
- Regular system backups, virus protection, and monitoring of networks and databases to prevent data loss or corruption.
- Service level agreements with system providers are signed and maintained to ensure system reliability.

6. Risk of Changes in Perception

Mitigation Actions:

- Active efforts to improve stakeholders' perception by continuously enhancing welfare services for the plantation community, especially in infrastructure and technology upgrades.
- Longstanding focus on providing services through different funding sources to meet the basic infrastructure needs of the community.

By identifying and addressing these risk factors in a proactive manner, the PHDT is working to safeguard its operations, improve community welfare, and ensure its long-term sustainability. These measures reflect a strong commitment to risk management and continuous improvement across various areas of operation.



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 2024.

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 2024 and Future Developments

A review of the Company’s performance during the year with comments on financial results for the year ended 31st December 2024 and future developments is contained in the Director General’s Review. These reports, together with the Financial Statements reflect the State of Affairs of the Company.

Financial Statements

Section 168 (b) of the Companies Act require that the Annual Report of the Directors include Financial Statements of the Company completed and signed in accordance with Section 151 of the Act.

The requisite Financial Statements of the Company are given on pages 80 to 104 of the Annual Report.

Auditor’s Report

The Auditor’s Report on the Financial Statements is given on page 78 to 79 of the Annual Report.

Accounting Policies

Accounting policies adopted in preparation of financial Statements are given on pages 84 to 91 of the Annual Report. There were no material changes in the Accounting Policies adopted.

Interest Register

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

Donations

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

Director’s Interest in Contracts

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

Directors Remuneration and other benefits

Directors remuneration in respect of the Company for the financial year ended 31st December 2024 is given in note 21 to the Financial Statements.

Mr. Baduarabe Kankanamge Prabath
Chandrakeerthi
Mr. Shanthi Kumar Lalith Obeyesekere
Mr. Bathiya Bulumulla
Mr. Sinnathamby Petchimuthu Vijekumaran
Mr. Kamal Gardiye Punchihewa
Mr. Johann Arjuna Rodrigo
Mr. Shanaka Duminda Samaradiwakara
Ms. Pathira Arachchillage Nilusha Abeysekera
Dr (Mrs) Nanayakkara Kuruppuge Chinthra
Gunarathna
Mr. Ramasamy Logadas



REPORT OF THE BOARD OF DIRECTORS ON THE AFFAIRS OF THE COMPANY

Mr. P. Sivarajah ceased to be a Director of the Company with effect from 28th March 2024.

Dr. (Mrs.) N.K.C. Gunarathna was appointed to the Board with effect from 26th April 2024 in place of Dr. (Mrs.) Saseela Subaskaran.

Mr. W.W.K. Withanage was appointed to the Board with effect from 26th April 2024 in place of Mr. W.A. Leelanath Wickrama Arachchi.

Mr. B.S. Arullsamby, Chairman and Director resigned from the Board with effect from 30th September 2024.

Mr. B.K.P. Chandrakeerthi was appointed to the Board as Director and Chairman with effect from 29th December 2024 in place of Mr. W.W.K. Withanage.

The Board wishes to place on record the Company's sincere appreciation to Mr. P. Sivarajah, Dr. (Mrs.) Saseela Subaskaran, Mr. W.A. Leelanath Wickrama Arachchi and Mr. B.S. Arullsamby for their valuable contribution extended to the Company during their tenure on the Board.

A resolution for the re-appointment of Mr. Ramasamy Logadas, Nominee of the Ceylon Workers Congress, who is 73 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. Ramasamy Logadas's re-appointment is recommended by the Directors.

A resolution for the re-appointment of Mr. Shanthi Kumar Lalith Obeyesekere, who is 70 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. Shanthi Kumar Lalith Obeyesekere's re-appointment is recommended by the Directors.

Retirement of Directors

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

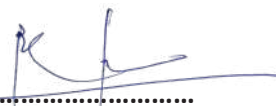
Auditors

The Financial Statements for the year ended 31st December 2024 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 2,336,683 /- (2023 – Rs.2,220,785/96) as audit fees by the Company.

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

By order of the Board of
Plantation Human Development Trust


.....
Director

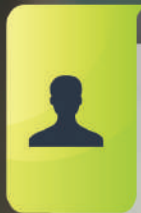

.....
Director



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

Dated on this 28th day of February 2025

MILESTONES



Company Registration

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

1992



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

1993



- 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.

1996



- Development of Creches - "Ideal Creches" Programme.

1997



- 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.

1998



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

1999



MILESTONES



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

2000



• **New Office**

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

2001



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

2002



- Launching of Vanisa Savings scheme.

2003



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

2004



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

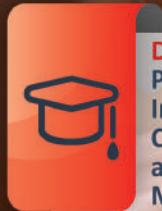
2005

MILESTONES



Introducing "Southern Cup" Cricket Tournament to Plantations

2006



Diploma Registration

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

- Construction of 320 units of Field Rest Rooms; 35 units of Factory Rest Rooms, upgrading of 284 units of staff quarters, minor upgrading of 124 tea factories under the Plantation Development Programme of Ministry of Plantations Industries (with the assistance of ADB/JBIC)

2008



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

2010



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

2011

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

2007

ISO Facilitator

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

2009

MILESTONES



- ISO Certification
PHDT was awarded the ISO 9001:2008 Quality Management System Certification by the Sri Lanka Standard Institution, who is the accredited body in Sri Lanka for the International Standards Organisation.
- Establishing of Steering Committee on plantation health.

2012



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

2013



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

2015



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

2016



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

2017



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

2018

MILESTONES





STAKEHOLDER COMPOSITION

GOVERNMENT MINISTRIES

- Ministry of Plantation and Community Infrastructure
- Ministry of Finance
- Ministry of Health

STATE OWNED ORGANIZATIONS

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

REGIONAL PLANTATION COMPANIES

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

DONORS

PLANTATION COMMUNITY

TRADE UNIONS

PRIVATE MEMBERS

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



AWARDS FOR EXCELLENCE

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



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

FINANCIAL REPORTS





FINANCIAL CALENDAR

INTERIM REPORTS

1 st Quarter ending	31.03.2024	26.04.2024
2 nd Quarter ending	30.06.2024	26.07.2024
3 rd Quarter ending	30.09.2024	29.11.2024
Annual Accounts Year Ended	31.12.2024	28.02.2025

MEETINGS

32 nd Annual General Meeting	28 th March 2025
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INDEPENDENT AUDITOR'S REPORT



Shape the future
with confidence

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 2024, and the statement of comprehensive income, statement of changes in reserves and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Company as at 31 December 2024, and of its financial performance and cash flows for the year then ended in accordance with Sri Lanka Accounting Standards for Small and Medium -sized Entities (SLFRS for SMEs).

Basis for opinion

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

Other Information included in the 2024 Annual Report

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

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

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

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

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

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

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



INDEPENDENT AUDITOR'S REPORT

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.

28th February 2025
Colombo



STATEMENT OF FINANCIAL POSITION

Year ended 31st December 2024

	Notes	As at 31.12.2024 Rs.	As at 31.12.2023 Rs.
ASSETS			
Non-Current Assets			
Property, Plant and Equipment	3	54,424,753	52,864,859
Levy and Other Receivables	4	-	335,460
		54,424,753	53,200,319
Current Assets			
Levy and Other Receivables	4	361,541,085	457,309,907
Income Tax Recoverable		3,630,768	3,630,768
Investments	5	2,047,828	1,881,477
Cash and Cash Equivalents	11	135,200,049	121,781,913
		502,419,730	584,604,065
Total Assets		556,844,483	637,804,384
RESERVES AND LIABILITIES			
Reserves			
Project Reserves		4,469,274	4,469,274
General Reserves		1,615,251	1,615,251
Accumulated Fund		52,461,610	3,287,293
Revolving Funds	12	46,903,434	46,237,903
Total Reserves		105,449,569	55,609,721
Non-Current Liabilities and Deferred Income			
Retirement Benefit Liability	7	29,521,847	28,747,787
Deferred Grants and Recoveries	8	45,674,988	49,917,749
		75,196,835	78,665,536
Current Liabilities			
Other Projects	9	30,077,970	31,764,051
Interest Bearing Loans and Borrowings	6	-	2,369,933
Trade and Other Payables	10	346,120,113	469,395,143
		376,198,084	503,529,127
Total Reserves and Liabilities		556,844,483	637,804,384

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 84 through 99 form an integral part of the Financial Statements.

28th February 2024

Colombo



STATEMENT OF COMPREHENSIVE INCOME

Year ended 31st December 2024

	Notes	Period ended 31.12.2024 Rs.	Period ended 31.12.2023 Rs.
Income for Recurrent Expenses	13	170,461,554	143,175,477
Total Recurrent Expenses	Statement- I	(155,550,803)	(149,563,662)
(Deficit)/Excess from Activities		14,910,751	(6,388,186)
Other Income and Gains	14	24,768,815	10,525,126
Other Expenses	Statement- II	6,289,016	19,579,850
Project Administrative Income	15	42,804,487	57,450,575
Project Administrative Expenditure	Statement III	(43,023,840)	(44,709,964)
Finance Cost	16.1	(57,983)	(290,118)
Finance Income	16.2	3,483,071	2,686,161
Surplus/(Deficit) Before Tax		49,174,316	38,853,443
Income Tax Expense	18	-	-
Surplus/(Deficit) for the Year		49,174,316	38,853,443

The Accounting Policies and Notes on page 84 through 99 from an integral part of Financial Statements.



STATEMENT OF CHANGES IN RESERVES

Year ended 31st December 2024

	Project Reserves	General Reserves Rs.	Accumulated Fund Rs.	Revolving Fund Rs.	Total Rs.
As at 01 January 2023	4,469,274	1,615,251	(35,566,150)	45,501,291	16,019,666
Loan Recovered	-	-	-	736,612	736,612
Surplus/(Deficit) for the Year	-	-	38,853,443	-	38,853,443
As at 31 December 2023	4,469,274	1,615,251	3,287,293	46,237,903	55,609,721
Loan Recovered	-	-	-	665,531	665,531
Surplus/(Deficit) for the Year	-	-	49,174,316	-	49,174,316
As at 31 December 2024	4,469,274	1,615,251	52,461,610	46,903,434	105,449,568

The Accounting Policies and Notes on page 84 through 99 from an integral part of Financial Statements.



STATEMENT OF CASH FLOWS

Year ended 31st December 2024

	Note	2024 Rs.	2023 Rs.
Cash Flows From / (Used in) Operating Activities			
Surplus/(Deficit) Before Tax		49,174,316	38,853,443
Adjustments for,			
Depreciation	3	12,459,017	13,061,203
Loss/(Profit) on Disposal of Property, Plant and Equipment	13	(12,550,000)	-
Finance Costs	16.1	57,983	290,118
Finance Income	16.2	(3,483,071)	(2,686,161)
Provision for Bad and Doubtful Receivables		(22,324,849)	(35,867,369)
Amortization of Lease Rental		536,735	536,735
Amortization	14	(4,242,760)	(3,593,127)
Long Outstanding Debtor Write-off		3,040,081	2,689,582
Payable Write Back	14	(288,280)	(3,019,427)
Provision for Defined Benefit Plans	7	5,701,985	4,631,661
Operating Income before Working Capital Changes		28,081,158	14,896,658
(Increase) / Decrease in Trade and Other Receivables		96,097,346	88,373,011
Increase / (Decrease) in Trade and Other Payables		(102,636,265)	(21,298,748)
Increase / (Decrease) in Deferred Grant	8	(3,281,598)	(458,419)
Cash Generated from Operations		18,260,641	81,512,503
Defined Benefit Plan Costs Paid	7	(4,927,925)	(7,328,545)
Finance Costs Paid	15.1	(57,983)	(290,118)
Net Cash from/(Used in) Operating Activities		13,274,732	73,893,840
Cash Flows From / (Used in) Investing Activities			
Acquisition of Property, Plant and Equipment		(14,018,913)	(17,502,192)
(Investments)/Withdrawal in Investments	5	(166,351)	(207,242)
Proceeds/from Disposal of Property, Plant and Equipment		12,550,000	-
Finance Income	15.2	3,483,071	2,545,529
Net Cash Flows From / (Used in) Investing Activities		1,847,808	(15,163,905)
Cash Flows From / (Used in) Financing Activities			
Payments under Finance Lease Liabilities	6.1	(2,369,933)	(3,821,394)
Receipts from Revolving Funds	12	665,531	736,612
Net Cash Flows (Used in) Financing Activities		(1,704,402)	(3,084,782)
		13,418,138	55,645,155
Cash and Cash Equivalents at the Beginning of the Year	11	121,781,913	66,136,758
Cash and Cash Equivalents at the End of the Year	11	135,200,049	121,781,913

The Accounting Policies and Notes on page 84 through 99 from an integral part of Financial Statements.



NOTES TO THE FINANCIAL STATEMENTS

1. CORPORATE INFORMATION

1.1 General

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

1.2 Principal Activities and Nature of Operations

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

1.3 Parent Undertaking

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

1.4 Date of Authorization for Issue

The Financial Statements of Plantation Human Development Trust for the year ended 31 December 2024, covering the period 01 January 2024 to 31 December 2024, were authorized for issue in accordance with a resolution of the Board of Directors on 28 February 2025.



NOTES TO THE FINANCIAL STATEMENTS

2. GENERAL POLICIES

2.1 Basis of Preparation

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

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

2.1.1 Statement of Compliance

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

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

2.1.2 Comparative Information

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

2.1.3 Significant Accounting Judgments, Estimates and Assumptions

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

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 2.2.4 to these Financial Statements.

Impairment

The impairment of Property Plant and Equipment is disclosed in Note 2.2.4 to these Financial Statements.

Taxes

Refer Note 2.2.9 to these Financial Statements.

2.1.4 Going Concern

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

2.2 SIGNIFICANT ACCOUNTING POLICIES

2.2.1 Revenue Recognition

a) Levy Income and Project Management Fees

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

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

b) Interest Income

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



NOTES TO THE FINANCIAL STATEMENTS

c) Other Income

Other income is recognised on an accrual basis.

Net gains and losses of a revenue nature on the disposal of property, Plant and Equipment have been accounted for in the statement of comprehensive income, 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 Comprehensive Income over the useful life of the asset.

2.2.3 Expenditure Recognition

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

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

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 de-preciation 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.



NOTES TO THE FINANCIAL STATEMENTS

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 de-recognized.

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

Derecognition

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

Impairment of Non-Financial Assets

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



NOTES TO THE FINANCIAL STATEMENTS

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 Comprehensive Income.

2.2.5 Financial Assets

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

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

a) Cash and Cash Equivalents

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

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

b) Levy and Other Receivables

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

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

c)

Investments

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



NOTES TO THE FINANCIAL STATEMENTS

2.2.6 Financial Liabilities

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

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

a) Finance Leases

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

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

2.2.7 Employee Benefits

a) Defined Benefit Plan – Gratuity

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

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

The gratuity liability is not externally funded.

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

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



NOTES TO THE FINANCIAL STATEMENTS

2.2.8 Provisions

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

2.2.9 Taxation

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

a) Current Taxes

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

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

b) Indirect Taxes

Plantation Human Development is gazetted under the Gazette No-2412/08 of the Domestic Socialist Republic of Sri Lanka (Government Notification) published on 25 November 2024. The Management believes that the Company is a government institution and the inflows received is considered as donations. Therefore, the Company doesn't carry out a business activity as such the inflows are not liable for indirect taxes.

c) Deferred Taxation

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



NOTES TO THE FINANCIAL STATEMENTS

Year ended 31st December 2024

3. PROPERTY, PLANT AND EQUIPMENT				
	Balance			Balance
3.1 Gross Carrying Amounts	as at	Additions	Disposals/Transfers	as at
	01.01.2024			31.12.2024
At Cost	Rs.	Rs.	Rs.	Rs.
Land & Building	86,578,668	4,588,312	-	91,166,979
Computer and Peripherals	46,913,189	6,479,600	-	53,392,789
Electrical and Electronic Equipment	20,308,428	2,936,011	-	23,244,438
Other Office Equipment	4,639,506	14,990	-	4,654,496
Wooden Furniture	6,751,539	-	-	6,751,539
Steel Furniture	3,907,957	-	-	3,907,957
Office Fittings	515,311	-	-	515,311
Motor Vehicles	142,844,918	-	(5,410,863)	137,434,055
Total Gross Carrying Amount	312,459,514	14,018,913	(5,410,863)	321,067,564
3.2 Depreciation				
	Balance	Charge for	Disposals	Balance
	as at	the Year/ Quarter		as at
At Cost	01.01.2024			31.12.2024
	Rs.	Rs.	Rs.	Rs.
Building	58,975,853	2,791,291	-	61,767,144
Computer and Peripherals	43,488,712	2,137,370	-	45,626,082
Electrical and Electronic Equipment	14,237,108	1,417,866	-	15,654,974
Other Office Equipment	4,055,520	145,614	-	4,201,134
Wooden Furniture	5,442,555	183,007	-	5,625,562
Steel Furniture	3,471,755	75,720	-	3,547,475
Office Fittings	484,112	14,400	-	498,512
Motor Vehicles	129,439,041	5,693,749	(5,410,863)	129,721,928
Total Depreciation	259,594,655	12,459,017	(5,410,863)	266,642,811
3.3 Net Book Values				
At Cost		31.12.2024	31.12.2023	
		Rs.	Rs.	
Land & Building		29,399,835	27,602,815	
Computer and Peripherals		7,766,707	3,424,477	
Electrical and Electronic Equipment		7,589,464	6,071,320	
Other Office Equipment		453,362	583,986	
Wooden Furniture		1,125,977	1,308,984	
Steel Furniture		360,482	436,202	
Office Fittings		16,800	31,200	
Motor Vehicles		7,712,127	11,103,127	
		54,424,753	50,562,109	
Assets on Finance Lease				
Motor Vehicles		-	2,302,750	
		-	2,302,750	
Total Carrying Amount of Property, Plant and Equipment		54,424,753	52,864,859	

3.4 During the financial year, the Company acquired Property, Plant and Equipment to the aggregate value of Rs.14,018,823/- (2023 -Rs 20,636,900./-) Cash payments amounting to Rs 14,018,823/- (2023 - Rs.20,636,900./-) were made during the year for purchase of Property, Plant and Equipment.



NOTES TO THE FINANCIAL STATEMENTS

Year ended 31st December 2024

4. LEVY AND OTHER RECEIVABLES

	2024 Amount Receivable Within 1 Year Rs.	2024 Amount Receivable After 1 Year Rs.	2024 Total As at 31.12.2024 Rs.	2023 Amount Receivable Within 1 Year Rs.	2023 Amount Receivable After 1 Year Rs.	2023 Total As at 31.12.2023 Rs.
Levy Receivables	258,267,893	-	258,267,893	280,465,820	-	280,465,820
Less: Allowances for Doubtful Debts	(227,967,286)	-	(227,967,286)	(250,292,135)	-	(250,292,135)
	30,300,607	-	30,300,607	30,173,685	-	30,173,685
Project Receivables	323,404,429	-	323,404,429	417,542,424	-	417,542,424
Other Receivables	6,971,194	-	6,971,194	8,632,082	-	8,632,082
Advances and Prepayments	864,856	-	864,856	961,715	335,460	1,297,175
	361,541,085	-	361,541,085	457,309,907	335,460	457,645,367

5. INVESTMENTS

	31.12.2024 Rs.	31.12.2023 Rs.
Fixed Deposits	2,047,827	1,881,477
	2,047,828	1,881,477



NOTES TO THE FINANCIAL STATEMENTS

Year ended 31st December 2024

6. INTEREST BEARING LOANS AND BORROWINGS

	2024 Amount Repayable Within 1 Year	2024 Amount Repayable After 1 Year	2024 Total As at 31.12.2024	2023 Amount Repayable Within 1 Year	2023 Amount Repayable After 1 Year	2023 Total As at 31.12.2023
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Finance Leases (Note 6.1)	-	-	-	2,369,933	-	2,369,933
Bank Overdraft (Note10.1)	-	-	-	2,369,933	-	2,369,933
				2,369,933		2,369,933

6.1 Finance Leases

	As at 01.01.2024	New Leases Obtained	Repayments	As at 31.12.2024	Current as at 31.12.2024	Non-Current as at 31.12.2024
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Gross liability	2,398,386	-	(2,398,386)	-	-	-
Finance Charges allocated to future periods	(28,453)	-	28,453	-	-	-
	2,369,933		(2,369,933)			

7. RETIREMENT BENEFIT LIABILITY

	31.12.2024	31.12.2023
Retirement Benefits Obligation - Gratuity	Rs.	Rs.
Balance as at 01 January 2024	28,747,787	31,899,310
Provision for the year	5,701,985	4,631,661
Transferred to Current Liability	-	(454,640)
Payments made During the year	(4,927,925)	(7,328,545)
Balance as at 31st December 2024	29,521,847	28,747,787



NOTES TO THE FINANCIAL STATEMENTS

Year ended 31st December 2024

8 DEFERRED GRANTS AND RECOVERIS

8.1. Foreign and Local

As Property, Plant and Equipment At Cost	Balance as at 01.01.2024 Rs.	Additions During the Year/Period Rs.	Adjustments During the Year Rs.	Balance as at 31.12.2024 Rs.
Plantation Development Support Programme (PDSP)	21,813,403	-		21,813,402
United Nations Populations Fund (UNFPA)	284,990	-		284,990
Social Republic of Sri Lanka Initial Project	1,414,408	-	(36,363)	1,378,045
Programme Support Group / Technical Assistant Team	312,665	-		312,665
United Nation International Children`s Emergency Fund (UNICEF)	1,486,981	-	(707,900)	779,081
Social Welfare Programme - II - Housing	7,872,486	-		7,872,487
Asian Development Bank	30,950	-		30,950
Investment and Restructuring Fund	163,474	-		163,474
HIV /AIDS Project	66,584,339	-		66,584,339
International Labour Organization Project Institutional and Housing Support	85,675	-		85,675
Ministry of Youth Empowerment and Socio Economic Development.	134,050	-		134,050
Care International	15,829,780	-	(216,900)	15,612,879
Bernet Institute - Fixed Assets Grant	304,040	-		304,040
Save the Children International	574,550	-	-	574,550
Early Child Development (ECDP)	125,750	-	-	125,750
Water Supply & Sanitation Improvement Project (WASSIP)	1,035,478	-	-	1,035,478
Health- Intelligent Sensor Soap Dispenser	26,989,163	-		26,989,163
EWHC Federation Project	1,192,265	-	-	1,192,265
Sarvodaya Grant	16,500	-	-	16,500
Gross Carrying value	5,543,285	-	-	5,543,285
	181,560	-	-	181,560
	151,975,790		(961,163)	151,014,627
Less : Accumulated Depreciation	(121,386,130)	(4,242,760)	961,163	(124,667,728)
Net Carrying value	30,589,660	(4,242,760)	-	26,346,899



NOTES TO THE FINANCIAL STATEMENTS

Year ended 31st December 2024

8.2. RECOVERIES	Balance as at 01.01.2024	Loan Recovered	Settlements	Balance as at 31.12.2024
	Rs.	Rs.	Rs.	Rs.
Estate Infrastructure Development Programme	19,288,289	-	-	19,288,289
National Housing Development Authority	39,800	-	-	39,800
	<u>19,328,090</u>	-	-	<u>19,328,089</u>
	<u>49,917,749</u>			<u>45,674,988</u>

9. OTHER PROJECTS	Balance as at 01.01.2024	Adjustments During the year	Fund Received During the year	Management Fee	Disbursements	31.12.2024
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Other Projects	31,764,051	-	51,016,179	-	(52,702,259)	30,077,970
	<u>31,764,051</u>	-	<u>51,016,179</u>	-	<u>(52,702,259)</u>	<u>30,077,970</u>

10. TRADE AND OTHER PAYABLES	31.12.2024	31.12.2023
	Rs.	Rs.
Construction Activity Payable	332,924,606	453,098,017
Other Payables	5,651,329	6,269,544
Sundry Creditors including Accrued Expenses	7,544,174	10,027,582
	<u>346,120,109</u>	<u>469,395,143</u>

11. CASH AND CASH EQUIVALENTS IN THE CASH FLOW STATEMENT	31.12.2024	31.12.2023
Components of Cash and Cash Equivalents	Rs.	Rs.
11.1 Favorable Cash and Cash Equivalents Balances		
Cash and Bank Balances	135,200,049	121,781,913
Unfavorable Cash and Cash Equivalents Balances	-	-
Total Cash and Cash Equivalents for the Purpose of Cash Flow Statement	<u>135,200,049</u>	<u>121,781,913</u>



NOTES TO THE FINANCIAL STATEMENTS

Year ended 31st December 2024

12. REVOLVING FUNDS	Balance as at 01.01.2024 Rs.	Loan Recovered Rs.	Balance as at 31.12.2024 Rs.	Balance as at 31.12.2023 Rs.
Social Welfare Programme 11(Reroofing)	2,715,106	1,470	2,716,576	2,715,106
Plantation Development Support Programme	27,045,122	75,760	27,120,882	27,045,122
Health Motor Bike - PDSP	15,803,925	-	15,803,925	15,803,925
DNCWS - Water Tariff Collection 2022	673,750	588,300	1,262,050	673,750
	46,237,903	665,531	46,903,434	46,237,903

13. INCOME FOR RECURRENT EXPENDITURE	31.12.2024 Rs.	31.12.2023 Rs.
Levy Income from Regional Plantation Companies	170,461,554	143,175,477
	170,461,554	143,175,477

14. OTHER INCOME AND GAINS	31.12.2024 Rs.	31.12.2023 Rs.
Levy Income from Plantation Small Holders' Companies	3,829,134	3,594,672
Profit on Disposal of Property, Plant and Equipment	12,550,000	-
Sundry Income	2,919,856	238,992
Long Outstanding Payable Write Back	288,280	3,019,427
Long Outstanding Grant Adjustment	-	-
Amortization on Defered Grant	4,242,760	3,593,127
Net Income from ECDP Training Center	98,188	78,909
Net Income from water testing lab -WASSIP	821,903	-
Net Income from Southern Highway Cottage	18,693	-
	24,768,815	10,525,126

15. PROJECT ADMINISTRATIVE INCOME	31.12.2024 Rs.	31.12.2023 Rs.
Ministry Project Management Fee	25,776,091	38,661,577
Other Project Income	17,028,395	18,788,999
	42,804,487	57,450,575



NOTES TO THE FINANCIAL STATEMENTS

Year ended 31st December 2024

16. FINANCE COST AND INCOME		31.12.2024	31.12.2023
		Rs.	Rs.
16.1. Finance Cost			
Finance Charges on Lease Liabilities		57,983	290,118
		<u>57,983</u>	<u>290,118</u>
16.2. Finance Income		31.12.2024	31.12.2023
		Rs.	Rs.
Income from Investments :			
-Interest on REPO		3,282,006	2,434,780
-Interest on Fixed Deposits		183,412	235,243
-Interest on Savings Deposits		17,653	16,138
		<u>3,483,071</u>	<u>2,686,161</u>
17. NET INCOME / (EXPENDITURE) BEFORE TAX		31.12.2024	31.12.2023
		Rs.	Rs.
Stated after Charging			
Audit Fees		2,336,683	2,220,785
Employees Benefits including the following		116,483,711	113,709,089
- Defined Benefit Plan Costs - Gratuity		5,065,570	1,794,880
- Defined Contribution Plan Costs - EPF & ETF		11,077,496	10,373,710
Depreciation		12,459,017	13,061,203
Allowances for Doubtful Debts		(22,324,849)	(35,867,369)
Legal Expenses		494,960	666,350
		<u>494,960</u>	<u>666,350</u>
18. INCOME TAX EXPENSE		31.12.2024	31.12.2023
		Rs.	Rs.
Current Income Tax		-	-
Income Tax Expense Reported in the Income Statement		<u>-</u>	<u>-</u>
18.1. Reconciliation Between Current Tax Expense and the Product of Accounting Income		31.12.2024	31.12.2023
		Rs.	Rs.
Profit from Trade Business (Note 18.2)		24,986,560	12,818,583
Finance Income (Note 16.2)		3,483,071	2,686,161
Total Statutory Income		<u>28,469,630</u>	<u>15,504,744</u>
Less : Tax Losses		(28,469,630)	(15,504,744)
Income Liabe for Income Tax		-	-
Tax Free Allowance		-	-
Taxable Income / (Tax Loss)		<u>-</u>	<u>-</u>
Income Tax at 14%		-	-
Current Tax Expense		<u>-</u>	<u>-</u>



NOTES TO THE FINANCIAL STATEMENTS

Year ended 31st December 2024

18.2. Profit from Trade Business	31.12.2024	31.12.2023
	Rs.	Rs.
Surplus/(Deficit) Before Tax	49,174,316	38,853,443
Disallowed Expenses	27,402,601	22,167,863
Allowable Expenses	(48,107,287)	(45,516,562)
Investment Income	(3,483,071)	(2,686,161)
	<u>24,986,560</u>	<u>12,818,583</u>

18.3 Tax Losses

Tax Losses brought forward	73,900,000	89,404,744
Tax losses utilised	(35,932,729)	(15,504,744)
Tax losses carried forward	<u>37,967,271</u>	<u>73,900,000</u>

19. COMMITMENTS AND CONTINGENCIES

The Company does not have significant commitments and contingences as at reporting date. There are no Leased assets (2023- Rs.2,302,750/-) 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	
	2024	2023
	Rs.	Rs.
Malwatte Valley Plantations PLC	12,143,130	12,143,130
Horana Plantation PLC	844,686	1,282,263
Elpitiya Plantation PLC	-	-

21.2. Transactions with Key Management Personnel of the Trust

The Trust has paid Rs 815,000/- to the members of the Board of Directors during the year (2023- Rs.1,115,000/-) as sitting allowances and no emoluments have been paid to the members of the Board of Directors.



DETAILED STATEMENT OF DEFERRED GRANTS

Year ended 31st December 2024

STATEMENT I	Period ended 31.12.2024	Period ended 31.12.2023
RECURRENT TRUST EXPENSES	Rs.	Rs.
Salaries and Wages	80,813,342	75,473,569
Holiday Pay and Overtime	1,444,414	1,210,202
EPF	8,861,997	8,291,258
ETF	2,215,499	2,082,452
Staff Medical Scheme and Insurance	4,072,719	3,468,837
Personal and Accident Insurance	65,037	61,781
Travelling and Subsistence	508,752	805,132
Vehicle Running and Fuel	8,246,007	8,541,105
Motor Vehicle Maintenance	6,542,764	8,870,262
Motor Vehicle Insurance	1,171,504	1,458,508
Audit Fees	2,336,683	2,220,785
Gratuity	5,065,570	1,794,880
Printing and Stationeries	1,866,444	1,858,905
Telephone	414,890	838,633
Postage	366,289	436,885
Newspapers	50,250	57,350
Staff Welfare	2,554,410	2,856,154
Company Secretarial Work	377,169	338,431
Electricity	2,923,630	3,914,164
Water	348,362	457,819
Security	5,140,207	4,905,820
Building Upkeep	5,595,268	5,480,211
Equipment Upkeep	2,449,732	855,689
Bungalow Expenses	3,665,806	5,461,045
Staff Quarters Expenses	519,000	362,500
Medical Officer Quarters Expenses	138,237	1,006,115
General Expenses	1,738,528	1,952,340
Conferences and Meeting	3,129,529	1,380,887
Lease Expenses	62,427	65,104
Bank Charges	208,944	127,208
Legal Expenses	494,960	666,350
Advertising - Recruitment	367,404	95,238
Death Donation Expenses	8,180	10,360
Staff Birthday Expenditure	15,950	29,390
Stamp duty	12,250	15,500
Internet Protocol Virtual Private Network Expenses	1,147,415	1,189,812
Professional Charges	209,474	231,223
Anniversary of PHDT Expense	35,233	397,567
Other Insurance	366,526	294,189
	155,550,803	149,563,662



DETAILED STATEMENT OF DEFERRED GRANTS

Year ended 31st December 2024

	Period ended 31.12.2024	Period ended 31.12.2023
STATEMENT II	Rs.	Rs.
OTHER EXPENSES		
Depreciation	12,459,017	13,061,203
Amortization of Lease Rental	536,735	536,735
Reversal of over provision	(22,324,849)	(35,867,369)
Long Outstanding Receivables Write Off	3,040,081	2,689,582
	<u>(6,289,016)</u>	<u>(19,579,850)</u>

	Period ended 31.12.2024	Period ended 31.12.2023
STATEMENT III	Rs.	Rs.
PROJECT ADMINISTRATIVE EXPENSES		
Staff Salaries & Staff Expenses	16,796,779	20,189,691
Motor Vehicle Fuel	8,738,426	9,547,459
EPF	1,823,169	2,394,464
Motor Vehicle Maintenance	5,612,393	3,950,356
Holiday Pay & Overtime	125,817	475,459
Medical Insurance - Project	970,719	1,170,785
Gratuity & Compensation	636,415	798,603
Vehicle Insurance - Project	640,090	537,784
ETF	455,792	598,616
Printing & Stationery	1,299,299	553,941
Conferences & Meetings	135,593	362,138
Professional Charges - Project	175,000	37,500
Ministry Overhead	1,815,000	2,084,200
Travelling & Subsistence	1,045,292	532,916
Staff Welfare	167,703	5,050
Bank Charges	118,193	25,911
Personal Accident Insurance	12,001	13,985
Staff Rent - Project	85,000	120,000
Project Consultant Fee	820,000	-
Other Expenses - Project	827,502	385,060
Legal Expenses	177,700	213,500
Telephone - Project	545,957	712,547
	<u>43,023,840</u>	<u>44,709,964</u>



DETAILED STATEMENT OF DEFERRED GRANTS

Year ended 31st December 2024

STATEMENT IV

DEFERRED GRANTS	Balance	Additions	Adjustment	Balance
Foreign and Local	as at	During the	During the	as at
As Property, Plant and Equipment	01.01.2024	Year	Year	31.12.2024
At Cost	Rs.	Rs.	Rs.	Rs.
Gross Carrying value	151,975,790	-	(961,163)	151,014,627
Less : Accumulated Depreciation	(121,386,130)	(4,242,760)	961,163	(124,667,727)
Net Carrying value	30,589,660	(4,242,760)	-	26,346,900

Recoveries	Balance as at	Loan	Settlements	Balance as at
	01.01.2023	Recovered		31.12.2024
	Rs.	Rs.	Rs.	Rs.
Estate Infrastructure Development Programme	19,288,290	-	-	19,288,289
National Housing Development Authority	39,800	-	-	39,800
	19,328,090	-	-	19,328,089



DETAILED STATEMENT OF DEFERRED GRANTS

Year ended 31st December 2024

As Funds	Balance as at 01.01.2024	Adjustments During the year	Fund Received During the year	Management Fee	Disbursements	Balance as at 31.12.2024
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Ministry of Water Supply & Estate Infrastructure Development						
Infrastructure Projects	(59,110,255)	7,492,688	-	-	-	(51,617,567)
New Life Housing Project	(8,794,938)	-	-	-	-	(8,794,938)
100 Day Housing Project	-	-	-	-	-	-
Township Project	(489,533)	-	-	-	-	(489,533)
Green Gold Housing Project	(175,132,931)	3,681,461	214,546,147	(9,559,686)	(192,380,468)	(158,845,477)
Indian Housing Project	(19,093,771)	7,240	6,519,015	(5,752,000)	-	(18,319,516)
Field Rest Rooms Project - 2020	(592,661)	-	53,975	-	-	(538,686)
New Housing Project -2020	(96,061,285)	5,022,715	256,741,077	(10,219,417)	(196,882,327)	(41,399,237)
Special Project 2020	(7,490,240)	-	729,890	(1,322)	-	(6,761,672)
Special Project 2021	(9,847,436)	-	1,133,421	(506)	(11,250)	(8,725,771)
Indian Housing Infrastructure Project -2021	(29,398,229)	43,110	9,544,123	(243,160)	(7,803,062)	(27,857,218)
Special Project - 2023	(11,531,145)	-	11,688,591	-	(212,259)	(54,813)
	(417,542,425)	16,247,214	489,267,648	(25,776,091)	(397,289,366)	(323,404,429)
Other Projects	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Palm Foundation Project	4,365,300	-	1,384,748	-	(5,378,748)	371,300
Wash Project	524,690	-	-	-	-	524,690
PHDT Funds	4,891,686	-	-	-	-	4,891,686
Early Child Development Project	10,560	-	19,806	-	-	30,366
UNICEF Grant	284,277	-	-	-	-	284,277
International Labour Organization Project	1,995,179	-	18,371,575	-	(18,500,384)	1,866,370
Diploma Funds for CDOs	136,281	-	-	-	-	136,281
Projects with Ceylon Workers Congress	3,800,596	-	-	-	-	3,800,596
World Health Organization	772,383	-	-	-	-	772,383
Burnet Institute	1,327,697	-	-	-	-	1,327,697
SCI Project	3,840,309	-	-	-	-	3,840,309
Uniliver	826,578	-	-	-	-	826,578
Provincial District Health Services	8,536,426	-	-	-	-	8,536,426
World Health Organization - 2022/2024	(136,661)	-	11,650,176	-	(8,605,710)	2,907,805
World Vision Project - 2023/2024	5,000	-	15,727,823	-	(16,057,828)	(325,005)
Satva Foundation Project - 2023/2024	183,750	-	1,600,000	-	(1,561,250)	222,500
Sarvodaya Project 2023/2024	400,000	-	-	-	(388,095)	11,905
CTTCT Project 2024	-	-	2,262,051	-	(2,210,244)	51,807
	31,764,051	-	51,016,179	-	(52,702,259)	30,077,971
	(385,778,374)	16,247,214	540,283,827	(25,776,091)	(449,991,625)	(293,326,458)
Net Balance of Grants	(335,860,624)					(247,651,469)



DETAILED STATEMENT OF DEFERRED GRANTS

Year ended 31st December 2024

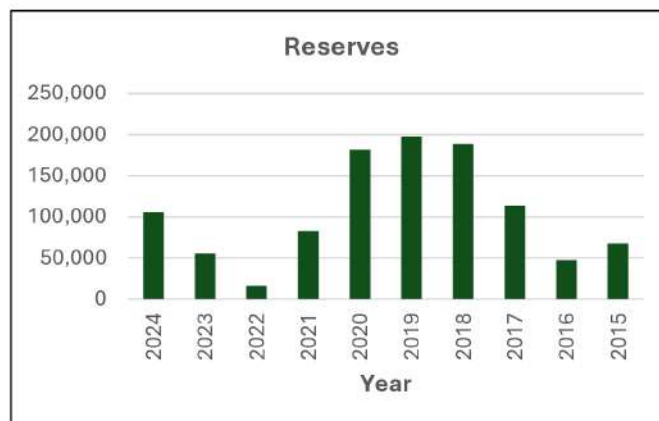
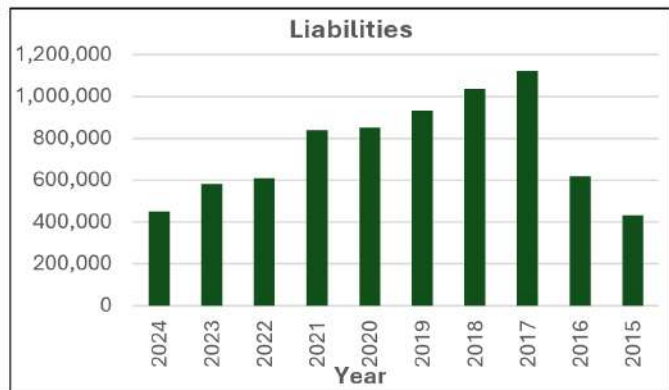
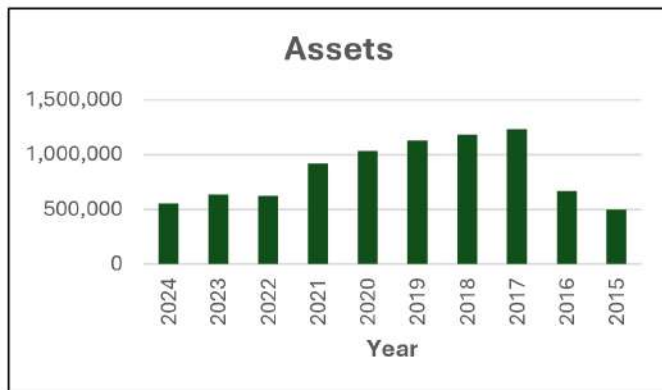
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	Balance as at 01.01.2024	Adjustments During the year	Fund Received During the year	Management Fee	Disbursements	Balance as at 31.12.2024
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Reclassified to Receivables						
Infrastructure Projects	59,110,255		-	-	-	51,617,567
New Life Housing Project	8,794,938		-	-	-	8,794,938
Township Project	489,533		-	-	-	489,533
Green Gold Housing Project	175,132,931		-	-	-	158,845,476
Indian Housing Project	19,093,771		-	-	-	18,319,516
Field Rest Rooms Project - 2020	592,662		-	-	-	538,686
New Housing Project	96,061,286		-	-	-	41,399,237
Special Project 2020	7,490,240		-	-	-	6,761,672
Special Project 2021	9,847,436		-	-	-	8,725,772
Indian Housing Infrastructure Project - 2021	29,398,229		-	-	-	27,857,218
Special Project - 2023	11,531,145		-	-	-	54,813
	<u>417,542,425</u>					<u>323,404,429</u>



TEN YEAR SUMMARY

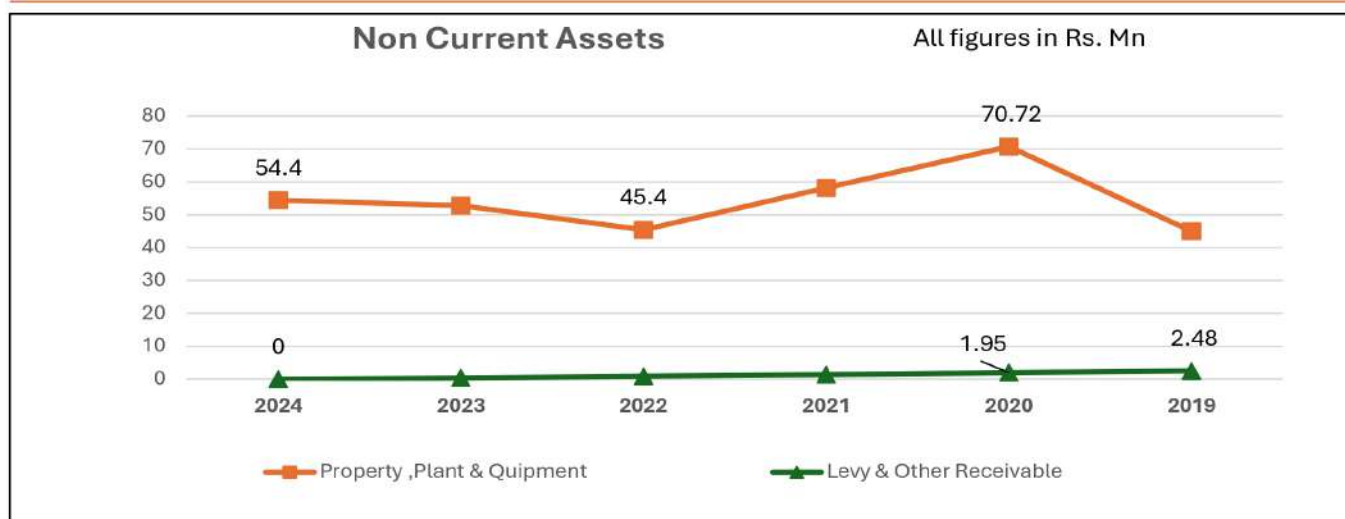
	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000
Operational Results										
Recurrent Expenditure & Levy	170,461	143,175	113,422	64,025	138,024	141,924	139,567	141,896	136,116	138,461
Gain / (Loss) on Project Activities	42,804	57,450	(11,916)	4,589	(870)	11,773	76,137	82,078	15,903	4,290
Income /(Loss) Before Tax	49,174	38,853	(66,998)	(103,101)	(15,327)	12,972	39,056	73,412	(20,230)	(3,317)
Income Tax Expenses			-	-	3,732	4,970	6,462	7,270	35	(369)
Income /(Loss) After Tax	49,174	38,853	(66,998)	(103,101)	(19,059)	8,002	32,594	66,142	(20,195)	(3,686)
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	52,461	3,287	(35,377)	31,621	130,902	147,923	139,921	107,327	41,185	61,381
Revolving Funds	46,903	46,237	45,501	45,015	44,598	43,956	42,906			
	105,448	55,608	16,208	82,720	181,584	197,963	188,911	113,411	47,269	67,465
Liabilities										
Non Current Liabilities	105,274	110,429	115,076	115,092	115,695	91,733	140,073	149,404	177,728	205,580
Current Liabilities	346,120	471,766	495,836	724,500	735,201	841,197	897,614	972,401	441,511	226,132
	451,394	582,195	610,912	839,592	850,896	932,930	1,037,687	1,121,805	619,239	431,712
Assets										
Non Current Assets	54,424	53,200	46,338	59,601	72,673	47,450	26,432	34,183	53,114	70,966
Current Assets	502,419	584,604	580,783	862,711	959,810	1,083,444	1,157,260	1,201,033	613,394	428,211
	556,843	637,804	627,121	922,312	1,032,483	1,130,894	1,183,692	1,235,216	666,508	499,177



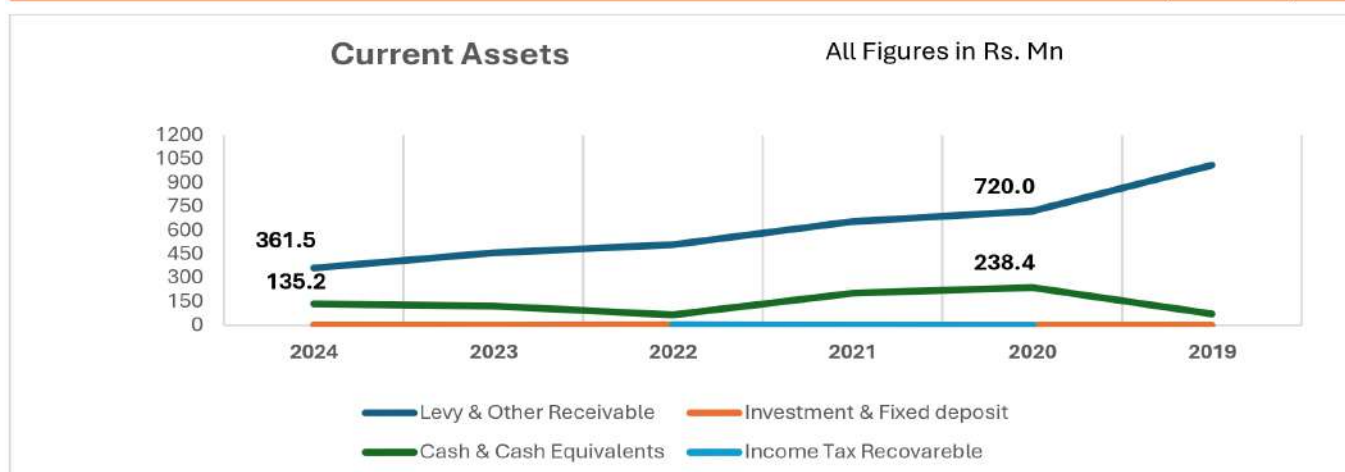


GRAPHICAL VIEW OF FINANCIAL STATEMENTS

	2024	2023	2022	2021	2020	2019
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
Non Current Assets						
Property ,Plant & Equipment	54.4	52.8	45.4	58.20	70.72	44.97
Levy & Other Receivable	0	0.33	0.87	1.40	1.95	2.48
	54.4	53.13	46.27	59.60	72.67	47.45



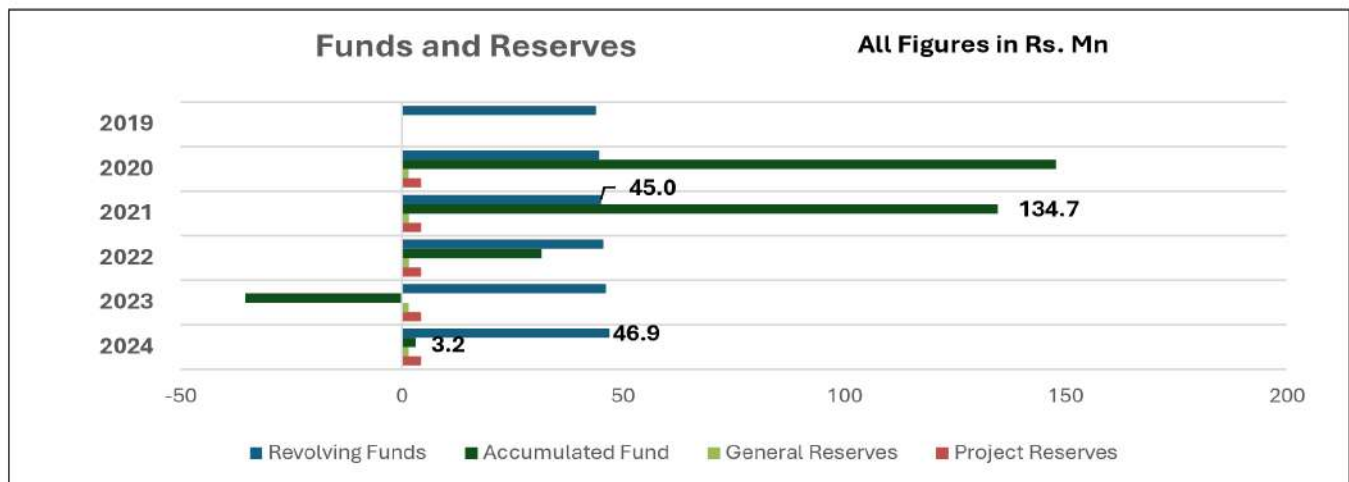
	2024	2023	2022	2021	2020	2019
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
Current Assets						
Levy & Other Receivable	361.5	457	509.0	655.6	720.0	1,010.9
Investment & Fixed deposit	2	1.8	3.6	1.5	1.4	1.3
Cash & Cash Equivalents	135.2	121.7	66.1	201.9	238.4	71.1
Income Tax Recoverable	3.6	3.6		3.6	1.1	-
	502.3	584.1	578.7	862.6	960.9	1,083.3
TOTAL	556.7	637.23	625.0	922.2	1,033.6	1,130.8



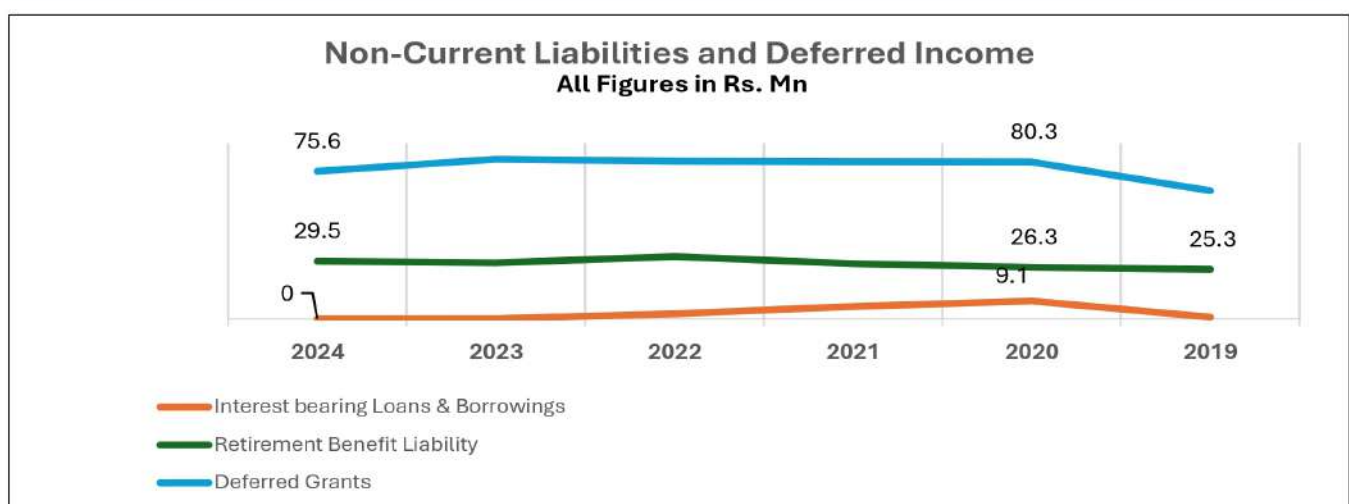


GRAPHICAL VIEW OF FINANCIAL STATEMENTS

	2024	2023	2022	2021	2020	2019
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
Funds and Reserves						
Project Reserves	4.4	4.4	4.4	4.4	4.4	4.4
General Reserves	1.6	1.6	1.6	1.6	1.6	1.6
Accumulated Fund	52.4	3.2	-35.4	31.6	134.7	147.9
Revolving Funds	46.9	46.2	45.6	45.0	44.6	44.0
	105.3	55.4	16.2	82.6	185.3	197.9



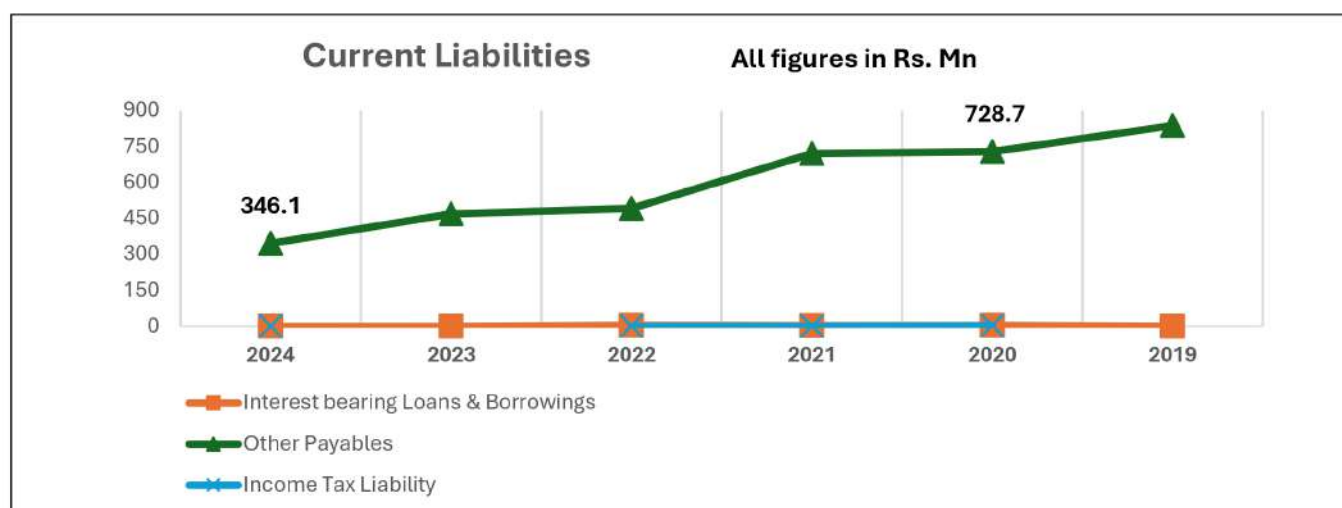
	2024	2023	2022	2021	2020	2019
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
Non-Current Liabilities and Deferred Income						
Interest bearing Loans & Borrowings	0	0	2.5	6.4	9.1	0.8
Retirement Benefit Liability	29.5	28.7	31.9	28.3	26.3	25.3
Deferred Grants	75.6	81.7	80.7	80.5	80.3	65.6
	105.1	110.4	115.1	115.1	115.7	91.7





GRAPHICAL VIEW OF FINANCIAL STATEMENTS

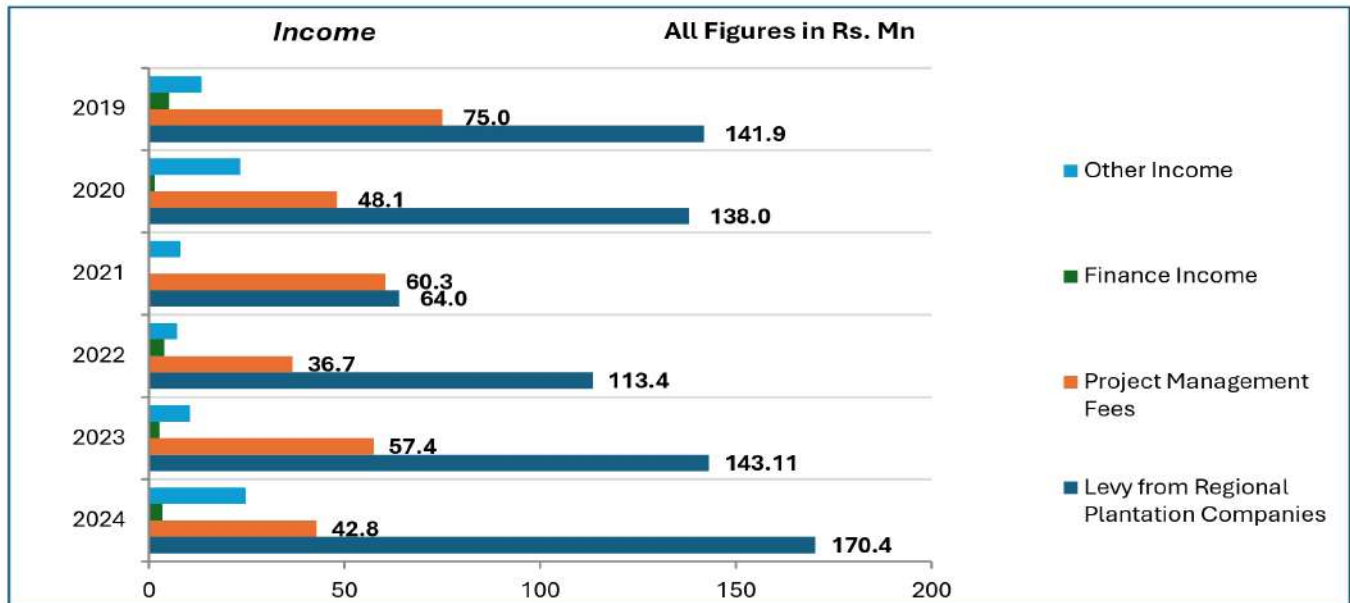
	2024	2023	2022	2021	2020	2019
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
Current Liabilities						
Interest bearing Loans & Borrowings	0	0	3.7	3.5	3.8	0.8
Other Payables	346.1	469.3	492.1	721.0	728.7	837.5
Income Tax Liability	0	0	-	-	-	2.9
	346.1	469.3	495.8	724.5	732.5	841.2
TOTAL	556.5	635.1	627.1	922.2	1,033.5	1,130.8



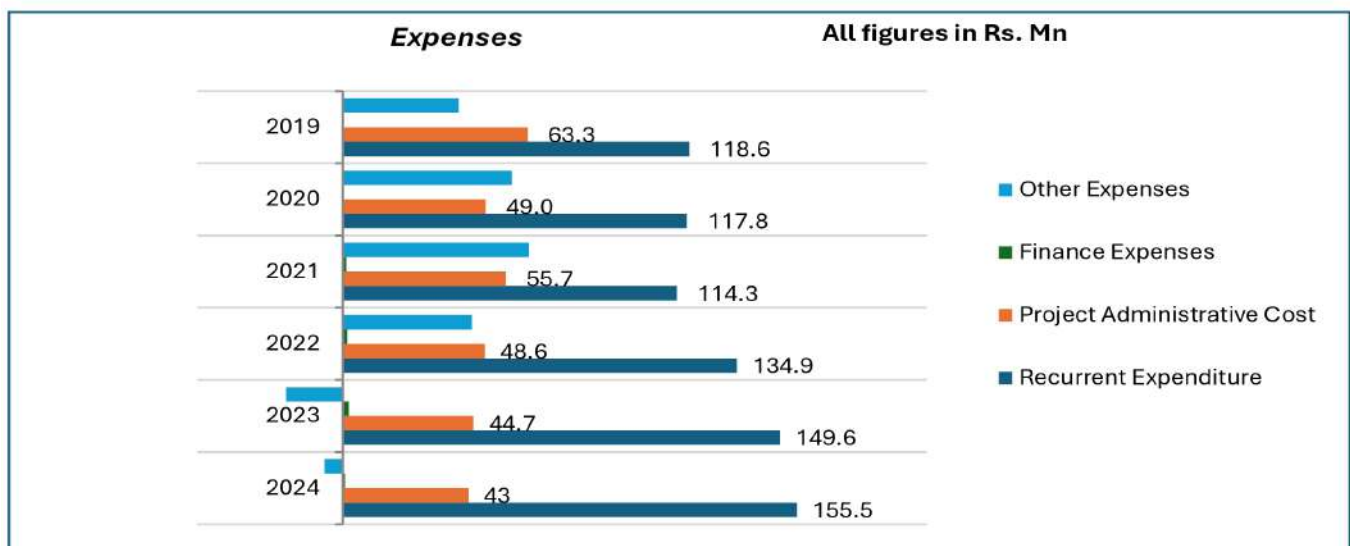


GRAPHICAL VIEW OF FINANCIAL STATEMENTS

	2024	2023	2022	2021	2020	2019
Income Rs (Mn)	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
Levy from Regional Plantation Companies	170.4	143.11	113.4	64.0	138.0	141.9
Project Management Fees	42.8	57.4	36.7	60.3	48.1	75.0
Finance Income	3.4	2.7	3.9	0.2	1.4	5.2
Other Income	24.76	10.5	7.2	8.1	23.3	13.5
	241.36	213.71	161.2	132.6	210.8	235.6



	2024	2023	2022	2021	2020	2019
Expenses	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
Recurrent Expenditure	155.5	149.6	134.9	114.3	117.8	118.6
Project Administrative Cost	43	44.7	48.6	55.7	49.0	63.3
Finance Expenses	0.05	0.29	0.71	2.0	1.5	1.2
Other Expenses	-6.3	-19.5	44.1	63.8	57.9	39.6
	192.25	175.09	228.3	235.8	226.1	222.7
Income Before Tax	49.11	38.62	(67.1)	(103.1)	(15.3)	13.0





NOTICE OF THE MEETING

Notice is hereby given that the 32nd Annual General Meeting of the members of the Plantation Human Development Trust will be held at the “Royal Ballroom”, Grand Monarch, Thalawathugoda, on Friday, 28th March 2025 at 9.30 am for the following purposes

AGENDA

1. Call meeting to order and read the notice convening the meeting.
2. To receive and consider the Report of the Board of Directors on the Affairs of the Company, Independent Auditor’s Report and the Audited Accounts for the year ended 31st December 2024.
3. To re-elect Mr. J.A. Rodrigo who retires by rotation in terms of Article 55 of the Articles of Association as a Director.
4. To re-elect and Mr. B. Bulumulla who retires by rotation in terms of Article 55 of the Articles of Association as a Director.
5. To consider and if thought fit to pass the following Ordinary Resolution pertaining to the re-appointment of Mr. Ramasamy Logadas, 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. Ramasamy Logadas, Director, who is 73 years of age. (having reached 70 years of age on 10th March 2022) and accordingly that Mr. Ramasamy Logadas be and is hereby re-appointed a Director of the Company in terms of Section 211 of the Companies Act No. 07 of 2007”

6. To consider and if thought fit to pass the following Ordinary Resolution pertaining to the re-appointment of Mr. Shanthy Kumar Lalith Obeyesekere, 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. Shanthy Kumar Lalith Obeyesekere, Director, who is 70 years of age. (having reached 70 years of age on 9th April 2024) and accordingly that Mr. Shanthy Kumar Lalith Obeyesekere be and is hereby re-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

04th March 2025

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. Baduarabe Kankanamge Prabath Chandrakeerthi	or failing him
Mr. Shanthi Kumar Lalith Obeyesekere	or failing him
Mr. Bathiya Bulumulla	or failing him
Mr. Sinnathamby Petchimuthu Vijekumaran	or failing him
Mr. Kamal Gardiye Punchihewa	or failing him
Mr. Johann Arjuna Rodrigo	or failing him
Mr. Shanaka Duminda Samaradiwakara	or failing him
Dr (Mrs.) Nanayakkara Kuruppuge Chintha Gunarathna	or failing her
Mr. Ramasamy Logadas	or failing him
Mr. Godawaththa Arachchige Ajith Priyantha	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 28th March 2025 at 9.30 a.m and at any adjournment thereof and every poll which may be taken in consequence thereof.

ITEM

Please mark X in appropriate cages below

	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 31 st December 2024.	<input type="checkbox"/>	<input type="checkbox"/>
2. To re-elect Mr. J.A. Rodrigo as a Director who retires by rotation in terms of Article 55 of the Articles of Association	<input type="checkbox"/>	<input type="checkbox"/>
3. To re-elect Mr. B. Bulumulla 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. Ramasamy Logadas 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 appoint Mr. Shanthi Kumar Lalith Obeyesekere 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"/>
6. 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 Five.

Signature of Member

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



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 28th March 2025 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

Limited Liability Company (Guarantee) incorporated in Sri Lanka on 18th September 1992

REGISTRATION NO.

GA 78

REGISTERED / HEAD OFFICE

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

REGIONAL OFFICES

Galle

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

Ratnapura

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

Badulla

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

Kegalle

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

Kandy

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

Hatton

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

Nuwara Eliya

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

AUDITORS

M/s. Ernst & Young
Chartered Accountants
Rotunda Towers
No. 109, Galle Road
Colombo 03

SECRETARIES

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

BANKERS

Bank of Ceylon
Hatton National Bank PLC



PLANTATION HUMAN DEVELOPMENT TRUST



www.phdt.org



More information call us
+94 112887498