

SDG REPORT

2025/26



Rooted in Sustainability. Creating Golden Value

Turning Global Goals into Ground-Level Impact



OUR LEGACY

Rooted in Sustainability, Creating Golden Value

Kelani Valley Plantations PLC (KVPL), a member of the Hayleys Plantations Sector, stands as one of Sri Lanka's most progressive and sustainability-driven plantation companies. Established in June 1992 and listed on the Colombo Stock Exchange since 1996, KVPL manages 25 estates spanning over 13,000 hectares across diverse agro-ecological regions, cultivating tea, rubber, coconut, cinnamon, export agricultural crops, and agroforestry systems that contribute to both national economic growth and environmental stewardship.

Our legacy is founded on a simple yet powerful belief: the resources entrusted to us today must be protected, enhanced, and transferred to future generations in a better condition than we inherited them. This philosophy forms the essence of our FY 2025/26 theme, "TERRA GOLD - Rooted in Sustainability," reflecting our commitment to transforming natural resources, human potential, and responsible governance into enduring value for all stakeholders.

As custodians of some of Sri Lanka's most valuable natural landscapes, KVPL recognizes that water, soil, biodiversity, forests, climate stability, and human capital are not merely operational inputs but strategic assets that determine the resilience of our business and the sustainability of our communities. Through science-based management, regenerative agricultural practices, climate action initiatives, water stewardship, renewable energy investments, biodiversity conservation programmes, and circular economy approaches, we continue to strengthen the foundations upon which sustainable value creation depends.

KVPL proudly holds a distinguished position as the first Regional Plantation Company in Sri Lanka to become a signatory to both the United Nations Global Compact and the UN CEO Water Mandate, demonstrating our long-standing commitment to responsible business practices. Over the years, we have continuously aligned our business strategies with global sustainability frameworks, integrating Environmental, Social, and Governance (ESG) principles into every aspect of our operations and decision-making processes.

Our commitment extends beyond our estates and workforce. Through our flagship Social DNA initiatives and community empowerment programmes, we continue to create positive impacts for more than 8,000 employees and over 140,000 plantation community members, fostering inclusive growth, improved livelihoods, access to health and education, youth development, gender equality, and social well-being. We firmly believe that sustainable business success can only be achieved when communities prosper alongside the enterprise.

Sustainability at KVPL is not a separate agenda; it is embedded within our corporate DNA. Guided by our Environmental DNA, Social DNA, and Governance DNA pillars, we have systematically integrated the United Nations Sustainable Development Goals (SDGs) into our business strategy, performance management systems, and stakeholder engagement processes. While this report highlights our direct contributions to priority SDGs, our initiatives collectively support the broader ambition of advancing all 17 Sustainable Development Goals through responsible agribusiness management.

Our journey has evolved from sustainable plantation management to regenerative value creation. As the world's first Regenagri® certified tea estate and among the pioneering plantation organizations pursuing science-based climate commitments, KVPL continues to demonstrate how responsible agribusiness can simultaneously enhance environmental resilience, strengthen social equity, and generate sustainable economic returns.

Today, our legacy is not measured solely by the hectares we manage, the crops we produce, or the awards we receive. It is reflected in the ecosystems we restore, the communities we empower, the resources we conserve, and the sustainable future we help create. Through TERRA GOLD, we reaffirm our commitment to safeguarding natural capital, nurturing human capital, strengthening governance excellence, and creating lasting value for generations to come.

Our legacy is therefore not merely inherited it is continuously cultivated, enriched, and transformed into a living promise of sustainability, resilience, and responsible growth for Sri Lanka and the world.



OUR COMMITMENT TO ESG AND SUSTAINABLE DEVELOPMENT GOALS

Creating Sustainable Value Through Responsible Stewardship

At Kelani Valley Plantations PLC, sustainability is not a destination—it is a continuous journey of responsible stewardship, innovation, resilience, and value creation. Guided by our FY 2025/26 theme, **"TERRA GOLD – Rooted in Sustainability,"** we remain steadfast in our commitment to transforming natural resources, human potential, and governance excellence into sustainable prosperity for present and future generations.

Our ESG journey is deeply embedded within our Corporate DNA, shaping how we manage resources, engage stakeholders, respond to emerging risks, and create long-term value. We recognize that today's business landscape demands more than operational performance; it requires transparency, accountability, adaptability, and the ability to generate positive environmental, social, and economic outcomes while maintaining the trust of stakeholders.

As a responsible agribusiness organization, we are committed to aligning our business strategy with globally recognized sustainability frameworks, including the United Nations Sustainable Development Goals (SDGs), the UN Global Compact Principles, Science-Based Targets initiatives, climate-related disclosure frameworks, and evolving sustainability reporting standards. These commitments enable us to systematically integrate sustainability into strategic planning, risk management, operational excellence, and performance measurement.

Our approach extends beyond conventional sustainability reporting. We are committed to providing transparent, balanced, and decision-useful disclosures that reflect our actual impacts, dependencies, risks, opportunities, and performance. By embracing materiality-based reporting, we focus on issues that genuinely matter to our stakeholders and business sustainability, ensuring that our commitments translate into measurable outcomes rather than aspirational statements.

In an era where stakeholder trust is increasingly linked to credibility and accountability, KVPL maintains a zero-tolerance approach toward greenwashing. We are committed to evidence-based sustainability reporting supported by robust data governance, ethical information management, independent assurance processes, and science-based performance measurement systems. Our goal is to provide stakeholders with accurate, transparent, and meaningful insights into our sustainability journey.

Recognizing the increasing complexity of global business disruptions, climate change impacts, biodiversity loss, resource scarcity, and shifting stakeholder expectations, we continue to strengthen organizational resilience through proactive planning, climate adaptation strategies, regenerative agricultural practices, sustainable supply chain management, and scenario-based risk assessments. These efforts ensure that our business remains agile, responsive, and future-ready amidst evolving environmental and socio-economic challenges.

Digital transformation has become a critical enabler of our sustainability agenda. We continue to leverage digital technologies, data analytics, precision agriculture, smart monitoring systems, and knowledge management platforms to enhance operational efficiency, improve resource productivity, strengthen decision-making, and accelerate sustainable innovation across our value chains. At the same time, we remain committed to ethical data management practices that safeguard integrity, transparency, privacy, and stakeholder confidence.

Our commitment to sustainability also encompasses the development of sustainable business diversification models that generate economic value while contributing to environmental restoration, community development, and national sustainability priorities. Through initiatives in regenerative agriculture, agroforestry, renewable energy, biodiversity conservation, sustainable tourism, circular economy practices, and responsible value chain development, we continue to explore opportunities that create shared value for all stakeholders.

At the heart of our ESG strategy lies our commitment to people. We believe that sustainable development can only be achieved through empowered communities, engaged employees, strong partnerships, and inclusive stakeholder engagement. Through continuous learning, sustainable knowledge management, innovation, and capacity-building initiatives, we strive to cultivate a culture that enables individuals and communities to thrive in a rapidly changing world.

As we continue our sustainability journey, our commitment remains clear: to build a future-fit organization that balances economic growth with environmental stewardship and social responsibility. Through science-based management, responsible governance, transparent reporting, stakeholder-centered value creation, and unwavering commitment to the Sustainable Development Goals, KVPL is shaping a resilient agribusiness model that is aligned with global expectations and capable of creating lasting value for generations to come.

TERRA GOLD represents our promise that sustainability is not merely an obligation, but the foundation upon which enduring prosperity, resilience, and responsible growth are built.

"Our commitment goes beyond reporting performance; it is about transforming sustainability into measurable action, responsible stewardship into lasting value, and today's decisions into tomorrow's prosperity."



OUR ESG STEERING COMMITTEE

Driving Sustainable Transformation Through Leadership, Accountability, and Purpose

At Kelani Valley Plantations PLC, sustainability leadership extends beyond policies, frameworks, and reporting obligations. It is embedded within our governance architecture through a highly committed and cross-functional ESG Steering Committee that provides strategic direction, oversight, accountability, and leadership for the Company's Environmental, Social, and Governance agenda.

Operating under the philosophy of "TERRA GOLD – Rooted in Sustainability," the ESG Steering Committee serves as the central catalyst that transforms sustainability commitments into actionable business strategies, measurable outcomes, and long-term stakeholder value. The Committee ensures that sustainability is not treated as a standalone initiative but integrated into every aspect of business planning, operational excellence, investment decisions, risk management, innovation, and organizational culture. Our ESG Steering Committee comprises a diverse group of senior leaders representing key business functions, bringing together multidisciplinary expertise, industry knowledge, operational experience, and strategic foresight. This diversity of perspectives enables holistic decision-making, strengthens organizational resilience, and ensures that sustainability considerations are embedded across the entire value chain.

The Committee is entrusted with the responsibility of aligning KVPL's sustainability ambitions with corporate objectives, stakeholder expectations, national priorities, and evolving global sustainability standards. Through regular engagement, performance reviews, and strategic deliberations, the Committee monitors progress against ESG commitments, evaluates emerging risks and opportunities, and ensures that sustainability remains a core driver of business competitiveness and value creation.

Beyond oversight and governance, the Committee functions as a platform for innovation, collaboration, and transformation. Its members actively champion initiatives related to climate resilience, biodiversity conservation,

water stewardship, regenerative agriculture, renewable energy, circular economy practices, responsible supply chain management, human capital development, community empowerment, and governance excellence. Through these collective efforts, the Committee contributes to building a future-ready agribusiness model capable of responding effectively to global environmental, social, economic, and regulatory challenges.

A defining strength of KVPL's ESG Steering Committee lies in its deep interconnectivity across business functions and stakeholder groups. Recognizing that sustainability challenges are interconnected, the Committee promotes integrated thinking and collaborative action across operational, financial, environmental, social, and governance dimensions. This approach enables the organization to identify synergies, manage trade-offs, and create sustainable value across multiple capitals while maintaining long-term business resilience.

The Committee also plays a critical role in advancing a culture of accountability and evidence-based decision-making. Through science-based management principles, data-driven performance monitoring, materiality assessments, stakeholder engagement mechanisms, and continuous improvement processes, the Committee ensures that sustainability initiatives remain focused, measurable, transparent, and aligned with strategic priorities.

At KVPL, ESG reporting is not viewed as an annual reporting exercise. Rather, it is considered a strategic management tool that guides organizational transformation and informs decision-making throughout the year. Accordingly, the ESG Steering Committee continuously evaluates emerging sustainability trends, evolving disclosure requirements, stakeholder concerns, climate-related risks, market expectations, and technological advancements to ensure that the Company's ESG strategy remains relevant, responsive, and future-focused.

Our commitment extends beyond compliance-driven reporting and traditional disclosure practices. The Committee actively promotes integrated ESG

thinking, outcome-based sustainability management, and value creation principles that transcend conventional reporting boundaries. This forward-looking approach enables KVPL to move beyond simply reporting achievements toward demonstrating measurable impacts, business resilience, stakeholder value creation, and long-term sustainability performance.

Over the years, KVPL has established itself as a recognized benchmark in sustainability reporting, ESG disclosure practices, and sustainability communication within both the plantation sector and the broader corporate landscape. Through innovation in reporting methodologies, transparent stakeholder communication, adoption of emerging sustainability frameworks, and integration of global best practices, the Company continues to raise the standards of ESG reporting excellence. Our reports are designed not merely to communicate performance but to inspire action, facilitate stakeholder understanding, and demonstrate how sustainability contributes to long-term business success.

The ESG Steering Committee remains at the forefront of this journey, continually challenging conventional thinking, strengthening governance mechanisms, enhancing disclosure quality, and driving sustainability innovation across the organization. Through visionary leadership, professional competence, collective accountability, and unwavering commitment, the Committee ensures that ESG remains a strategic enabler of growth, resilience, and competitive advantage.

As custodians of KVPL's sustainability vision, the ESG Steering Committee is committed to shaping an organization that is adaptive, transparent, responsible, and globally relevant. By integrating sustainability into the heart of business strategy and operations, the Committee continues to support the creation of a resilient, inclusive, and future-fit agribusiness model that generates lasting value for stakeholders, society, and the environment.

“We do not view ESG as a reporting requirement; we view it as a leadership responsibility. Through strategic foresight, science-based decision-making, collaborative action, and accountable governance, we are committed to transforming sustainability ambitions into measurable value for people, planet, and prosperity.”

ESG Leadership Beyond Reporting



Strategic integration of ESG into business planning and decision-making.



Continuous oversight of material sustainability risks and opportunities.



Science-based performance monitoring and target management.



Stakeholder-centred value creation and transparent engagement.



Climate resilience and future-readiness planning.



Innovation-driven sustainability transformation.



Benchmarking and advancing ESG reporting excellence.



Alignment with global sustainability frameworks and evolving disclosure standards.



Promoting integrated thinking across Environmental, Social and Governance dimensions.



Driving measurable impact beyond compliance and disclosure.

ESG Strategic Management Review Committee



Senaka Alawattegama
Chief Executive Officer/
Executive Director



Vidura Weerabahu
Director - Finance



Dilum Pathirana
Director Plantations - Up Country



Viren Ruberu
Director Plantations - Low Country



Dr. Anuruddha Gamage
General Manager - HR & Corporate
Sustainability



Madhawa Wickramaratne
General Manager - Marketing



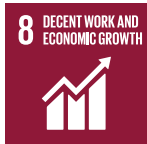
Ayesha Mendis



Sasith Kottahachchi



Nadeera Gunarathna



Geminda Samaraweera



Our ESG Steering Committee

11
Members

17
SDG Goals



Gehaya Dias



Ravindu Pinnawala



Hemamali Paranawithana



Deshan Jayasooriya



Ruchira Nawarathne



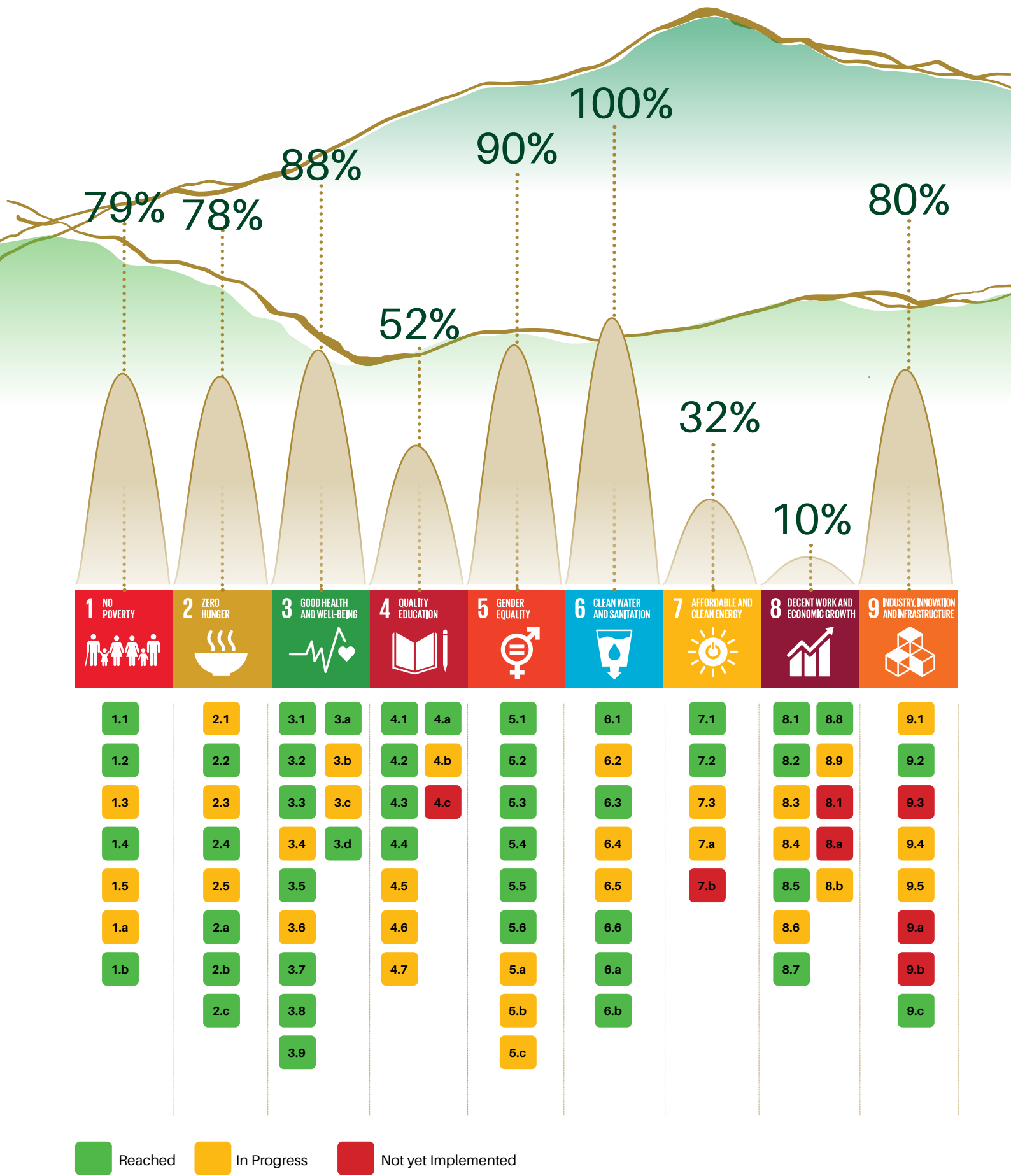
Isuri Siribaddana

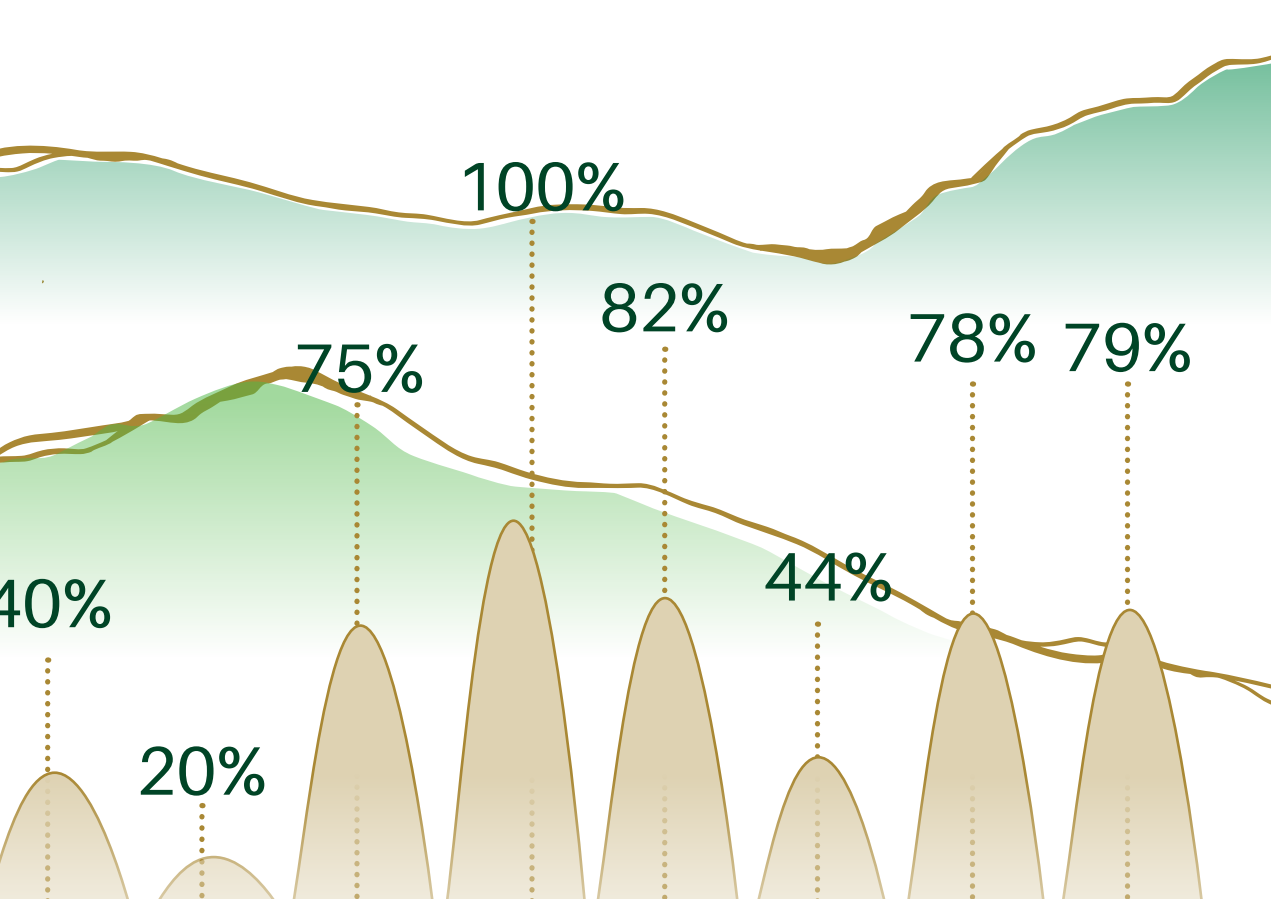


Akila Munaweera



SDG SUMMARY





1 NO POVERTY



No Poverty, through initiatives focused on employee empowerment, financial stability, and sustainable livelihood development.

Overview

Kelani Valley Plantations PLC continues its commitment towards Sustainable Development Goal 1 – The organization implemented Revenue Share Model (RSM) programs, productivity improvement initiatives, cash management training, and community welfare programs to uplift estate workers and their families. These efforts contributed to improved income generation, enhanced financial literacy, and strengthened economic resilience among workers.

Our Contribution

Kelani Valley Plantations PLC continued its efforts to reduce poverty and improve the socio-economic well-being of workers through several sustainable development initiatives. The company empowered workers to become small-scale entrepreneurs through the Revenue Share Model (RSM), while promoting 100% attendance and higher earning opportunities to enhance employee motivation and productivity. Household income levels were further improved through animal husbandry, vegetable cultivation programs, and tea harvesting incentive schemes. Financial literacy among workers was strengthened through cash management training programs and the encouragement of banking and saving habits. In addition, the effective functioning of the Estate Workers Housing Cooperative Society (EWHCS) enhanced employee welfare and community support systems. These initiatives also increased community participation in economic development programs and contributed towards long-term financial stability and poverty reduction among workers and their families.

KPI / Metrics Dashboard



RSM Participation

82,500
Person Hours



Cash Management Training and encouraging bank

130
Programmes



Tea Harvester Incentive

100%
Achieved

Key Projects



1. Land Allocation & Crop Cultivation Programs

Issuing plots of land for cultivation and promoting additional crop cultivation to improve household income and food security.



2. Home Gardening Development Initiative

Encouraging home gardening while providing plants and seeds through KVPL to support sustainable household nutrition and savings.



3. Animal Husbandry & Inland Fisheries Program

Promoting livestock farming and inland fisheries as alternative livelihood opportunities for estate communities.



4. Community Agricultural Support Partnerships

Collaborating with other service providers to strengthen agricultural development, technical support, and community-based livelihood programs.

Future Targets

Achieve **100%** participation of eligible workers in the Revenue Share Model within the next 3 years.

Increase average worker earnings by **25%** through productivity-based programs.

Establish home gardens in at least **80%** of worker households.

Improve vegetable cultivation and animal husbandry programs by **50%**.

2 ZERO HUNGER



Zero Hunger through initiatives focused on food security, nutrition improvement, and community wellbeing.

78%

Overview

Kelani Valley Plantations PLC remains committed to Sustainable Development Goal 2 – The organization implemented several community development programs to support vulnerable groups, including children and estate families, by improving access to safe, healthy, and affordable food. Through nutrition-based interventions, feeding programs, and healthcare support, the company contributed towards reducing malnutrition and strengthening food security within estate communities.

Our Contribution

Kelani Valley Plantations PLC contributed towards reducing hunger and improving nutrition among estate communities through sustainable food security initiatives and healthcare interventions. The company embedded structured food security programs, nutrition awareness, and healthcare practices into estate ecosystems to address child malnutrition and improve community wellbeing. Feeding programs, daycare nutrition support, and supplementary nutrition initiatives provided direct assistance to vulnerable children, while iron and de-worming supplement distribution programs promoted healthier childhood development. These efforts strengthened access to nutritious food, improved child health conditions, and enhanced the overall quality of life within plantation communities.

KPI / Metrics Dashboard



Number of meals served across 155 feeding sessions.

127,941



Children supported through daycare nutrition programs.

316



Children covered under supplementary feeding initiatives.

244

Key Projects



1. Estate Free Feeding Program

Provided nutritious meals and food assistance to estate communities to improve food security and reduce hunger.



2. Early Childhood Daycare Nutrition

Supported children in estate daycare centers with balanced nutritional meals to encourage healthy growth and development.



3. Supplementary Feeding for Undernourished Children

Implemented targeted feeding initiatives for undernourished children to improve nutrition and reduce health risks.



4. Iron and De-worming Supplement Distribution

Distributed iron supplements and de-worming treatments to improve child health and prevent nutrition-related deficiencies.

Future Targets

Establish self-sustaining **Organic Home Gardens** within estate residential clusters.

Digitalization of individual **Child Development** indexes within estate daycare centers.

Scale up **preventative diagnostic clinics** to map regional maternal nutrition patterns.

Expand **Nutrition Awareness** and food security programs across all operational estates.

3 GOOD HEALTH AND WELL-BEING



Good Health and Well-Being through comprehensive occupational health, safety, medical welfare, and community wellbeing initiatives.

88%

Overview

Kelani Valley Plantations PLC remains committed to Sustainable Development Goal 3 – The organization continues to strengthen healthcare access, workplace safety standards, maternal and child health programs, and hygiene promotion activities across estate communities. By integrating preventive healthcare, medical support, and employee wellbeing programs into plantation operations, the company contributes towards creating a healthier, safer, and more sustainable living environment for workers and their families.

Our Contribution

Kelani Valley Plantations PLC enhanced employee and community wellbeing through occupational health and safety management systems, medical support programs, and maternal and child healthcare initiatives. The company maintained dispensaries, medical clinics, ambulance services, and nutrition programs to improve healthcare accessibility for estate communities. Workplace safety was strengthened through continuous employee safety training, hazard identification systems, PPE implementation, and regular safety audits. In addition, women's health and hygiene initiatives, child development programs, and eco-friendly sanitation facilities contributed towards improving health outcomes and community wellbeing. These initiatives supported over 7,400 employees and positively impacted more than 58,000 plantation community members.

KPI / Metrics Dashboard



Employees supported through occupational health

7,400+



Plantation community beneficiaries

58,000+



Injury rate recorded with continuous workplace support

0.13%

Key Projects



1. A Home for Every Plantation Worker Programme

KVPL's flagship social initiative focused on improving worker wellbeing through housing, healthcare access, education support, and sanitation facilities.



2. Mother & Child Friendly Seal Programme

Implemented child protection, nutrition, maternal healthcare, and wellbeing initiatives aligned with international sustainability standards.



3. Occupational Health & Safety Programme

Strengthened workplace safety through hazard prevention systems, PPE implementation, fire safety measures, safety audits, and OHS training programs.



4. Safe Pesticide Handling Programme

Introduced mandatory medical check-ups, first-aid readiness, PPE support, and safe chemical handling practices for plantation workers.

Future Targets

Reduce Workplace

Injuries and occupational disease rates across plantations and factories.

Expand preventive healthcare, **Maternal Nutrition**, and child wellbeing programs.

Strengthen women's health, hygiene infrastructure, and **Medical Awareness** initiatives.

Enhance **ESG Reporting**, occupational safety monitoring, and healthcare accessibility across estates.

4 QUALITY EDUCATION



Quality Education through initiatives focused on equitable access to education, vocational skill development, and youth empowerment

52%

Overview

Kelani Valley Plantations PLC continues its commitment towards Sustainable Development Goal 4 – The organization promotes continuous learning opportunities within plantation communities by supporting structured education programs, English literacy initiatives, vocational training, scholarship schemes, and youth development activities. These initiatives contribute towards building knowledge, improving employability, and reducing barriers to higher education among children and youth in estate communities.

Our Contribution

Kelani Valley Plantations PLC fostered inclusive and equitable access to quality education by implementing learning and empowerment initiatives across plantation communities. The company supported primary and secondary education, English literacy classes, vocational training programs, and scholarship opportunities to enhance educational outcomes and vocational capabilities among youth and children. Institutionalized youth and children's clubs encouraged leadership, creativity, and social engagement, while vocational training frameworks in beauty care, sewing, and business management strengthened employability and entrepreneurship opportunities. These initiatives helped reduce financial barriers to higher education and empowered young individuals with practical skills and lifelong learning opportunities.

KPI / Metrics Dashboard



Vocational training sessions conducted benefiting

24



Number of children's clubs and youth clubs fully operational

43



Number of students supported through scholarships

441

Key Projects



1. Community-Level English Literacy Classes

Conducted English language classes to improve communication skills and educational opportunities for children within plantation communities.



2. Vocational Training Frameworks

Implemented vocational training programs in beauty care, sewing, and business management to improve employability and entrepreneurship skills.



3. Institutionalized Youth and Children's Clubs

Established youth and children's clubs to encourage leadership development, teamwork, creativity, and community participation.



4. KVPL Higher Education Scholarship Scheme

Provided scholarships and educational support to students pursuing higher education and advanced level studies.

Future Targets

Launch **Modern Digital Learning Hubs** in central estates through educational platforms.

Partner with **TVET Institutions** to formally certify vocational skills among youth.

Expand **Scholarship Programs** to cover early childhood and advanced educational fields.

Strengthen vocational and **Digital Literacy Programs** across all plantation communities.



Gender Equality through initiatives focused on awareness creation, women's empowerment, leadership development, and family wellbeing.

90%

Overview

Kelani Valley Plantations PLC remains committed to advancing Sustainable Development Goal 5 – The organization conducts programmes aimed at promoting gender equality, reducing discrimination, preventing gender-based violence, and encouraging shared household responsibilities within estate communities. These initiatives contribute towards creating inclusive, respectful, and supportive environments that empower women, youth, and families while strengthening social and economic development across plantation communities.

Our Contribution

Kelani Valley Plantations PLC conducted awareness programmes and discussions on gender equality, women's issues, and estate productivity challenges to encourage inclusive participation among men and youth. The company organized training sessions focusing on family responsibilities, shared duties, and positive attitudes to strengthen family wellbeing and healthy relationships. Leadership and communication skills among men and youth were further developed to support women's empowerment initiatives within estate communities. In addition, awareness programmes on the history and challenges of the tea industry motivated youth participation in sustaining the plantation sector while promoting equal opportunities, respect, and community engagement.

KPI / Metrics Dashboard



Increase in gender awareness and empowerment training programmes compared to the previous year.

90%



Increased participation of men and youth in gender equality and family wellbeing initiatives across estate communities

72%



Expansion of women's leadership, vocational training, and livelihood development opportunities.

138
Programms

Key Projects



1. Gender Awareness & Sensitization Programmes

Issuing plots of land for cultivation and promoting additional crop cultivation to improve household income and food security.



2. Women Empowerment & Leadership Development

Encouraging home gardening while providing plants and seeds through KVPL to support sustainable household nutrition and savings.



3. Prevention of Gender-Based Violence (GBV)

Promoting livestock farming and inland fisheries as alternative livelihood opportunities for estate communities.



4. Skills Development & Vocational Training

Collaborating with other service providers to strengthen agricultural development, technical support, and community-based livelihood programs.

Future Targets

Improve men and youth participation in gender awareness and productivity programmes by **30%** across estate divisions.

Increase active male involvement in household responsibilities and family wellbeing activities by **40%.**

Enhance awareness and practice of gender equality within families and workplaces by **35%.**

Develop leadership, mentoring, and communication skills among men and youth to strengthen **Women's Empowerment** initiatives.



Kelani Valley Plantations PLC is committed to ensuring access to clean water, improving sanitation standards, and protecting natural water resources through responsible water stewardship, watershed conservation, and efficient water management.

100%

Overview

Kelani Valley Plantations PLC is committed to ensuring access to clean water, improving sanitation standards, and protecting natural water resources through responsible water stewardship, watershed conservation, and efficient water management.

Our Contribution

KVPL provides safe drinking water access to approximately 15,000 estate residents across 25 estates, monitors water quality in RA-certified tea factories, promotes annual water reduction targets, and supports watershed restoration and water stewardship initiatives.

KPI / Metrics Dashboard



Number of estate residents provided with safe drinking water access.

15,000+



Annual water usage reduction target across operations.

≥2%



Number of volunteer hours contributed to environmental conservation activities.

8,000+

Key Projects



1. Kelani Valley Protectors Initiative (KVPI)

Joint environmental programme focused on watershed protection and conservation.



2. Surakimu Ganga Programme

River and watershed restoration activities to protect critical water resources.



3. WeOya Catchment Restoration

Ecosystem restoration and catchment management to improve water quality.



4. Estate Water Recycling Systems

Water recycling and efficiency improvements in tea and rubber factories.

Future Targets

Achieve **100%** safe drinking water coverage across all estates by 2027.

Expand **KVPI** to cover additional watershed and sub-catchment areas.

Scale up **Water Recycling** and conservation systems across operations.

Achieve **Zero Liquid Discharge** at all tea factories by 2028.

7 AFFORDABLE AND CLEAN ENERGY



Transitioning towards affordable, reliable and clean energy sources while improving energy efficiency and minimizing environmental

32%

Overview

We are committed to accelerating the transition towards clean and renewable energy by integrating solar, mini-hydro, and energy-efficient technologies across our operations. Through responsible energy management, we continue to reduce emissions, enhance operational resilience, and create sustainable value for future generations.

Our Contribution

We are steadily reducing our dependence on fossil fuels by increasing the use of renewable energy, investing in energy-efficient technologies, and promoting responsible energy consumption across all estates and factories. These initiatives help us lower operating costs, reduce greenhouse gas emissions, and build climate resilience for a sustainable future.

KPI / Metrics Dashboard



Renewable Energy - consumption from renewable sources.

32%



CO₂ Reduction to through clean energy initiatives.

18,500 tCO₂e



Diesel Reduction in total consumption.

25%

Key Projects



1. Solar Energy Project

Installed solar PV systems across factories, warehouses and staff housing to generate clean electricity and reduce grid dependency.



2. Biomass Energy Initiative

Utilizing biomass from tea waste and rubber wood waste as an alternative renewable fuel source for boilers and driers.



3. Energy-Efficient Machinery

Upgraded to energy-efficient motors, boilers and drying machines to optimize energy consumption and enhance operational performance.



4. Fuel Reduction Program

Implemented fuel management practices, route optimization and regular maintenance to reduce diesel usage in transport and field operations.

Future Targets

Increase renewable energy share to **50%** by 2030.

Reduce CO₂ emissions by **40%** by 2030.

Improve energy efficiency by **25%** by 2030.

Reduce diesel consumption by **30%** by 2030.



Empowering people through decent work, inclusive growth, sustainable livelihoods, and responsible business practices

10%

Overview

We are committed to promoting decent work, empowering people, and creating sustainable economic value through responsible employment, skills development, community upliftment, and inclusive growth. Our focus remains on building resilient livelihoods while supporting long-term prosperity for all stakeholders.

Our Contribution

We continue to strengthen employee livelihoods and workforce sustainability through investments in employee welfare, fair remuneration, occupational health & safety, training, leadership development, and community empowerment initiatives. Our approach focuses on improving productivity, enhancing workforce capabilities, promoting diversity and inclusion, and creating long-term economic value for all stakeholders.

Key Focus Areas

- Enhance decent work practices and employee wellbeing
- Invest in employee skill development and capacity building
- Promote fair and inclusive employment opportunities
- Improve productivity and sustainable income generation
- Strengthen youth and female workforce participation
- Integrate ESG and UNGC principles into people management and operational practices

KPI / Metrics Dashboard



Employee Earnings Growth

Employee earnings increased compared to the previous year through improved wage structures and productivity initiatives.

10% Increase



Training & Development

Comprehensive employee training programmes conducted across estates and factories.

95,000+ Training Hours



Training Investment

Investment in employee training and development programmes increased compared to last year.

15% Increase

Key Projects



1. Employee Welfare & Livelihood Development

Continued investments in employee welfare, housing, healthcare, community infrastructure, and livelihood enhancement programmes across estates and factories.



2. Training & Capacity Building

Conducted extensive training programmes covering operational excellence, occupational health & safety, sustainability, leadership development, compliance, and technical skills.



3. Fair Employment & Inclusion

Strengthened fair and inclusive employment practices while encouraging greater female participation and youth representation within the workforce.



4. Productivity & Economic Empowerment

Focused on improving operational efficiency, productivity enhancement, and sustainable income generation initiatives to improve employee earnings and long-term economic resilience.

Future Targets

Increase millennial workforce representation from **45% to 50%**

Continue enhancing **Occupational Health & Safety** and employee wellbeing programmes

Expand **Agroforestry and crop diversification programmes** for long-term economic resilience

Continue integrating **ESG and UNGC principles** into operational strategies and people management



Kelani Valley Plantations PLC advances sustainable industrialization through innovation, technology adoption, infrastructure development, and modernization of manufacturing processes

80%

Overview

Kelani Valley Plantations PLC advances sustainable industrialization through innovation, technology adoption, infrastructure development, and modernization of manufacturing processes. The company continuously invests in value-added tea products, digital transformation, factory upgrades, and estate infrastructure to improve productivity, operational efficiency, product quality, and long-term competitiveness.

Our Contribution

KVPL strengthened its commitment to SDG 9 by introducing advanced processing technologies, upgrading tea manufacturing systems, digitalizing plantation and factory operations, and improving infrastructure across estates and factories. These initiatives enhanced production efficiency, supported innovation, improved quality standards, and created a stronger foundation for sustainable growth.

KPI / Metrics Dashboard



Progress achieved in sustainable infrastructure improvements.

80%



Improved tea quality consistency and buyer acceptance.

100%



Increased operational accuracy and reporting efficiency through digital systems.

98%

Key Projects



1. Matcha Processing Development Project

Introduced specialized Matcha processing machinery to support value-added tea innovation and specialty tea production.



2. Pedro Factory Manufacturing Upgrade

Modernized tea manufacturing by converting from Direct Firing to Colory Tea processing, improving quality consistency and export readiness.



3. Smart Plantation Management Initiative

Implemented digital monitoring and management systems to improve operational oversight, productivity, and reporting efficiency.



4. Estate Infrastructure Development Project

Upgraded roads, utilities, and factory facilities to support long-term operational sustainability and business growth.

Future Targets

Expand commercial-scale **Matcha** exports

Increase Black Tea production capacity

Achieve full **Digital Integration** across all estates and factories.

Strengthen innovation-driven export growth through **Product Research and Development**.

10 REDUCED INEQUALITIES



Actively promoted women's empowerment and leadership opportunities across estates and operational units

40%

Overview

SDG 10 focuses on reducing inequalities by ensuring equal access to opportunities, resources, and decision-making roles. Within plantation operations, this involves empowering underrepresented groups, particularly women, through leadership development, skills enhancement, fair employment practices, and inclusive workplace policies. By fostering diversity and inclusion, organizations can create a more equitable workforce while strengthening operational performance and community well-being.

Our Contribution

The company has actively promoted women's empowerment and leadership opportunities across estates and operational units. Through targeted training programmes, leadership development initiatives, and inclusive recruitment and promotion practices, female participation in supervisory and operational roles has increased significantly. These efforts support a more balanced and equitable workforce while creating pathways for career advancement and long-term professional growth.

KPI / Metrics Dashboard



Progress achieved in women empowerment and leadership initiatives

40%
From last FY



Increased female participation in supervisory and operational roles

16%
From last FY



Increased women employed in leadership positions

12%
From last FY

Key Projects



1. Women Leadership Development Programme

Structured training and mentoring initiatives designed to enhance leadership, communication, and decision-making skills among female employees.



2. Inclusive Career Advancement Initiative

Creation of transparent promotion pathways and equal access to supervisory and management opportunities.



3. Workplace Equality and Awareness Programme

Awareness sessions and policy implementation to strengthen diversity, inclusion, and equal treatment in the workplace.



4. Women in Operations Empowerment Project

Encouraging greater female participation in operational and supervisory functions through targeted capacity-building activities.

Future Targets

Increase **Women Representation** in management roles

Expand **Leadership Development Programmes** across all estates

Strengthen **Gender-Inclusive Recruitment** and promotion practices

Enhance mentorship and **Career Progression Opportunities** for women employees

11 SUSTAINABLE CITIES AND COMMUNITIES



Estate infrastructure improvements, waste management programmes, digital e-waste collection and upcycling initiatives, community resilience activities, biodiversity conservation projects, and welfare programmes

20%

Overview

Sustainable Cities and Communities focuses on creating safe, resilient, inclusive, and sustainable living environments. Within plantation communities, this includes infrastructure development, environmental cleanliness, disaster preparedness, biodiversity conservation, and community wellbeing initiatives that improve quality of life while supporting long-term sustainability.

Our Contribution

The company supports SDG 11 through estate infrastructure improvements, waste management programmes, digital e-waste collection and upcycling initiatives, community resilience activities, biodiversity conservation projects, and welfare programmes. These efforts enhance living standards, environmental performance, and social wellbeing across plantation communities.

KPI / Metrics Dashboard



Number of infrastructure upgrades completed and beneficiaries reached.

41,334
Beneficiaries



Quantity of waste and e-waste collected, recycled, or diverted from landfill.

53.895
Mt



Number of awareness, resilience, and community development programmes conducted.

37%
From last FY

Key Projects



1. Estate Community Infrastructure Development

Improvement and maintenance of roads, sanitation facilities, worker housing surroundings, and shared community infrastructure.



2. Environmental Cleanliness & Waste Management

Promotion of waste collection, segregation, awareness programmes, and responsible disposal practices.



3. Digital E-Waste Collection & Upcycling

Collection of electronic waste from estates and offices for recycling and conversion into sustainable products.



4. Disaster Preparedness & Community Resilience

Awareness programmes, risk identification, drainage maintenance, and emergency preparedness initiatives.

Future Targets

Expand Infrastructure improvement coverage across estates.

Strengthen **Waste Segregation** and recycling systems.

Enhance Climate Resilience and disaster preparedness measures.

Increase **Biodiversity Conservation** and community wellbeing initiatives.



We strengthened sustainable supply chain management by improving traceability, promoting ethical sourcing practices, and encouraging efficient resource utilization

75%

Overview

Responsible Consumption and Production focuses on promoting resource efficiency, reducing waste, and ensuring sustainable management of materials throughout the value chain. As a tea and rubber plantation company, we recognize that sustainable sourcing, responsible resource use, and waste reduction are essential for long-term environmental stewardship and business resilience. Through responsible procurement, supplier engagement, and sustainable production practices, we strive to minimize environmental impacts while creating value for stakeholders.

Our Contribution

We strengthened sustainable supply chain management by improving traceability, promoting ethical sourcing practices, and encouraging efficient resource utilization. Supplier engagement initiatives, awareness programmes, and responsible procurement practices helped improve transparency and accountability. We also focused on reducing material waste, supporting sustainable agricultural practices, and exploring renewable energy opportunities across our operations.

KPI / Metrics Dashboard



Positive response rate received from the inaugural supplier survey

75%
From last FY



Increase of suppliers engaged through awareness and training programmes

19%
From last FY

Key Projects



1. Supplier Traceability Initiative:

Implemented systems to trace the origin and journey of products throughout the supply chain, improving transparency and accountability.



2. Supplier Engagement and Survey Programme

Conducted the inaugural supplier survey to assess sustainability performance and gather feedback for continuous improvement.



3. Efficient Resource Management Programme

Introduced practices to reduce material waste, optimize resource consumption, and improve operational efficiency.



4. Sustainable Agriculture Awareness Programme

Promoted responsible consumption through training and awareness programmes on sustainable farming, waste management, and conservation practices.

Future Targets

Increase the use of **Organic Fertilizers** and integrated pest management practices.

Expand **Waste Segregation**, recycling, and composting initiatives across estates.

Implement **Water Conservation** measures such as drip irrigation and rainwater harvesting.

Enhance **Sustainability Awareness** and training programmes for employees, suppliers, and communities.



Mitigating the impacts of climate change through responsible land management, resource efficiency and nature-based solutions

100%

Overview

Mitigating the impacts of climate change through responsible land management, resource efficiency and nature-based solutions while strengthening our resilience.

Our Contribution

As a plantation company, we recognize the risks climate change poses to our business, communities and ecosystems. We are committed to reducing our carbon footprint, enhancing carbon sequestration, conserving biodiversity and implementing sustainable practices that ensure long-term value creation for future generations.

KPI / Metrics Dashboard



GHG Emissions Reduction for Scope 1 & 2.

18%



Carbon Sequestration through plantations landscape

25,000 tCO₂e



Improvement in water use efficiency.

15%

Key Projects



1. Carbon Sequestration

Through sustainable plantation management and soil health improvement to enhance carbon storage.



2. Water Resource Management

Protecting water sources and promoting efficient water use across estates and factories.



3. Biodiversity Conservation

Conserving natural habitats, protecting wildlife and promoting agroforestry practices.



4. Sustainable Agriculture

Promoting climate-smart agriculture, soil conservation and reduced chemical usage to build resilience.

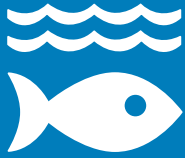
Future Targets

30% reduction in GHG emissions (Scope 1 & 2) by 2030.

Achieve **Carbon Neutral Operations** by 2040.

20% improvement in water use efficiency by 2030.

Increase conserved and restored areas to **1,000** hectares by 2030.



SDG 14 through the Kelani Valley Protectors Initiative (KVPI), which protects the Kelani River and its catchment areas from pollution, chemical contamination, and environmental degradation

82%

Overview

Life Below Water focuses on protecting marine ecosystems, reducing pollution, conserving aquatic biodiversity, and promoting sustainable management of water resources. For plantation companies, actions taken upstream have a direct impact on rivers, wetlands, and ultimately the ocean. Preventing pollution, restoring ecosystems, and educating communities help safeguard aquatic life and ensure healthier water systems for future generations.

Our Contribution

Kelani Valley Plantations PLC contributes to SDG 14 through the Kelani Valley Protectors Initiative (KVPI), which protects the Kelani River and its catchment areas from pollution, chemical contamination, and environmental degradation. By reducing agrochemical runoff, managing waste responsibly, conducting river conservation programmes, establishing Green Clubs, and implementing native tree planting initiatives, KVPL supports healthier freshwater ecosystems that ultimately protect Sri Lanka's coastal and marine environments.

KPI / Metrics Dashboard



Number of native trees planted within the Kelani River basin

4,250



Increase of students and community members engaged through Green Clubs and awareness programmes

21%

From last FY



Person hours engaged in waste and plastic prevented from entering waterways through conservation initiatives

2,880

Key Projects



1. Kelani Valley Protectors Initiative (KVPI)

A flagship conservation programme supporting the protection of the WeOya catchment and Kelani River through nature-based solutions, pollution prevention, and community engagement.



2. Green Clubs and Environmental Education

Established Green Clubs in estate schools to educate students on river conservation, plastic pollution prevention, and the connection between healthy rivers and marine ecosystems.



3. Native Tree Planting Programme

Implemented riverbank restoration through partnerships with Hirdaramani Group and Norlanka Manufacturing, supporting the planting of over 1,500 native trees to reduce erosion and sediment runoff.



4. River Pollution Prevention and Plastic Collection Campaigns

Conducted awareness programmes and river-cleaning initiatives, including plastic collection campaigns, to prevent waste from reaching waterways and the ocean.

Future Targets

Expand **Native Tree Planting** and riverbank restoration programmes across additional catchment areas.

Strengthen partnerships with corporate and government stakeholders to enhance **River Conservation** efforts.

Increase community participation in **River Protection**, waste management, and environmental stewardship programmes.

Scale up pollution prevention and monitoring initiatives to further **Improve Water Quality** and protect marine ecosystems.



SDG 15 through biodiversity conservation, habitat restoration, native tree planting, High Conservation Value (HCV) monitoring, and environmental awareness programmes

44%

Overview

Life on Land focuses on protecting, restoring, and promoting the sustainable use of terrestrial ecosystems. It emphasizes biodiversity conservation, sustainable land management, forest restoration, and the protection of wildlife habitats. For plantation companies, this goal highlights the importance of balancing agricultural productivity with environmental stewardship, ensuring that ecosystems remain resilient and capable of supporting future generations.

Our Contribution

Kelani Valley Plantations PLC actively contributes to SDG 15 through biodiversity conservation, habitat restoration, native tree planting, High Conservation Value (HCV) monitoring, and environmental awareness programmes. Through partnerships with conservation organizations and local stakeholders, the company works to protect riparian zones, maintain ecological corridors, strengthen biodiversity assessments, and engage employees and estate communities in conservation initiatives.

KPI / Metrics Dashboard



Increase in biodiversity richness

44%



Green Clubs established in schools in We Oya

03



Estates completed the 2nd Round Biodiversity Assessment for Financial Year

10

Key Projects



1. Biodiversity Assessment Programme

Completed the second phase of biodiversity assessments across low-country and up-country estates, enabling data-driven conservation planning and biodiversity monitoring.



2. Native Tree Planting & Nursery Expansion

Identified suitable sites for native tree replanting within the Elbedda Ridge Corridor and planned expansion of the Ingestre native tree nursery in collaboration with conservation partners.



3. High Conservation Value (HCV) Monitoring

Conducted HCV monitoring across all identified estates while maintaining riparian and buffer zones to protect sensitive ecosystems and habitats.



4. Environmental Education & Green Clubs

Established environmental clubs in schools and planned the Forest Guardian Resource Room to strengthen environmental awareness among estate children and communities.

Future Targets

Expand **Native Tree Planting** initiatives across all estates, focusing on riparian buffer zones and ecological corridors.

Establish the **Forest Guardian Resource Room** to enhance biodiversity education and conservation awareness.

Strengthen **Biodiversity Monitoring** by comparing future assessments with baseline studies and identifying improvement areas.

Collaborate with approved environmental partners and stakeholders to enhance **Habitat Restoration** and responsible waste management practices.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Gender Equality through initiatives focused on awareness creation, women's empowerment, leadership development, and family wellbeing.

78%

Overview

SDG 16 focuses on building effective, accountable and transparent institutions while promoting ethical governance, regulatory compliance, justice, and organizational integrity. For plantation companies, this includes strengthening corporate governance, internal controls, compliance systems, employee ethics, workplace accountability, and transparent reporting mechanisms that support long-term sustainable development.

Our Contribution

Kelani Valley Plantations PLC continues to strengthen institutional governance through robust corporate governance frameworks, internal audit systems, regulatory compliance mechanisms, employee ethics programmes, risk management practices, and transparent reporting structures. The company promotes accountability, operational integrity, compliance with statutory requirements, and responsible decision-making across its estates and corporate operations.

KPI / Metrics Dashboard



Board ESG Oversight Frequency

12
Sessions per FY



Ethics Training Coverage

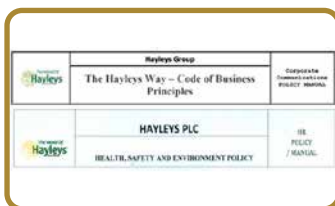
32%
increase from last FY



Overall SDG 16 Impact Score

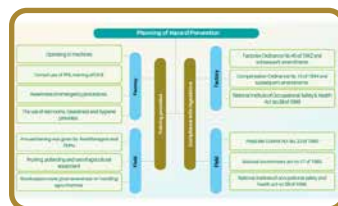
78%

Key Projects



1. Corporate Governance Strengthening

Enhanced governance policies, board oversight mechanisms, and institutional accountability frameworks to improve transparency and decision-making.



2. Internal Controls & Audit Programme

Implemented internal audit reviews, financial controls, monitoring systems, and risk-based assessments across estates and operational units.



3. Employee Ethics & Compliance Development

Conducted ethics awareness, policy communication, compliance education, and governance training programmes to strengthen ethical culture.



4. Regulatory Compliance & Risk Management

Strengthened statutory reporting, legal compliance monitoring, tax governance, and regulatory risk management processes.

Future Targets

Expand **Digital Governance** and compliance monitoring systems across all estates.

Strengthen ethics, compliance, and governance **Awareness Programmes** for employees.

Enhance whistleblower, anti-fraud, and **Grievance Management** mechanisms.

Improve Transparency, ESG governance integration, and stakeholder reporting practices.



Sustainable development through strategic partnerships that support community development, government collaboration, responsible supply chains, research and innovation, employee welfare, and environmental stewardship

Overview

SDG 17 emphasizes the importance of partnerships, collaboration, and shared responsibility in achieving sustainable development. For plantation companies, meaningful engagement with governments, communities, suppliers, research institutions, NGOs, and employees creates opportunities to address environmental, social, and economic challenges collectively. Strong partnerships enable knowledge sharing, resource mobilization, innovation, and long-term value creation while supporting sustainable plantation management.

Our Contribution

Kelani Valley Plantations PLC strengthens sustainable development through strategic partnerships that support community development, government collaboration, responsible supply chains, research and innovation, employee welfare, and environmental stewardship. By fostering multi-stakeholder engagement and collaborative initiatives, the Company enhances operational sustainability, promotes social progress, and contributes to the achievement of the Sustainable Development Goals across its areas of operation.

KPI / Metrics Dashboard



Increase in viable partnership development for Environment stewardship & Social responsibility

80%
From last FY



Community Development Partnership Achievement

80%



Employee Welfare Partnership Achievement

87.5%

Key Projects



1. Community Development Partnerships

Implemented community-focused initiatives including water supply improvements, educational support, healthcare programs, livelihood development, and environmental awareness activities that enhanced the wellbeing of estate communities.



2. Government Collaboration Programmes

Worked closely with government institutions on plantation productivity, occupational safety, environmental compliance monitoring, and sustainable agriculture extension initiatives.



3. Sustainable Supplier Engagement

Promoted responsible procurement by engaging suppliers on sustainability standards covering environmental compliance, ethical sourcing, waste management, labour practices, and resource efficiency.



4. Research & Environmental Partnerships

Collaborated with research institutions and environmental stakeholders on sustainable tea cultivation, climate resilience studies, biodiversity conservation, reforestation, and resource management projects.

Future Targets

Expand partnerships with universities, research institutes, and innovation centres to support **Climate-Smart Plantation Practices**.

Strengthen international collaborations with **Sustainability Organisations**, certification bodies, and development agencies.

Enhance supplier sustainability monitoring through **ESG-Based Supplier Assessments** and scorecards.

Develop **Digital Partnership Platforms** to improve stakeholder engagement, collaboration, reporting, and knowledge sharing.

