



## ENVIRONMENT, HEALTH AND SAFETY POLICY

Hayleys Advantis Limited (ADV) is committed to achieving Environment, Health and Safety excellence in all our business operations. To enable ADV to keep our work quality and wellbeing at the highest levels, we shall ensure that the safety and health of our employees are maintained at all times.

To achieve this goal, ADV will endeavour to develop, implement and evaluate the EHS Programme through the application of the ADV-EHS Management System.

ADV will ensure the safest possible work environment by:

- Requiring all workplace EHS hazards to be identified and their risks to be controlled.
- Complying with all applicable EHS legislation.
- Preventing accidents and injuries by proactively identifying hazards and managing risks to people, property and environment.
- Reducing waste and conservation of resources.
- Tolerating only conditions and behaviours that minimize incidents or injuries.
- Providing employees with on-going training in EHS.
- Setting Key Performance Indicators (KPI's) to measure and evaluate EHS performance, in order to achieve continuous improvement at all locations.

The responsibility to ensure a safe and healthy workplace is everyone's, from the Board of Directors to the newest employee. EHS Representatives are responsible for ensuring that safe and healthy work conditions are maintained in their assigned work areas. Employees are responsible to work safely, following Safe Work Practices & Procedures set out in the ADV-EHS Management System.

A handwritten signature in black ink, appearing to read 'Ruwan Waidyaratne', is written over a horizontal line.

Ruwan Waidyaratne  
Managing Director

Date: 05th November, 2011