



The
**Ceylon
Chamber of
Commerce**

BEST CORPORATE CITIZEN

SUSTAINABILITY AWARD **2025**

PEOPLE. PLANET. PROFIT



Employee Relations



Significant achievements during 2024–2025:

- Strengthening employee relations at the workplace
- Employee benefits, working conditions, social security, occupational safety and health (OSH)
- Employee training and development (HRD)



Mechanisms to ensure equal opportunities in employment

- Persons with disability
- Female employment
- Measures against gender based Sexual Harassment / violence, Specific measures to safeguard/ foster dignity of Women in the workplace
- Recruitment policy
- Promotions and career advancement opportunities
- Strategies and goals for gender parity



Challenges and Strategies

Identify the challenges faced and strategies adopted and actions taken to overcome those challenges (general - related to your business).

How has your Organization prepared for and responded to the economic context?



Diversity, Equity and Inclusion (DEI)

State the company's policies on Diversity, Equity and Inclusion in relation to employees and how it relates to the company's sustainability strategy.



Statistics

- Total No. of employees as at **31st March 2024** and **31st March 2025**
- No. of employees dismissed during 2023/24 and 2024/25, and the No. retrenched through VRS or other mechanisms.
- No. of employees trained and total investment on training during 2023/24 and 2024/25
- No. of employees with disabilities
- No. of female employees and female employees in Senior Management positions as a percentage of total employment, % of female employees promoted, % of females in recruitments, % of females in key departments, % of females in key geographical locations, % of female exits