



POLICY ON ENVIRONMENTAL, SOCIAL AND GOVERNANCE SUSTAINABILITY

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Company Secretary

Contents

- 1 Introduction1
- 2 Environmental Sustainability1
- 3 Social Responsibility1
- 4 Governance Practices 2
- 5 Reporting and Metrics 2
- 6 Review and Amendment 2
- 7 Conclusion 2

1. Introduction

Overseas Realty Ceylon PLC (“ORCL”), as a listed company on the Colombo Stock Exchange (CSE), recognizes its responsibility to operate in a manner that promotes environmental sustainability, social responsibility, and strong governance practices. This Environmental, Social, and Governance (ESG) Sustainability Policy reflects our commitment to these principles.

2. Environmental Sustainability

2.1. Environmental Stewardship

ORCL is committed to reducing its environmental impact by implementing environmentally responsible practices, conserving natural resources, and minimizing waste.

2.2. Compliance with Environmental Laws

We shall comply with all applicable environmental laws, regulations, and standards at the local, national, and international levels.

2.3. Energy Efficiency and Conservation

ORCL has implemented energy-efficient technologies and practices to reduce our carbon footprint and improve energy efficiency.

2.4. Reduction of Emissions and Waste

We shall work to reduce greenhouse gas emissions, pollution, and waste generation through responsible operational practices.

3. Social Responsibility

3.1. Employee Welfare

We are committed to providing a safe, inclusive, and fair work environment that promotes the well-being and development of our employees.

3.2. Community Engagement

ORCL actively engages with the local communities where we operate. We will contribute positively to these communities through outreach programs and support for local development.

3.3 Health and Safety

ORCL complies with all Industrial Safety Requirements. Preventive maintenance programs, potable water quality testing and air quality testing etc. are regularly carried out. Specialized equipment and life support systems maintained by qualified professionals.

3.4 Labor Practices

A fair and sound grievance handling policy and procedure is a prerequisite for good Human Resource practices and for healthy employee - employer relations. This is implemented through the joint consultative committee having employee representatives.

3.5 Grievance mechanism

Our grievance practices are aimed at allowing employees to bring to the attention of the management any dissatisfaction or injustice which may exist in the workplace. It is a formal process offering employees of different levels solving grievance issues and aiding to maintain a fair and cordial working environment.

3.6 Non-discrimination, child labor and compulsory labor

We consider upholding good standards of human rights in our workplace and in all our dealings and discrimination, child labor and compulsory labor are avoided.

We believe in the fair treatment of employees regardless of their age, race, gender, position, or any other diversity factor. Accordingly, our management and employees are expected to adhere to a strict code of ethics in relation to favourism and all forms of discrimination.

Our stance on labor is to employ individuals over 18 years of age at their own free will. Thus, no forced or compulsory labor is entertained at our workplace. All recruitments are handled centrally at the Human Resources Division ensuring best practices.

4. Governance Practices

4.1. Board Oversight

The Board of Directors will provide oversight of our ESG practices, ensuring that they align with our long-term strategy and risk management.

4.2. Accountability and Transparency

ORCL is committed to maintaining accountability and transparency in all our operations and communications. This includes open and fair disclosure of material ESG information.

4.3. Compliance with Governance Standards

We will comply with all governance standards and codes that apply to listed companies in the CSE and strive for best practices.

4.4. Anti-Corruption and Ethics

We have a zero-tolerance policy for corruption, and we expect all employees to act ethically and with integrity. The ORCSL Anti-Bribery & Corruption Policy provides further guidance in this regard.

5. Reporting and Metrics

ORCL will regularly report on our ESG performance and metrics, using wherever applicable established frameworks such as the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards.

6. Review and Amendment

This policy shall be reviewed periodically to ensure alignment with corporate governance best practices and regulatory requirements. Amendments may be made when necessary.

7. Conclusion

ORCL is committed to sustainability, social responsibility, and good governance, reflecting our dedication to responsible corporate citizenship and long-term value creation for all stakeholders.