



MAHAWELI COCONUT PLANTATIONS PLC

CORPORATE GOVERNANCE POLICIES

Policy on Whistleblowing

The Company's Whistle-blower Policy provides an effective mechanism for employees and other stakeholders to report any concerns regarding compliance and ethics. The Policy provides a transparent and confidential process which encourages the reporting of any such concerns. The Policy covers the reporting process, and how such reports will be addressed and emphasizes that those who make a report in good faith under the Policy will be protected from retaliation.

Key aspects of the Policy:

- Guidelines on the process through which concerns raised will be investigated and appropriate corrective/preventive action will be taken.
- Designated persons to whom reports can be made.
- Management responses and steps taken.
- Details of the internal inquiry process.
- Maintaining confidentiality

Investigation process

An independent investigation is carried out/coordinated by the director appointed by the board with the assistance of Department Heads where necessary. The Final report on such an investigation will be submitted to the Audit Committee Chairman, to decide the action which needs to be taken. If an investigation leads to conclude that an improper or unethical act has been committed, the Audit Committee takes disciplinary or corrective action in line with the disciplinary policy of the Company.

Any stakeholder can voice their concerns/ complaints via letters and email or the dedicated Whistleblower via voice call, SMS, WhatsApp, and Viber. The whistleblower could bring up their concerns to the below designated officers:

Officers of MCPPLC:

- CEO/ Managing Director
- Members of the Audit Committee

All appropriate procedures were in place to conduct independent investigations into incidents reported through whistle-blowing or identified through other means. The Whistleblower Policy guarantees strict confidentiality of the whistle-blowers' identity.