

JETWING HUMAN RIGHTS POLICY STATEMENT

GENERAL OVERVIEW

Jetwing Vision

To be world class in everything we do

Jetwing Mission

We are a family of people and companies committed to legendary and innovative service leading to high stakeholder satisfaction

Jetwing Core Values

- Passion– We are passionate about what we do. Enthusiasm and devotion is part of our DNA
- Humility –We demonstrate humility by being open minded and having a healthy respect for others
- Integrity – Integrity is a part of who we are. We value honesty and say and do the right things consistently
- Tenacity- Always tenacious, we take big challenges and persist until we succeed

General Statement of Human Rights Protection

Jetwing acknowledges and respects the principles contained in the Universal Declaration of Human Rights and The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. Jetwing Human Rights Policy reflects the Company's commitment to conduct its business in a manner consistent with these principles and to protect human rights at all spheres.

As a responsible employer, Jetwing follows responsible workplace practices, and endeavors to conduct its business operations in a manner that is free from human rights abuse. The Company's core values and culture embody a commitment to ethical business practices and good corporate citizenship.

The principles governed under this policy are as follows:

1. Non discrimination and equality
2. Labour and Human Rights
 - 2.1.1 Protection of the rights of a child
 - 2.1.2 Forced labour
3. Health and Safety
4. Working conditions including working hours
5. Fair wages and compensation
6. No harsh or degrading treatment/harassment

1. Non discrimination and equality

In line with the ILO Convention, we provide equality of opportunity and treatment, and respect each individual's human rights. We do not discriminate on the basis of race, colour, gender, religion, creed, age, social and civil status, family origin, physical or mental disability or sexual orientation in our hiring and employment practice.

2. Labour and Human Rights

The below section shall be governed by the regulations defined in the ILO Convention, Sri Lanka Labour Regulations (I.e. Shop & office Employees act and Wages Board Ordinance) and other applicable laws of the country.

2.1 Protection of the rights of a Child

A child is defined by the Convention on the Rights of the Child (CRC) as "Every human being below the age of 18 years unless under the law applicable under the child majority is attained earlier (World Health Organization). As per the World Health Organization, 'Child Abuse' and 'Child Sexual Abuse' are also mirrored as the definitions used by the National Child Protection Authority in Sri Lanka.

Accordingly, Jetwing condemns all forms of exploitation of children. The Company does not recruit any young person under the age of 18 (eighteen), and supports the elimination of exploitative child labour. Jetwing follows a "Zero Tolerance Policy" on Child abuse and child labour, and will work to raise awareness concerning such exploitation. We will also cooperate with law enforcement authorities to address any such instances of exploitation of which the Company becomes aware.

2.2 Forced Labour

Jetwing supports the elimination of all forms of forced, bonded or compulsory labour, and we do not accept the use of prison labour or illegal labour. (ILO convention, 1930 (No.29) pertaining to forced labor)

3. Health and safety

At Jetwing, caring for our associates means providing a safe and healthy environment at all times, ensuring that only the highest standards of health and safety are maintained for the benefit of all our employees and stakeholders.

Every employee, supplier and other stakeholders has a clear duty to take every reasonable precaution to maintain a safe and healthy working environment in order to avoid the possibility of injuring yourself or putting at risk those with whom you work, and members of the public. Strict adherence to the Group's Health & Safety Policy is expected of every employee.

4. Working conditions including working hours

At Jetwing we will treat all employees fairly and honestly. All employees will be furnished with a written contract of employment with agreed terms and conditions, including notice of resignation from both sides.

Working hours will comply with the national laws and benchmarks of the industry. Workers are not, on a regular basis, required to work in excess of 45 hours a week, with a one hour meal break. They are also provided with one and half days off on average for a week.

All employees are provided with adequate and reasonable rest breaks, access to drinking water and other sanitary facilities, day off and statutory leave will also be granted to all employees (in compliance with the Shop and Office Employee Act of Sri Lanka). All employees will also be provided with appropriate job skills training.

5. Fair wages and compensation

Wages will be paid regularly, on time, and will reflect the experience, qualifications and performance of the employee. All employees will be compensated according to the labour laws and statutory regulations of the country (I.e. Workmen compensation act and Shop and Office Employee Act) and shall be paid at least the statutory minimum wage or the prevailing industry wage. All other types of legally mandated benefits and compensations shall be paid.

In addition to the basic salary all overtime work carried out by employees is voluntary, and compensated in accordance with the law. Employees will also be provided with detailed information pertaining to their wages in writing.

Employees shall be granted and correctly compensated for any types of paid leave to which they are legally entitled. Examples of such leave include annual leave, casual leave, accident leave, and maternity leave.

6. No harsh or degrading treatment/harassment

Every employee shall be treated with respect and dignity. Under no circumstances do we accept the use of humiliation or corporal punishment by our suppliers, their subcontractors or other business partners. No employee shall be subject to physical, sexual, psychological or verbal harassment or abuse during their employment with the Company.

Reference

- International Labour Organization (ILO) Convention
- Sri Lanka Labour Regulations