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## DICIPILINARY POLICY

The Management of Lalan Group of Companies (Lalan Rubbers (Pvt) Ltd and Central Rubber (Pvt) Ltd) is committed to comply with Labour Laws and Regulations established by the government of Democratic Socialist republic of Sri Lanka.

This policy applies to all employees at Lalan Group of companies.

An employee or a group of employees should not engage in any act of misconduct which could violate the rules and regulations of the organization.

All managers, supervisors and other persons representing Lalan Group are expected to comply with above requirement of this policy. Managers and supervisors are responsible for encouraging compliance with this policy.

All employees are responsible for ensuring visitors comply with this policy. This policy shall be reviewed annually.

Signature (CEO):  .....

Date: 20.06.2020