

# HR Policy

Employees of S&D are considered as our most valuable asset. We are committed to making our company an enjoyable and a harmonious place to work while assisting the employees to achieve their desired career goals. We respect the human rights of individuals by securing and shielding employees from discrimination based on race, caste, gender, religion, sexual orientation and age. We protect the rights of freedom of association and employee interests including negotiating salaries, benefits and other conditions of work.

The company ensures an equal voice in negotiations for both workers and employees while providing the opportunity to improve their living and working conditions if they deem it unfit for working. We are committed to providing a quality service in a manner that leads towards a safe and a healthy working environment for our employees and minimizes the potential impact on the environment. In the recruitment of employees, we are responsible enough to recruit personnel with environmental, health and safety qualifications.

We are committed to eliminating child labor exploitation. Since we believe our future progress as well as the progress of communities and countries that we serve is best engaged through education, but not because of child labor, we are deeply concerned to make no use of forced labor including forms of slavery, debt bondage and human trafficking. The company ensures a security clearance together with a background check for all employees in order to confirm whether there are any workers who are forced into employment or underage.

We are fully responsible for maintaining the privacy of employee information as well as the confidentiality in employment matters. Our company always gives priority to maintaining a good equity in payments and take initiatives in providing effective welfare as well as non-salary related benefits.

As an organization, the company has reached a certain point and is still ascending to its peak. We are constantly committed to enhancing our current knowledge & skills while promoting a positive work related attitude of our employees and help them to upgrade their potentials. Through operations and interactions, the company is dedicated to creating a learning and a high-performance culture within the organization that is required to compete in the international market while keeping disciplinary standards at their highest and ultimately make our organization a “second home to our employees”.



A handwritten signature in blue ink that reads 'Dayantha de Silva'.

Dayantha de Silva  
Managing Director