























## PERFORMANCE ON AGENDA 2010/11

Focus Area	Agenda for 2010/2011	Status	Reference Page	Further comments
Economic performance	<ul style="list-style-type: none"> <li>We will ensure that our operations will safeguard the sustainability of the environment and communities we operate in, whilst providing our stakeholders superior returns and services.</li> </ul>		45 -47	
Environmental Impact	<ul style="list-style-type: none"> <li>We aim to reinforce the management practices currently institutionalized through a process of continuous improvements.</li> </ul>		50-51	<p>Due to the increase in the activity levels, there hasn't been a reduction; however the efficiency levels have been improved by the introduction of best practices into the business.</p> <p>Initial discussions have been held with the local Sustainable Energy Authority as well as private sector entities on evaluation of sustainable and renewable energy sources</p> <p>Currently all Sri Lankan resorts and city hotels and Chaaya Reef Ellaidhoo from the Maldivian sector are registered with Green Globe certification process out of which Cinnamon Lakeside and Chaaya Reef Ellaidhoo have already obtained certification. Chaaya Reef Ellaidhoo is currently registered with the USGBC and is aiming to obtain the LEEDS certification or silver level Completed. Continuous process.</p>
	<ul style="list-style-type: none"> <li>We will improve on our current energy management practices and embrace emerging technologies in achieving a lower emission rate of green house gases and a lower carbon foot print.</li> </ul>		53	
	<ul style="list-style-type: none"> <li>We aim to partner local and international environmental conservation agencies to assist the group in evaluating cheaper, sustainable and renewable energy sources and related funding for implementation.</li> </ul>		49-53	
	<ul style="list-style-type: none"> <li>We aim to be involved in public policy in relation to climate change and GHG emissions.</li> </ul>			
	<ul style="list-style-type: none"> <li>We will progressively move towards converting existing facilities where possible to be more energy efficient buildings and mandate new developments to be governed by globally accepted standards such as LEEDS and Green Globe certifications.</li> </ul>		51	

Focus Area	Agenda for 2010/2011	Status	Reference Page	Further comments
Environmental Impact contd.	<ul style="list-style-type: none"> <li>We will work towards achieving our goal as a group which is recognised as a pioneer in the hotel trade, to be a sustainable entity, setting an example to the community. We will aim to improve our best practices sustainably to comply with as many standards as possible while growing as a successful business within the second quarter of the year 2010.</li> </ul>		50-53	
	<ul style="list-style-type: none"> <li>Staying in line with the Group's strategy to operate in a more sustainable manner, John Keells Logistics (Pvt) Ltd (JKLL) will embark on back haulage operations to minimise the carbon footprint of its operations. We plan to eliminate approximately 900km per week through back haulage operations, saving approximately 160 liters of fuel per week during the next financial year. Whilst we have already embarked on efficient fleet management practices supported by fleet management technologies, we plan to take forward discussions with our subcontractors and suppliers to develop the required foundation to support JKLL's migration towards more sustainable practices in logistics.</li> </ul>		52-56	
More than just a workplace	<ul style="list-style-type: none"> <li>With the majority of our development programmes being instructor-led, we aim to offer e-based learning and development opportunities.</li> </ul>		65-67	
	<ul style="list-style-type: none"> <li>By further reinforcing the learning culture we foster at the John Keells Group we will increase the number of hours utilised for training by all our employees in the future.</li> </ul>		65-67	
	<ul style="list-style-type: none"> <li>We aim to improve the skills of supervisors on feedback giving and subordinates on receiving feedback and so, will increase the number of training session conducted on "Feedback Giving &amp; Receiving".</li> </ul>		67	
Ethical business	<ul style="list-style-type: none"> <li>Having worked on institutionalising the Group policy on child labour by developing and disseminating the related guidelines among the management and introducing systematic reporting processes via circulation of questionnaires, these will be verified through a quarterly compliance checklist with effect from 2010/11.</li> </ul>		69-70	
	<ul style="list-style-type: none"> <li>HR departments will be conducting spot audits to ensure adherence to the Group's policy on child labour with strict instructions have been given to Outlet Managers to adhere to the following requirements pertaining to the employment of young workers as per applicable regulatory requirements, until such time as the said trainees turn 18.</li> </ul>		69-70	

Focus Area	Agenda for 2010/2011	Status	Reference Page	Further comments
Ethical business contd.	<ul style="list-style-type: none"> <li>Having worked on institutionalising the Group policy on forced or compulsory labour by developing and disseminating the related guidelines among the management and introducing systematic reporting processes via circulation of questionnaires, these will be verified through a quarterly compliance checklist with effect from 2010/11.</li> </ul>		70	
	<ul style="list-style-type: none"> <li>With regard to anti-corruption, we will aspire to increase our reach of exposure to our business partners thus establishing a code of business principles and be committed to establishing mutually beneficial relations with our suppliers, customers and business partners.</li> </ul>		71	
Health & Safety	<ul style="list-style-type: none"> <li>We aim to form Safety Committees in all Group companies which will be responsible for compliance of the respective companies with the Occupation Health &amp; Safety (OHS) policies formulated.</li> </ul>		73-75	
	<ul style="list-style-type: none"> <li>The members of Safety Committees will undergo training programmes to develop and enhance their skills and knowledge in all aspects of basic OHS.</li> </ul>		73-75	
	<ul style="list-style-type: none"> <li>We aim to communicate to group companies, the importance of conducting basic OHS awareness and prevention programs for staff, their families and the surrounding community and encourage them to conduct same.</li> </ul>		73-75	
	<ul style="list-style-type: none"> <li>We aim to achieve our final goal which is for all group companies (other than IT/office industry groups) to obtain the OHSAS 18001 certification by March 2011.</li> </ul>		73-75	As against the last year the Group witnessed a 60% increase in the number of companies which are OHSAS certified
Our contribution	<ul style="list-style-type: none"> <li>With the aim of strengthening the sustainability of the communities we engage with, we will continue to explore new opportunities to bring together community investment and engagement initiatives which are aligned with the Foundation's focus areas.</li> </ul>		77-103	
	<ul style="list-style-type: none"> <li>With regard to English Language Scholarship Programme of John Keells Social Responsibility Foundation, we plan to shift our focus and re-introduce a foundation course aimed at schoolchildren aged 12-14 from various parts of the Island and continue to provide education facilities to different age groups of children and youth.</li> </ul>		82-85	
	<ul style="list-style-type: none"> <li>We will focus on another deserving village in the country under the Village Adoption Project, while Cinnamon Lodge and Chaaya Village would continue to support the village of Halmillawe in the future.</li> </ul>		92-97	

Focus Area	Agenda for 2010/2011	Status	Reference Page	Further comments
Product stewardship	We aim to implement a mechanism where the number of fines for group companies will be tracked and investigated on a more regular basis. Through this we plan to present businesses with more opportunities for improvement in products and services and streamline its business processes accordingly.		105-107	

		
<b>Completed</b>	<b>In Progress</b>	<b>Not completed</b>