



POLICY ON WHISTLEBLOWING  
OF  
LANKA MILK FOODS(CWE) PLC

# Lanka Milk Food (CWE) PLC (“LMF”)

## Statement on whistleblowing arrangements

### Introduction

We want our people to feel safe and confident to speak up and raise concerns about actions and behaviours that break the law, breach regulations, or go against our policies and values.

We encourage our people to use the usual speak up channels to escalate these concerns; however, we understand that there are circumstances where people may not feel comfortable doing so.

To facilitate the above, LMF has established a dedicated whistleblowing channel that enables both internal and external stakeholders to raise concerns confidentially.

### Raising Concerns

Reports of concerns can be made through our raising concerns channels via phone, email, or mail. During office hours, please contact 0115222600 (Ext 500), after hours 07773605473, or email [whistleblowing@lmfgroup.lk](mailto:whistleblowing@lmfgroup.lk)

### Confidentiality

Measures are implemented to ensure the confidentiality and/or anonymity of both the individual, raising the concern and the subject.

### Investigation Standards

Our standards and policies govern the investigation of cases reported to LMF are conducted carefully, with the highest level of confidentiality, ensuring thoroughness, independence, and timeliness by subject matter experts.

### Retaliation

Acts of retaliation against those who voice concerns are neither condoned nor tolerated, and we consider such behavior to be a potential cause for disciplinary action.

### Governance

The Audit Committee oversees the effectiveness of LMF whistleblowing arrangements. It receives regular updates on concerns raised and the management actions taken in response.

Additionally, we have appointed a non-executive whistleblowers' champion to ensure the integrity, independence, and effectiveness of our whistleblowing policies and procedures.