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The Gazette of the Democratic Socialist Republic of Sri Lanka
EXTRAORDINARY

අංක 2488/19 – 2026 මැයි මස 13 වැනි බදාදා – 2026.05.13

No. 2488/19 – WEDNESDAY, MAY 13, 2026

(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

My No.: CI/1674.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Dipped Products PLC — No. 400, Deans Road, Rajagiriya of the one part and Inter Company Employees' Union - No. 10, Council Lane, Dehiwala of the other part on 16th January 2026 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956).

H. M. D. N. K. WATALIYADDA,
Commissioner General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05,
25th April, 2026.

Collective Agreement No. 09 of 2026



COLLECTIVE AGREEMENT

THIS COLLECTIVE AGREEMENT made this Sixteenth day of January Two Thousand and Twenty Six to take effect from the First day of September Two Thousand and Twenty Five pursuant to the Industrial Disputes Act between

DIPPED PRODUCTS PLC (PQ60), having its registered office at 400, Deans Road, Colombo 10 (hereinafter referred to as the “Employer”) of the ONE PART

AND

THE INTER COMPANY EMPLOYEES’ UNION a registered Trade Union having its office at 10, Council Lane, Dehiwala (hereinafter referred to as the ‘Union’) of the SECOND PART

Witnesseth and it is hereby agreed between the parties as follows:

TITLE : This Agreement shall be known and referred to as the DIPPED PRODUCTS PLC PLANT 1 OPERATIONS ASSISTANTS’ COLLECTIVE AGREEMENT OF 2025

PART I

**CONTAINING TERMS AND CONDITIONS OF EMPLOYMENT AND MATTERS INCIDENTAL
THERE TO AND CONNECTED THEREWITH.**

1. PERSONS COVERED AND BOUND

This Agreement shall cover and bind the Employer, the Union and the members of the Union who are employed by the Employer as Operations Assistants in a manual or labouring capacity on monthly contracts of employment as at the date of signing this Agreement and for whom provision has been made in the wage scales set out in Schedules 1(a), (b) and (c) and 2 of this Agreement. This Agreement shall also cover and bind new employees recruited after the date hereof for whom provision has been made in the wage scales set out in Schedule 2 of this Agreement.

2. DATE OF OPERATION AND DURATION:

This Agreement shall be effective as from the First day of September Two Thousand and Twenty Five and shall thereafter continue in force unless it is determined by either party giving notice in terms of the Industrial Disputes Act in writing to the other subject to the following provisos:-

- a) That one party hereto shall not give such notice to the other party before the 31st day of August Two Thousand and Twenty Eight and no notice given before that date shall be regarded as valid.
- b) That in the event of a reduction in the par value of the Sri Lankan Rupee under any provision of law, a party shall be at liberty to abrogate this Agreement by giving one month’s notice in writing to the other in terms of the Industrial Disputes Act.

3. GENERAL TERMS AND CONDITIONS OF EMPLOYMENT:

During the continuance in force of this Agreement the terms and conditions of this Agreement shall be deemed to be included in each contract of service between the Employer bound by this Agreement and an Employee covered and bound by this Agreement, whether such contract of service be written or oral, which was subsisting on the date hereof or which shall come into being at any time after the date hereof during the continuance in force of this Agreement.

4. EMPLOYEES RECRUITED ON OR AFTER 1 SEPTEMBER 2016

All employees recruited by the Company to Plant 1 between the First day of September Two Thousand Sixteen and the date hereof and those recruited hereafter will be placed at a suitable point on the Wage Scales set out in Schedule 2, if required. Such employees will not be covered by clauses 14 and 19 of this Agreement. The Wage Scale set out in Schedule 2 hereto includes the Statutory Allowances a new employee is entitled to as at the date of this Agreement.

5. PROBATION:

Every Employee recruited by the Employer shall serve a period of probation of not more than six (6) months. Provided however, that if during the six (6) months probationary period the Employer is not satisfied with the progress of such Employee, the probationary period may be extended for a further period of three (3) months and in that event the Employer shall indicate to the Employee in writing the reasons why the probationary period has been extended. During the period of probation or extended probation the Employer shall have the right to terminate the services of the Employee without notice. If the Employee's services are not terminated for unsatisfactory service during the period of probation or extended probation and the Employee has not been confirmed by the Employer the Employee shall be deemed to be confirmed in his Employer's service with effect from the day after the day on which the period of probation or extended probation, as the case may be, ended.

6. ATTENDANCE:

- (1) Unless otherwise specifically instructed by his Employer an Employee shall present himself for work on everyday (other than a holiday) at the usual starting time of the store, factory, mill or job and shall there remain available for work throughout the normal working hours.
- (2) If, at a store, factory, mill or job, work is temporarily not available for an Employee in his own occupation he shall be deemed to be ready and willing to perform work within the capacity and skill in any other occupation at any other work site of the Employer where work is available.
- (3) Irregular attendance or unpunctuality of an Employee shall constitute neglect of duty for which he shall be liable to appropriate disciplinary action.

7. HOURS OF WORK:

The hours of work shall be a period of eight (8) hours on a normal working day and a period of five (5) hours on a short working day exclusive of intervals whether on shift or otherwise.

8. FORFEITURE OF WAGES:

Unless for good cause shown to the satisfaction of the Employer an Employee fails to hold himself available for work throughout the normal working hours of each working day he shall forfeit and his Employer shall be entitled to deduct his wages for the period from the time at which such failure occurs until he is again available for work.

9. OVERTIME:

- (1) If required by his Employer, an Employee shall work reasonable overtime which has been authorized by the Employer. Refusal to work reasonable overtime in the absence of a satisfactory explanation which is acceptable to the Employer shall constitute neglect of duty for which an Employee shall be liable to appropriate disciplinary action.
- (2) Overtime work (that is work performed in excess of normal working hours) shall be remunerated at one and one half (1 1/2) times the normal hourly rate ascertained in accordance with the provisions of clause 18(a) hereof.

10. WEEKLY HOLIDAY AND SHORT WORKING DAY:

- (1) In respect of each week every Employee shall be allowed a paid holiday on a particular day of the week which shall be granted as his weekly holiday and such day may be subject to change at intervals of not less than three (3) months in accordance with a roster.
- (2) In the case of each employee a particular day of the week either preceding or succeeding his weekly holiday referred to in clause 10(1) above shall be granted as his short working day.

Provided however, that if any employee has not worked for a period of at least twenty eight (28) hours exclusive of any period of overtime during that week he shall be liable to forfeit and his Employer shall be entitled to deduct one day's wage in respect of the weekly holiday for that week computed in accordance with the provisions of clause 18 hereof.

- (3) In computing the period of twenty eight (28) hours referred to in sub-clause (2) the Employer shall include -
 - (a) Every holiday allowed by the Employer to Employee as annual holiday;
 - (b) Every public holiday granted by the Employer in terms of clause 12 hereof;
 - (c) Every day's absence on any ground approved by the Employer
- (4) The Employer may employ any Employee on a weekly holiday subject to the following conditions:
 - (i) a day within the six days next succeeding such weekly holiday shall be allowed to that Employee as a holiday with remuneration. Provided however, that if any Employee who is employed on a weekly holiday is liable to forfeit and the Employer is entitled to deduct one day's wage in respect of that weekly holiday as provided in sub-clause (1) then and in such event that Employee shall forfeit and the Employer shall be entitled to deduct one day's wage computed in accordance with the provisions of clause 18 hereof in respect of the holiday which shall be allowed to that Employee within six (6) days of that weekly holiday. Provided further, that in respect of not more than two (2) such weekly holidays in any one calendar month the Employer may with the consent of the Employee -
 - (a) instead of allowing an alternate holiday within six (6) days of the weekly holiday in respect of which that Employee shall not be liable to forfeit and the Employer shall not be entitled to deduct one day's wage as aforesaid, pay him one day's wage computed in accordance with the provisions of clause 18 hereof in lieu of such alternate holiday, or
 - (b) in case that Employee is entitled to an alternate holiday within six (6) days of the weekly holiday as aforesaid in respect of which alternate holiday he shall be liable to forfeit and the Employer shall be entitled to deduct a day's wage as aforesaid, employ that Employee on the alternate holiday.
 - (ii) that in respect of work done on such weekly holiday the Employee shall be paid as remuneration -
 - (a) one and one half (1 ½) times the normal hourly rate ascertained in accordance with the provisions of clause 18 hereof for the number of hours worked during the first nine (9) hours (exclusive of one (1) hour for a meal); and
 - (b) at double the normal hourly rate ascertained in accordance with the provisions of clause 18 hereof for each subsequent hour of work.

11. ANNUAL HOLIDAYS:

Annual holidays shall be allowed to an Employee in accordance with the decisions of the relevant Wages Boards.

12. PUBLIC HOLIDAYS:

Public holidays shall be allowed to an Employee in accordance with the decisions of the relevant Wages Boards. Provided however, that an Employee may be employed on a Public holiday in accordance with the decisions of the aforesaid Wages Boards.

13. CASUAL LEAVE:

- (1) In respect of each year of employment during which any Employee has been continuously in employment that Employee shall be entitled to take on account of private business or other reasonable cause including ill health if that Employee's entitlement to sick leave has been fully utilized, leave (hereinafter referred to as 'Casual Leave') with remuneration for the period or an aggregate of periods not exceeding seven (7) days and the Employer shall allow such Casual Leave and shall be liable to pay such remuneration. Provided however, that not more than two (2) days Casual Leave shall be taken at any time save and except upon the ground of ill health. Provided further that any Employee shall not be entitled to take Casual Leave immediately preceding or immediately following any period of annual holidays. Provided further that in respect of any Employee's first year of employment including any period of probation he shall be entitled to Casual Leave for that year computed on the basis of one day for each complete period of two months' service
- (2) Casual Leave will normally be granted on application without the Employee being required to state the reason for the application. Where an Employer finds it difficult to grant an application for Casual Leave his difficulty shall be notified to the Employee as soon as possible after the application is made and in such case the Employee may be required to state the reason for the application in order that the Employer may decide whether it is reasonable in the circumstances to grant him Casual Leave.

14. SICK LEAVE:

In any year an Employee covered by the Wages Scales set out in Schedule 1 shall be entitled to Sick Leave not exceeding twenty one (21) days provided that —

- (a) his illness is supported by a medical certificate (unless waived by his Employer) issued by a registered medical practitioner approved by the Employer (other than in cases of medical certificates issued by State owned institutions) and the employer shall also be entitled to require an employee to submit prescriptions of drugs prescribed and invoices in support of the purchase of drugs relating to the illness in respect of which the medical certificate is issued.
- (b) the Employee shall not be on probation within the meaning of Clause 5 hereof. Provided however, that an Employee who has been on probation shall as from the date of confirmation in respect of the remainder of the first year of employment be entitled to Sick Leave not exceeding ten (10) days if he is confirmed after six (6) months' probation and Sick Leave not exceeding five (5) days if he is confirmed after nine (9) months' probation.

Employees covered by the Wage scales set out in Schedule 2 shall not be entitled to any Sick Leave

15. MONTHLY CONSOLIDATED WAGES:

- (1) Subject to the provisions of Clause 16 hereof, as from the First day of September Two Thousand and Twenty Five each Employee shall be paid upon and subject to the other terms and conditions herein contained, a monthly consolidated wage on the basis of the scales of consolidated wages set out in the Schedule 1 hereto.

- (2) The scales of consolidated wages set out in the Schedule 1 hereto include the allowances which were consolidated in terms of clause 14 of the Collective Agreement No. 18 of 1982.
- (3) This Agreement shall not have the effect of changing the incremental date of an Employee.
- (4) If during the continuance in force of this Agreement the Government of Sri Lanka -
 - (a) prescribes increases in wages by any written law applicable to categories covered by this Agreement legally obliging the Employer to make such payment, the Employer shall pay such increases in wages prescribed by such written law and in terms of such written law;
 - (b) recommends increases in wages such recommendations will not be applicable to the Employer, irrespective of whether or not such recommendations are applicable to categories covered by this Agreement.

16. CONVERSION TO SCALES OF MONTHLY CONSOLIDATED WAGES:

For the purpose of ascertaining the wage which an Employee shall receive with effect from the First day of September Two Thousand and Twenty-Five on the basis of scales of consolidated wages set out in Schedules 1 and 2 hereto the following provisions subject to the provisions of clause 15 above shall apply:

- (a) (i) an employee who is in confirmed employment as at the date of the signing of this Agreement shall have his wage revised with effect from the First day of September Two Thousand and Twenty-Five by the addition of Rupees Seven Thousand (Rs 7,000/-) to the wage drawn by him on the Thirty First day of August Two Thousand and Twenty-Five.
- (ii) Each employee shall thereafter be placed on the corresponding point of the wage scales set out in Schedules 1 or 2 at the grade and stage applicable to him.
- (b) (i) an employee who is in confirmed employment as at the First day of September Two Thousand and Twenty-Six shall have his wage revised with effect from the First day of September Two Thousand and Twenty-Six by the addition of Rupees Five Thousand (Rs 5,000/-) to the wage drawn by him on the Thirty First day of August Two Thousand and Twenty-Six.
- (ii) Each employee shall thereafter be placed on the corresponding point of the wage scales set out in Schedules 1 or 2 at the grade and stage applicable to him.
- (c) (i) an employee who is confirmed employment as at the First day of September Two Thousand and Twenty-Seven shall have his wage revised with effect from the First day of September Two Thousand and Twenty-Seven by the addition of Rupees Four Thousand Five Hundred (Rs 4,500/-) to the wage drawn by him on the Thirty First day of August Two Thousand and Twenty-Seven.
- (ii) Each employee shall thereafter be placed on the corresponding point of the wage scales set out in Schedules 1 or 2 at the grade and stage applicable to him.

17. AGREEMENT RELATING TO PRODUCTIVITY IMPROVEMENT AND ELIMINATION OF WASTE

The Employees and the Union commit their fullest co-operation to the Employer to enhance productivity and minimize waste in all forms in the mutual interest of preserving the future of Dipped Products PLC through the programmes conducted under the Dipped Products productivity improvement schemes.

The Employees also agree to adhere to the guidelines laid down in Schedule Three hereof with regard to maintaining the highest levels of productivity in the factory.

18. WAGES FOR PERIODS LESS THAN ONE MONTH:

For the purpose of this Agreement the wages of any employee for periods less than one month shall be computed in the manner following:

- | | | |
|-----|---|---|
| (a) | for one hour | the monthly wage divided by two hundred and forty (240) |
| (b) | for one day | the monthly wage divided by thirty (30) |
| (c) | for one half day
(either morning or afternoon) | a day's wage ascertained as above divided by two (2) |
| (d) | for one week | a day's wage ascertained as above multiplied by seven (7) |

19. ANNUAL LUMP SUM PAYMENT IN LIEU OF NON-RECURRING COST OF LIVING GRATUITY

- (1) A lump sum payment on an ex-gratia basis would be granted to the employees for whom provision has been made in the Wage Scales set out in Schedule 1 on the following basis.
 - (a) A sum of Rs.27,000/- payable in September 2026 for the period from 1st September 2025 to 31st August 2026.
 - (b) A sum of Rs.27,000/- payable in September 2027 for the period from 1st September 2026 to 31st August 2027.
 - (c) A sum of Rs.27,000/- payable in September 2028 for the period from 1st September 2027 to 31st August 2028.
- (2) No Provident Fund, Trust Fund, Overtime or any other payment shall be due or calculated on these Ex-gratia payments.
- (3) Employees recruited to the permanent cadre after First September Two Thousand and Sixteen and for whom provision has been made in the Wage Scales set out in Schedule 2 hereto, shall not be covered by the provisions of this Clause and therefore would not be entitled to the aforementioned payments.

20. PROVIDENT FUND:

The Employer and an Employee shall contribute to the Provident Fund at rates prescribed by the Employees' Provident Fund Act No. 15 of 1958.

21. TERMINAL BENEFITS:

The Employer will pay terminal benefits to employees in accordance with the Gratuity Act No. 12 of 1983.

22. BONUS:

- (1) Without prejudice to existing bonus schemes and without prejudice to the Employer's claim that bonus payment in the past and as provided in this Agreement are ex-gratia, the Employer will, subject as hereinafter provided, continue to pay to each of his employees a bonus which will not be less than the sum of money paid to him as his bonus for the year immediately preceding the signing of the Agreement No. 18 of 1982. If in any year the Employer, in his discretion reduces the bonus to an amount less than the sum of money paid to each of his Employees as bonus for the year immediately preceding the signing of Agreement No. 18 of 1982 the Union may canvas such reduction of bonus with the Employer concerned. If the Union is not satisfied by the Employer in the matter, the Union may pursue this matter with the Employers Federation of Ceylon. If the dispute as to the reduction of bonus is not settled with the Federation, the same shall be referred to a committee of three (3) persons (hereinafter referred to as a 'Bonus committee') which shall be constituted in accordance with the provisions of sub-clause 2 for settlement in the manner hereinafter set forth.

- (2) At the written request of the parties to the dispute as to the reduction of the bonus the Commissioner General of Labour will constitute a Bonus Committee which shall consist of three (3) senior accountants nominated by the Council of the Institute of Chartered Accountants of Sri Lanka. The said Chartered Accountants shall be persons with at least ten (10) years' post qualification experience. The selection of the three Chartered Accountants will be communicated by the Institute of Chartered Accountants to the Commissioner General of Labour, the Employer, the Union and to the Federation. Thereupon the Commissioner General of Labour will communicate in writing to each member of the Bonus Committee so constituted a statement of principles and procedures by which the members of the Bonus Committee shall be bound in settling the dispute as to the reduction of Bonus.
- (3) Upon receipt of the submissions and the statement of the principles and procedures from the Commissioner General of Labour the Bonus Committee shall in accordance with the said principles and procedures decide whether the reduction of the bonus by the Employer was justified and if the reduction was not justified to what extent, if any, the bonus should be reduced. The Bonus Committee shall communicate its decision in writing to the Employer, the Union, the Federation and the Commissioner General of Labour. If the decision of the Bonus Committee is unanimous, such decision shall be final and binding on the parties to the dispute and the Union and/or its members shall not pursue the matter further by any form of Trade Union action or otherwise during the continuance in force of this Agreement. If, however, the Bonus Committee is divided in its decision then the decision of the Commissioner General of Labour on the matter shall be final and binding on the parties to the dispute and the Commissioner General's decision shall be communicated in writing to the Federation, and the Union or its members shall not pursue the matter further by any form of Trade Union action or otherwise during the continuance in force of this Agreement.
- (4) The Bonus Committee shall not be entitled nor be competent to decide that in any year the Employer should pay his Employees a bonus exceeding the sum of money paid as bonus as in the year immediately preceding the signing of this Agreement.
- (5) The fees payable to the members of the Bonus committee shall be borne equally by the parties to the dispute as to the reduction of bonus and be payable on demand by the Commissioner General of Labour.
- (6) The payment of a bonus exceeding the sum of money paid as bonus to employees in the year immediately preceding the signing of Agreement No. 18 of 1982 shall be in the sole discretion of the Employer and shall not be called in question by the Union and/or its members nor shall the Employer's failure or refusal to pay such bonus be the subject of any dispute.
- (7) The provisions of sub-clauses (1) (2) (3) (4) (5) and (6) shall mutatis mutandis apply to existing bonus scheme.
- (8) At the request of the Commissioner General of Labour the council of the Institute of Chartered Accountants of Sri Lanka will nominate three (3) chartered accountants with not less than ten (10) years of post qualification experience drawn from professional accountancy firms to serve on the Bonus Committee.

23. ANNUAL PILGRIMAGE/EXCURSION

The employer agrees to grant an annual pilgrimage in keeping with the following conditions which are accepted by the Union.

- (1). That in the previous year all operating divisions of the factory had worked on all days except the days stated below, as has been the practice followed by the company.

The holidays allowed would be -

13 April	}	Sinhala/Tamil New Year
14 April		
15 April		In the event of either the 13 or 14 falling on a weekly holiday

01 May

Wesak Day and the day after Wesak

Poson Full Moon Day -

Two additional days for the purpose of pilgrimage (one which could be a Poya Day).

The Company will close on the 15 April if either the 13 or 14 of April does not fall on a weekly holiday and will set off one day against their leave entitlement.

- (2). With the prior approval of the Company the Branch Union will be responsible for organizing the pilgrimage/excursion, obtaining a quotation from the PTB, making payments to the PTB accounting for the funds provided to them for hiring buses and obtaining a refund of the returnable deposit with the PTB
- (3) Transport costs will be met by the Company at the prevailing PTB rates and the number of buses to be provided will be on the basis of the maximum rated capacity of the type of buses recommended for the route.
- (4) The duration of the pilgrimage should not exceed two (02) days and the maximum approved mileage will be three hundred and fifty (350) inclusive of dead mileage.
- (5) If the pilgrimage is organised to take place during working days the employees will work on holidays in lieu, before the scheduled dates of the pilgrimage, by prior arrangement with the management.
- (6) Each participant will receive a pilgrimage advance of Rs. 7,000/-, a special advance from the annual lump sum payment in lieu of NRCOLG (provided sufficient funds are available at the time) and an outright grant of Rs. 1,200/-.
- (7) Any employee who obtains the payments of sub-clause 6 above and fails to participate in the pilgrimage would be liable to refund the full sum in the succeeding month. In addition, the company will be entitled to recover the cost of the redundant seat of the bus due to his non-participation.
- (8) Members of the immediate family of an employee will also be permitted to participate in the annual pilgrimage/excursion. In respect of their participation, the contribution of the Company will be restricted to the cost of transport.

24. ANNUAL INCREMENTS:

The annual increments provided in each grade of the scales of consolidated wages in Schedules 1 and 2 hereto shall be automatic, unless as a matter of punishment for general inefficiency including irregular attendance or unpunctuality or disciplinary action on account of serious misconduct an increment is suspended, stopped or deferred in which case where an increment is-

- (a) deferred, the loss of increment shall be continuous throughout the year;
- (b) stopped, the loss of increment shall only be for the period of stoppage during the year;

- (c) suspended, the increment is suspended pending a decision to defer or stop an increment, such decision being dependent upon a consideration of the factors giving rise to the suspension. Where on such decision an increment is neither stopped nor deferred, then the suspension shall be treated as waived and the full increment from the date of suspension thereof shall occur to the employee concerned.

Deferment, stoppage or suspension of an increment shall only be effected in cases where the Employee has been notified, in writing of a complaint against such Employee and has been found guilty after due inquiry of inefficiency, fraud or misconduct which in the circumstances does not merit termination of employment.

The incremental rates in respect of the consolidated scales of wages set out in Schedules 1 and 2 hereof shall be as set out hereunder

Schedule 1

Schedule 1(a)

GR1	Rs. 50.00
GR2	Rs. 75.00
GR3	Rs. 150.00

Schedule 1(b)

USK	Rs. 50.00
SSK	Rs. 75.00
SK	Rs. 150.00

Schedule 1 (c)

Class B	Rs. 70.00
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Schedule 2

GR1	Rs. 50.00
GR2	Rs. 75.00
GR3	Rs. 100.00

25. WARNINGS:

If in the opinion of the Employer an offence warrants a warning the same shall be conveyed to the Employee, by a letter, a duplicate of which shall be signed by the Employer. If the Employee refuses to sign the duplicate the warning may be given to the Employee orally by the Employer in the presence of two witnesses.

26. SUSPENSION:

- (1) An employee may be suspended without pay by his Employer -
 - (a) Pending an inquiry to be held by the Employer on a charge or charges of misconduct which warrants dismissal;
 - (b) In order to avoid a breach of the peace or damage to the property or disturbance of business of the Employer;
 - (c) As a punishment for misconduct for a period not exceeding seven (7) working days after the inquiry;
- (2) At the time of suspension under sub-clause (1)(a) or within twenty four (24) hours thereof the Employer shall provide the Employee with a written order of suspension specifying the reasons for such suspension and thereafter, hold an inquiry into the charge or charges in terms of clause 27 hereof.

27. DISCIPLINARY ACTION:

Where the Employer proposes to proceed against an Employee then -

- (1) Irrespective of whether an Employee has been suspended under clause 26 hereof or not, the Employee shall be furnished with a show cause notice which shall set out the particulars of the charge or charges of misconduct alleged against such Employee and such show cause notice shall give the Employee not less than three (3) clear working days in which to give the answer or explanation to the charge or charges preferred.
- (2) Within three (3) clear working days after the date of the show cause notice, the Employee shall furnish in writing to the Employer the answer or explanation to the charges preferred against such Employee. Provided however that if in the circumstances it is reasonable, the Employee may ask the Employer for an extension of time within which to furnish a written answer or explanation to the show cause notice and where such request is made by the Employee to the Employer, the Employer shall grant such request for such further period of time as is deemed necessary in the circumstances of the case.
- (3) If the Employer is satisfied with the written answer or explanation of the Employee the Employee shall, if he is under suspension forthwith be reinstated and shall be paid all wages and entitlements due for the period of such suspension.
- (4) If the Employer is not satisfied with the written answer or explanation of the Employee to the show cause notice and such answer or explanation is rejected by the Employer, the Employer shall commence an inquiry within ten (10) working days from the date of receipt by him of the written answer or explanation to the show cause notice.
- (5) After holding such inquiry the Employer shall notify the Employee of the findings on each of the charges in the show cause notice and the punishment, if any, imposed by the Employer. Provided that if the Employer fails to make an order except for reasons beyond the control of the Employer on the charges in the show cause notice within thirty (30) working days from the conclusion of the inquiry into such charges, the Employee shall not be liable to be punished thereafter in respect of such charges and no inference adverse to the Employee in respect of such charges shall be drawn from such charges.
- (6) If the employee is under suspension and the Employer after such inquiry makes order that -
 - (a) The employee shall not be dismissed then the Employee shall resume employment forthwith and shall subject to the provisions of sub-clause 26(1)(c) hereof be paid all wages and entitlements due for the period of suspension irrespective of such other punishment less than dismissal that may be imposed by the Employer on the findings as to the charges in the show cause notice;
 - (b) the employee shall be dismissed, the Employee's dismissal shall take effect from the date of the Employee's suspension and accordingly the Employee shall not be paid for the period of such suspension;
 - (c) in view of the serious or involved nature of the charges in the show cause notice against the Employee, the Employer is unable to make a final order as it is necessary and desirable that the matter be referred to the Police or other authorities for further investigations or inquiries and that the matter be therefore referred to the Police or other authorities or if in view of the serious or involved nature of the charges preferred against the Employee the matter had been previously referred to the Police or other authorities for investigations or inquiries that the outcome of such investigations or inquiries be awaited, then in either of such circumstances the employee may remain suspended without pay.

- (7) If in any case where an Employee is suspended as provided for herein the Employer fails to make an order under paragraphs (a) to (c) of the preceding sub-clause for any reason other than that of the Employee's own seeking within thirty (30) working days from the date of the Employee's suspension, the Employee shall be entitled to half his normal remuneration for a period of thirty (30) days from the date of such suspension and to his full remuneration for the period of suspension in excess of thirty (30) days up to the date on which the Employer makes an order under paragraphs (a) to (c) of the preceding sub-clause, irrespective of the outcome of the inquiry.
- (8) In any case where the employee is suspended as provided herein, the Employer shall make an order under paragraphs (a) to (c) of sub clause 6 within ninety (90) days of the date of suspension of the Employee unless he is prevented from so doing by reason of the Employee's own seeking or for reasons beyond the control of the Employer or it is agreed between the Employer and the Union that in the circumstances of the case the period of ninety (90) days be extended for such further time as may be agreed.
- (9) The Employer shall not be required to hold an inquiry as referred to in sub-clauses 4 and 5 hereof where the Employer proposes to warn the Employee or where the Employee admits to the charge or charges. Provided however, that if the Union disputes the warning or punishment imposed on the Employee by the Employer and requests the holding of an inquiry the Employer shall comply with such request and the provisions relating to the holding of an inquiry shall then apply subject to the exception that the fact that the inquiry had not commenced within ten (10) working days after the receipt of the Employee's explanation shall not be material or relevant.
- (10) The Employer may, as an alternative to more serious disciplinary action, recover from an Employee the cost of damage to or loss of the Employer's goods or property or a percentage thereof, caused through the negligence of the Employee as determined at a domestic inquiry or on the admission of the Employee.

28. RETIREMENT:

On reaching the age of sixty (60) years an Employee shall ipso facto retire and cease to be employed by the Employer and there shall be no obligation on the Employer to give the Employee any notice of such retirement. In the case of employees born on or before 16th November 1967 the retirement age shall be fifty seven years (57). The retirement age of employees born between 17th November 1967 and 16th November 1968 shall be fifty eight years (58). The retirement age of employees born between 17th November 1968 and 16th November 1969 shall be fifty nine years (59). Provided however, that an Employee who has retired may, at the discretion of the Employer, be employed after her/his retirement on a temporary basis on such terms as may be mutually agreed.

29. TERMINATION OF SERVICES:

- (1) Every contract, whether oral or written, for the hire of any Employee by the Employer except for work usually performed by the day, or by the job, or by the journey, shall (subject to the provisions of clause 5 hereof or unless otherwise expressly stipulated) be deemed and taken in law to be a contract for hire and service for the period of one month and to be renewable from month to month and shall be deemed and taken in law to be so renewed, unless one month's previous notice be given by either party to the other of his intention to determine the same and such month has expired.
- (2) Where an Employee is engaged for a particular job or period such as casual or temporary work, he shall be informed thereof at the commencement of his employment and his contract of service will terminate on the completion of the job or period or the failure of the Employee to complete the job within reasonable time.

30. UNION RECOGNITION:

The Union shall be competent to make representations on behalf of any of its members who is employed in any workplace of the Employer bound by this Agreement. In regard to issues of general application or to the effect of principle such as matters affecting general terms and conditions of employment either in the workplace or the trade as a whole, the following provisions shall apply.

- (1) When the Union is representative of not less than forty per cent (40%) of the employees whose membership subscription is not in arrears, the Employer of such employees will recognize the Union for the purpose of general claims and matters and negotiate with it on that basis. If there is any other Union which is also representative of not less than forty per cent (40%) of such employees the Employer will be at liberty to require that general claims and matters be discussed and negotiated with the Union competent to make general demands by virtue of the requisite membership and not separately with each such Union.
- (2) When the Employer carries on more than one type of business or has more than one workplace and the claim or matter is restricted to one type of business or one workplace but is applicable or capable of being applicable to other Employees in the service of the Employer, the competence of the Union to make such claims or raise such matter shall be determined by reference to the duly qualified members of such Union in proportion to the total number of Employees in the service of the Employer in Sri Lanka.
- (3) If it becomes necessary to decide the question whether at the establishment of the Employer the Union is, competent to make general claims or raise general matters, the same shall be determined by a referendum which shall be held by the Department of Labour and the result of such referendum shall be binding on the employer and that, Union and the parties hereto.

31. DISPUTES PROCEDURE:

- (1) In the first instance the Union shall submit any demand on behalf of its members to the Employer of such members and give the Employer at least ten (10) working days time within which to reply. If in the Union's opinion the Employer's reply is unsatisfactory the Union and the Employer shall explore the possibility of reaching a settlement.
- (2) When the union concludes that negotiations with the Employer have been abortive it shall ask the Department of Labour to intervene and give the Department not less than ten (10) working days to arrange conference and/or discussions with a view to a settlement of the dispute. Negotiations under the aegis of the Department of Labour shall then proceed until the Department of Labour reports failure.
- (3) Subject to the provisions of clause 33 hereof all disputes between the Union and the Employer or between the parties hereto shall be settled in accordance with the provisions of the Industrial Disputes Act and the regulations made thereunder.
- (4) Any party to this Agreement shall not instigate, support or engage in any unfair labour practice during the currency of this Agreement.

32. HOW ANOMALIES IN THE COURSE OF IMPLEMENTING THIS AGREEMENT SHALL BE DEALT WITH:

Any anomaly, arising from the implementation of this Agreement shall be settled by negotiation between the Employer and the Union and if the matter cannot be settled by negotiation, it shall be settled in accordance with the provisions of the Industrial Disputes Act and the regulations made thereunder.

33. TRADE UNION ACTION:

The Union and the Employees jointly and severally agree with the Employer that during the continuance in force of this Agreement they shall not engage in any strike or other form of trade union action against the Employer, in respect of any dispute between the Union or the Employees and the Employer, whether or not such dispute is related to the Agreement, except where such dispute has been caused by an act of the Employer which in the opinion of the controlling body (by whatsoever name called) of the Union is mala fide or vindictive or calculated to threaten or undermine the existence or the legitimate activities of the Union and/or its members or is grossly unfair or seriously detrimental to the interest of the Union and/or its members. Provided however that at least seven (7) days' notice in writing shall be given by the Union to the Employer, the Federation and the Commissioner General of Labour before the date of commencement of any intended strike or other form of trade union action consequent upon an act of the Employer which in the opinion of the controlling body (by whatsoever name called) of the Union is mala fide or vindictive or calculated to threaten or undermine the existence or the legitimate activities of the Union and/or its members is grossly unfair or seriously detrimental to the interest of the Union and/or its members.

34. VARIATION OF TERMS AND CONDITIONS OF EMPLOYMENT AND BENEFITS:

- (1) The Union and the Employees jointly and severally agree with the Employer that during the continuance in force of this Agreement they will not seek to vary, alter or add to all or any of the terms and conditions of employment presently applicable to any of the Employees covered and bound by this Agreement as amended or altered in terms of this Agreement, or all or any of the benefits presently enjoyed by any of the Employees covered and bound by this Agreement other than by mutual agreement.
- (2) The Employer agrees with the Union and the Employees that the Employer shall not seek to vary, alter or withdraw all or any of the benefits presently enjoyed by the Employees other than by mutual agreement.
- (3) Any dispute or difference arising from negotiations under the provision of sub-clauses 1 or 2 may be resolved by voluntary arbitration but only if all the parties, concerned agree to submit such dispute or difference for settlement by voluntary arbitration.

35. EARLIER COLLECTIVE AGREEMENTS

The Provisions of this Agreement shall supersede and replace the provisions of Collective Agreement “DIPPED PRODUCTS PLC OPERATIONS ASSISTANTS COLLECTIVE AGREEMENT OF 2022” signed on 29th day of November 2022 and parties agree that the aforementioned Collective Agreement shall stand terminated as from the 31st day of August 2025.

PART II**CONTAINING THE FACILITIES AND CONCESSIONS GRANTED BY THE EMPLOYER TO THE UNION****1. BREACHES OF COLLECTIVE AGREEMENT:**

If in the opinion of the Employer and the Federation, the Union shall commit a breach of any of the terms of this Agreement, then and in any such event the Union shall cease to be entitled to enjoy the facilities and concessions granted by the Employer in the succeeding clauses of this Part and same shall stand withdrawn without prejudice to

the Employer's right to restore such facilities and concessions upon such terms and conditions as the Employer may decide.

2. DOMESTIC INQUIRIES:

If an employee who is furnished with a show cause notice in terms of Clause 27 is a member of the Union, the following provisions shall apply to the inquiry held by the Employer pursuant to such show cause notice -

- (a) The Employer will, subject as hereinafter provided, allow another member of the Union (hereinafter referred to as an 'Observer') to be present as an observer without loss of wages for absence from work.
- (b) If the Employer who is served with a show cause notice desires an 'Observer' to be present at the inquiry to be held pursuant to such show cause notice, he shall forty eight (48) hours at least before the time appointed for the commencement of the inquiry submit to the Employer the name of such Observer.
- (c) An Observer may answer any questions which the person who conducts the inquiry may ask him, but an Observer shall not be entitled to represent the Employee who is served with a show cause notice or otherwise partake in the inquiry.
- (d) The person who conducts an inquiry shall be entitled to require an Observer who obstructs such inquiry, in any manner whatsoever to withdraw therefrom and an Observer shall forthwith comply with such requirement.
- (e) The absence of an Observer from the whole or part of an inquiry for any reason whatsoever shall not vitiate such inquiry, nor the proceedings there at, nor the findings pursuant thereto.

3. ANNUAL GENERAL MEETING

It is agreed that for the Annual General Meeting of the Union the Employer will grant duty leave not exceeding four (4) hours to all employees subject to the following conditions:

- (1) The Union shall give adequate notice to the Company regarding the date on which the Annual General Meeting is to be held and the date shall be one which is acceptable to the Company.
- (2) That no person other than an employee in the service of the Employer shall be present at such meeting save and except as provided for in the following sub-paragraph.
- (3) The Parent Union office bearers shall be permitted to attend such meeting on approval being obtained for the individuals concerned for which purpose the union shall specify the names of the persons who would be representing the Union at such meeting.
- (4) The Union shall take appropriate steps to provide a skeleton staff to enable essential functions to go on while the Annual General Meeting is in session.
- (5) It shall be the duty of the Union and its Office Bearers to ensure that the terms on which permission to hold a meeting of the Union is granted are duly complied with.
- (6) It shall be the duty of the Union and its Office bearers to ensure that no damage is caused in the course of or in connection with the Annual General Meeting of the Union to the Employer's property, other employees or persons within the premises and the Union shall indemnify the Employer against any such damage.

4. DUTY LEAVE:

- (1) The following provisions shall apply to duty leave -

Without prejudice to the right of the Employer, to refuse to grant permission if, in his discretion the exigencies of the circumstances warrant refusal, the Employer will generally grant permission for not less than two Office Bearers of the Union -

- (a) to be present at conferences held under the aegis of the Employer or the Employers Federation of Ceylon or the Department of Labour in connection with a dispute between the Union and the Employer.

Or

- (b) to attend inquiries before Industrial Courts, arbitrators or Labour Tribunals - without loss of wages for such absence.

- (2) The employer shall provide the President and the Secretary half day's duty leave on not more than 4 occasions per month to go to the Union Headquarters in connection with Union activities.
- (3) The Employer will, in his discretion, grant leave without remuneration to an Employee to attend a Trade Union course or seminar or conference either in Sri Lanka or abroad unless the Employee concerned is entitled to annual or other holidays which he wishes to utilise for the purpose.
- (4) The Employer shall grant a day's duty leave to twelve (12) employees to attend the Annual General Meeting of the Parent Union.

5. CHECK-OFF:

- (1) The facility of check-off shall be granted, subject to Clause 1 of Part II hereof only so long as the Union represents no less than forty (40) percent of the Employees covered and bound by this Collective Agreement.
- (2) The Employer shall on the written request of an Employee deduct from the wages due to such Employees, the current monthly Union dues as are specified by the Employee to be payable monthly by the Employee to the Union and remit the amount so deducted to the Union in accordance with the procedure and upon and subject to the conditions hereinafter set forth.
- (3) Every employee who agrees to the deduction of Union dues from his wages shall sign a statement to that effect in the form set out in Form No. 1 referred to as an 'Authorization'.
- (4) Every Employee shall be entitled to withdraw his agreement to check-off at any time by signing a statement to that effect in the form set out in Form No. 2 hereinafter referred to as a 'Revocation'.
- (5) As far as practicable deduction under an authorization shall commence from the wages due immediately after the date of receipt of such authorization and shall continue thereafter until the authorization is cancelled by a revocation.
- (6) As far as practicable deductions under and authorization shall cease from the date of receipt of a revocation canceling such authorization. Provided however-

- (a) that the Employer shall not be liable in any manner whatsoever to the Union or the Employee concerned for failure to comply with sub-clause 5 or 6;
- (b) that at his discretion the Employer shall be entitled not to make deductions by way of check-off in any month in which the deductions from the Employee's wages in that month exceed the deduction permitted by Law;
- (7) The Employer shall not later than the tenth (10th) day of each month remit the Union dues deducted from the wages of the Employees in the month immediately preceding, to the Treasurer of the Union in accordance with the tenor of each authorization by a cheque payable to the Treasurer thereof and crossed 'Account Payee'.
- (8) The cheque shall be sent at the risk of the Union and the Employees concerned by post in a prepaid envelope addressed to the Treasurer of the Union at its address for the time being.
- (9) The Treasurer of the Union shall promptly acknowledge receipt of the cheque.
- (10) The Employer shall not be liable to pay to the Union or the Treasurer on its behalf as aforesaid any sum other than the Union's dues actually deducted.

FORM NO. 1

Name of Employer : **DIPPED PRODUCTS PLC**

Authorization

As I am an Employee covered and bound by the DIPPED PRODUCTS PLC PLANT 1 OPERATIONS ASSISTANTS' COLLECTIVE AGREEMENT 2025 and I desire to avail myself of the facility for check-off contained in the Collective Agreement to which I am eligible as a member of the INTER COMPANY EMPLOYEES UNION, please deduct from my wages each month a sum of Rupees (Rs.) in respect of my current monthly membership dues to the said Union and remit same to the said Union on my behalf. The first payment should please be made from my wages due immediately following the date hereof.

.....
(Date of signing)

.....
(Signature of Employee)

.....
(Full name of Employee)

.....
Checkroll Number

Received on.....
(To be filled by the Employer)

FORM NO. 2

Name of Employer : DIPPED PRODUCTS PLC

REVOCATION

With reference to the authorization submitted by me, please cease to deduct from my wages any further membership dues in favour of INTER COMPANY EMPLOYEES UNION with effect from the wages next due to me immediately following the date hereof.

.....
(Date of signing)

.....
(Signature of Employee)

.....
(Full name of Employee)

.....
Checkroll Number

Received on.....
(To be filled by the Employer)

PART III

CONTAINING DEFINITIONS OF CERTAIN WORDS

In Parts I and II of this Agreement unless excluded by the Subject or context, the following words shall have the meaning set opposite to them.

WORDS	MEANING
Branch Union	The Branch Union at the factory
Check-off	The act of the Employer deducting in terms of Clause 5 of Part II the subscriptions payable to the Union by an employee from the latter's pay.
Dispute	Shall have the same meaning as in the Industrial Disputes Act.
Employee (For convenience sometimes referred to as 'he' or its grammatical variations)	An employee covered and bound by this Agreement
Employer	Dipped Products PLC (PQ 60)

Federation	Employers' Federation of Ceylon
Industrial Disputes Act	The Industrial Disputes Act No. 43 of 1950
Normal Incremental Date	The date on which an employee would normally receive an increment
Relevant Wages Board	The Wages Board which covers the Trade in which the particular employee is employed in.
Union	Inter Company Employees Union
Wage	The monthly wage according to the scales of consolidated wages in the Schedules 1 and 2 hereto.
Week	The period between midnight on any Saturday night and midnight on the succeeding Saturday night.
Year	A continuous period of twelve (12) months

Words importing the masculine gender shall include the feminine

Words importing the singular number shall include the plural and vice versa

SCHEDULE 1

WAGE SCALES APPLICABLE TO DIPPED PRODUCTS PLC - PLANT 1 - PRODUCTION, STORES & MANUAL WORKERS WITH EFFECT FROM 01 SEPTEMBER 2025

Stage	GR1		GR 2		GR 3	
1	37,437.00	249 x50.00	37,452.00	249 x75.00	37,522.00	249 x150.00
2	37,487.00		37,527.00		37,672.00	
3	37,537.00		37,602.00		37,822.00	
4	37,587.00		37,677.00		37,972.00	
5	37,637.00		37,752.00		38,122.00	
6	37,687.00		37,827.00		38,272.00	
7	37,737.00		37,902.00		38,422.00	
8	37,787.00		37,977.00		38,572.00	
9	37,837.00		38,052.00		38,722.00	
10	37,887.00		38,127.00		38,872.00	
11	37,937.00		38,202.00		39,022.00	
12	37,987.00		38,277.00		39,172.00	
13	38,037.00		38,352.00		39,322.00	
14	38,087.00		38,427.00		39,472.00	
15	38,137.00		38,502.00		39,622.00	

SCHEDULE 1(Contd)

WAGE SCALES APPLICABLE TO DIPPED PRODUCTS PLC - PLANT 1 - PRODUCTION, STORES & MANUAL WORKERS WITH EFFECT FROM 01 SEPTEMBER 2025

Stage	GR1	GR 2	GR 3
16	38,187.00	38,577.00	39,772.00
17	38,237.00	38,652.00	39,922.00
18	38,287.00	38,727.00	40,072.00
19	38,337.00	38,802.00	40,222.00
20	38,387.00	38,877.00	40,372.00
21	38,437.00	38,952.00	40,522.00
22	38,487.00	39,027.00	40,672.00
23	38,537.00	39,102.00	40,822.00
24	38,587.00	39,177.00	40,972.00
25	38,637.00	39,252.00	41,122.00
26	38,687.00	39,327.00	41,272.00
27	38,737.00	39,402.00	41,422.00
28	38,787.00	39,477.00	41,572.00
29	38,837.00	39,552.00	41,722.00
30	38,887.00	39,627.00	41,872.00
31	38,937.00	39,702.00	42,022.00
32	38,987.00	39,777.00	42,172.00
33	39,037.00	39,852.00	42,322.00
34	39,087.00	39,927.00	42,472.00
35	39,137.00	40,002.00	42,622.00
36	39,187.00	40,077.00	42,772.00
37	39,237.00	40,152.00	42,922.00
38	39,287.00	40,227.00	43,072.00
39	39,337.00	40,302.00	43,222.00
40	39,387.00	40,377.00	43,372.00
41	39,437.00	40,452.00	43,522.00
42	39,487.00	40,527.00	43,672.00
43	39,537.00	40,602.00	43,822.00
44	39,587.00	40,677.00	43,972.00
45	39,637.00	40,752.00	44,122.00
46	39,687.00	40,827.00	44,272.00
47	39,737.00	40,902.00	44,422.00
48	39,787.00	40,977.00	44,572.00
49	39,837.00	41,052.00	44,722.00
50	39,887.00	41,127.00	44,872.00
51	39,937.00	41,202.00	45,022.00
52	39,987.00	41,277.00	45,172.00
53	40,037.00	41,352.00	45,322.00

SCHEDULE 1(Contd)

WAGE SCALES APPLICABLE TO DIPPED PRODUCTS PLC - PLANT 1 - PRODUCTION, STORES & MANUAL WORKERS WITH EFFECT FROM 01 SEPTEMBER 2025

Stage	GR1	GR 2	GR 3
54	40,087.00	41,427.00	45,472.00
55	40,137.00	41,502.00	45,622.00
56	40,187.00	41,577.00	45,772.00
57	40,237.00	41,652.00	45,922.00
58	40,287.00	41,727.00	46,072.00
59	40,337.00	41,802.00	46,222.00
60	40,387.00	41,877.00	46,372.00
61	40,437.00	41,952.00	46,522.00
62	40,487.00	42,027.00	46,672.00
63	40,537.00	42,102.00	46,822.00
64	40,587.00	42,177.00	46,972.00
65	40,637.00	42,252.00	47,122.00
66	40,687.00	42,327.00	47,272.00
67	40,737.00	42,402.00	47,422.00
68	40,787.00	42,477.00	47,572.00
69	40,837.00	42,552.00	47,722.00
70	40,887.00	42,627.00	47,872.00
71	40,937.00	42,702.00	48,022.00
72	40,987.00	42,777.00	48,172.00
73	41,037.00	42,852.00	48,322.00
74	41,087.00	42,927.00	48,472.00
75	41,137.00	43,002.00	48,622.00
76	41,187.00	43,077.00	48,772.00
77	41,237.00	43,152.00	48,922.00
78	41,287.00	43,227.00	49,072.00
79	41,337.00	43,302.00	49,222.00
80	41,387.00	43,377.00	49,372.00
81	41,437.00	43,452.00	49,522.00
82	41,487.00	43,527.00	49,672.00
83	41,537.00	43,602.00	49,822.00
84	41,587.00	43,677.00	49,972.00
85	41,637.00	43,752.00	50,122.00
86	41,687.00	43,827.00	50,272.00
87	41,737.00	43,902.00	50,422.00
88	41,787.00	43,977.00	50,572.00
89	41,837.00	44,052.00	50,722.00
90	41,887.00	44,127.00	50,872.00
91	41,937.00	44,202.00	51,022.00

SCHEDULE 1(Contd)

WAGE SCALES APPLICABLE TO DIPPED PRODUCTS PLC - PLANT 1 - PRODUCTION, STORES & MANUAL WORKERS WITH EFFECT FROM 01 SEPTEMBER 2025

Stage	GR1	GR 2	GR 3
92	41,987.00	44,277.00	51,172.00
93	42,037.00	44,352.00	51,322.00
94	42,087.00	44,427.00	51,472.00
95	42,137.00	44,502.00	51,622.00
96	42,187.00	44,577.00	51,772.00
97	42,237.00	44,652.00	51,922.00
98	42,287.00	44,727.00	52,072.00
99	42,337.00	44,802.00	52,222.00
100	42,387.00	44,877.00	52,372.00
101	42,437.00	44,952.00	52,522.00
102	42,487.00	45,027.00	52,672.00
103	42,537.00	45,102.00	52,822.00
104	42,587.00	45,177.00	52,972.00
105	42,637.00	45,252.00	53,122.00
106	42,687.00	45,327.00	53,272.00
107	42,737.00	45,402.00	53,422.00
108	42,787.00	45,477.00	53,572.00
109	42,837.00	45,552.00	53,722.00
110	42,887.00	45,627.00	53,872.00
111	42,937.00	45,702.00	54,022.00
112	42,987.00	45,777.00	54,172.00
113	43,037.00	45,852.00	54,322.00
114	43,087.00	45,927.00	54,472.00
115	43,137.00	46,002.00	54,622.00
116	43,187.00	46,077.00	54,772.00
117	43,237.00	46,152.00	54,922.00
118	43,287.00	46,227.00	55,072.00
119	43,337.00	46,302.00	55,222.00
120	43,387.00	46,377.00	55,372.00
121	43,437.00	46,452.00	55,522.00
122	43,487.00	46,527.00	55,672.00
123	43,537.00	46,602.00	55,822.00
124	43,587.00	46,677.00	55,972.00
125	43,637.00	46,752.00	56,122.00
126	43,687.00	46,827.00	56,272.00
127	43,737.00	46,902.00	56,422.00
128	43,787.00	46,977.00	56,572.00
129	43,837.00	47,052.00	56,722.00

SCHEDULE 1(Contd)

WAGE SCALES APPLICABLE TO DIPPED PRODUCTS PLC - PLANT 1 - PRODUCTION, STORES & MANUAL WORKERS WITH EFFECT FROM 01 SEPTEMBER 2025

Stage	GR1	GR 2	GR 3
130	43,887.00	47,127.00	56,872.00
131	43,937.00	47,202.00	57,022.00
132	43,987.00	47,277.00	57,172.00
133	44,037.00	47,352.00	57,322.00
134	44,087.00	47,427.00	57,472.00
135	44,137.00	47,502.00	57,622.00
136	44,187.00	47,577.00	57,772.00
137	44,237.00	47,652.00	57,922.00
138	44,287.00	47,727.00	58,072.00
139	44,337.00	47,802.00	58,222.00
140	44,387.00	47,877.00	58,372.00
141	44,437.00	47,952.00	58,522.00
142	44,487.00	48,027.00	58,672.00
143	44,537.00	48,102.00	58,822.00
144	44,587.00	48,177.00	58,972.00
145	44,637.00	48,252.00	59,122.00
146	44,687.00	48,327.00	59,272.00
147	44,737.00	48,402.00	59,422.00
148	44,787.00	48,477.00	59,572.00
149	44,837.00	48,552.00	59,722.00
150	44,887.00	48,627.00	59,872.00
151	44,937.00	48,702.00	60,022.00
152	44,987.00	48,777.00	60,172.00
153	45,037.00	48,852.00	60,322.00
154	45,087.00	48,927.00	60,472.00
155	45,137.00	49,002.00	60,622.00
156	45,187.00	49,077.00	60,772.00
157	45,237.00	49,152.00	60,922.00
158	45,287.00	49,227.00	61,072.00
159	45,337.00	49,302.00	61,222.00
160	45,387.00	49,377.00	61,372.00
161	45,437.00	49,452.00	61,522.00
162	45,487.00	49,527.00	61,672.00
163	45,537.00	49,602.00	61,822.00
164	45,587.00	49,677.00	61,972.00
165	45,637.00	49,752.00	62,122.00
166	45,687.00	49,827.00	62,272.00
167	45,737.00	49,902.00	62,422.00

SCHEDULE 1(Contd)

WAGE SCALES APPLICABLE TO DIPPED PRODUCTS PLC - PLANT 1 - PRODUCTION, STORES & MANUAL WORKERS WITH EFFECT FROM 01 SEPTEMBER 2025

Stage	GR1	GR 2	GR 3
168	45,787.00	49,977.00	62,572.00
169	45,837.00	50,052.00	62,722.00
170	45,887.00	50,127.00	62,872.00
171	45,937.00	50,202.00	63,022.00
172	45,987.00	50,277.00	63,172.00
173	46,037.00	50,352.00	63,322.00
174	46,087.00	50,427.00	63,472.00
175	46,137.00	50,502.00	63,622.00
176	46,187.00	50,577.00	63,772.00
177	46,237.00	50,652.00	63,922.00
178	46,287.00	50,727.00	64,072.00
179	46,337.00	50,802.00	64,222.00
180	46,387.00	50,877.00	64,372.00
181	46,437.00	50,952.00	64,522.00
182	46,487.00	51,027.00	64,672.00
183	46,537.00	51,102.00	64,822.00
184	46,587.00	51,177.00	64,972.00
185	46,637.00	51,252.00	65,122.00
186	46,687.00	51,327.00	65,272.00
187	46,737.00	51,402.00	65,422.00
188	46,787.00	51,477.00	65,572.00
189	46,837.00	51,552.00	65,722.00
190	46,887.00	51,627.00	65,872.00
191	46,937.00	51,702.00	66,022.00
192	46,987.00	51,777.00	66,172.00
193	47,037.00	51,852.00	66,322.00
194	47,087.00	51,927.00	66,472.00
195	47,137.00	52,002.00	66,622.00
196	47,187.00	52,077.00	66,772.00
197	47,237.00	52,152.00	66,922.00
198	47,287.00	52,227.00	67,072.00
199	47,337.00	52,302.00	67,222.00
200	47,387.00	52,377.00	67,372.00
201	47,437.00	52,452.00	67,522.00

SCHEDULE 1(Contd)

WAGE SCALES APPLICABLE TO DIPPED PRODUCTS PLC - PLANT 1 - PRODUCTION, STORES & MANUAL WORKERS WITH EFFECT FROM 01 SEPTEMBER 2025

Stage	GR1	GR 2	GR 3
202	47,487.00	52,527.00	67,672.00
203	47,537.00	52,602.00	67,822.00
204	47,587.00	52,677.00	67,972.00
205	47,637.00	52,752.00	68,122.00
206	47,687.00	52,827.00	68,272.00
207	47,737.00	52,902.00	68,422.00
208	47,787.00	52,977.00	68,572.00
209	47,837.00	53,052.00	68,722.00
210	47,887.00	53,127.00	68,872.00
211	47,937.00	53,202.00	69,022.00
212	47,987.00	53,277.00	69,172.00
213	48,037.00	53,352.00	69,322.00
214	48,087.00	53,427.00	69,472.00
215	48,137.00	53,502.00	69,622.00
216	48,187.00	53,577.00	69,772.00
217	48,237.00	53,652.00	69,922.00
218	48,287.00	53,727.00	70,072.00
219	48,337.00	53,802.00	70,222.00
220	48,387.00	53,877.00	70,372.00
221	48,437.00	53,952.00	70,522.00
222	48,487.00	54,027.00	70,672.00
223	48,537.00	54,102.00	70,822.00
224	48,587.00	54,177.00	70,972.00
225	48,637.00	54,252.00	71,122.00
226	48,687.00	54,327.00	71,272.00
227	48,737.00	54,402.00	71,422.00
228	48,787.00	54,477.00	71,572.00
229	48,837.00	54,552.00	71,722.00
230	48,887.00	54,627.00	71,872.00
231	48,937.00	54,702.00	72,022.00
232	48,987.00	54,777.00	72,172.00
233	49,037.00	54,852.00	72,322.00
234	49,087.00	54,927.00	72,472.00

SCHEDULE 1(Contd)

WAGE SCALES APPLICABLE TO DIPPED PRODUCTS PLC - PLANT 1 - PRODUCTION, STORES & MANUAL WORKERS WITH EFFECT FROM 01 SEPTEMBER 2025

Stage	GR1	GR 2	GR 3
235	49,137.00	55,002.00	72,622.00
236	49,187.00	55,077.00	72,772.00
237	49,237.00	55,152.00	72,922.00
238	49,287.00	55,227.00	73,072.00
239	49,337.00	55,302.00	73,222.00
240	49,387.00	55,377.00	73,372.00
241	49,437.00	55,452.00	73,522.00
242	49,487.00	55,527.00	73,672.00
243	49,537.00	55,602.00	73,822.00
244	49,587.00	55,677.00	73,972.00
245	49,637.00	55,752.00	74,122.00
246	49,687.00	55,827.00	74,272.00
247	49,737.00	55,902.00	74,422.00
248	49,787.00	55,977.00	74,572.00
249	49,837.00	56,052.00	74,722.00
250	49,887.00	56,127.00	74,872.00

SCHEDULE 2

WAGE SCALES APPLICABLE TO DPL (PLANT 01) OPERATIONS ASSISTANTS (RECRUITED AFTER 01/09/2016) WITH EFFECT FROM 01 SEPTEMBER 2025

Stage	GR1		GR 2		GR 3	
1	27,000.00	99 x50.00	27,500.00	99 x75.00	28,000.00	99 x100.00
2	27,050.00		27,575.00		28,100.00	
3	27,100.00		27,650.00		28,200.00	
4	27,150.00		27,725.00		28,300.00	
5	27,200.00		27,800.00		28,400.00	
6	27,250.00		27,875.00		28,500.00	
7	27,300.00		27,950.00		28,600.00	
8	27,350.00		28,025.00		28,700.00	
9	27,400.00		28,100.00		28,800.00	
10	27,450.00		28,175.00		28,900.00	
11	27,500.00		28,250.00		29,000.00	
12	27,550.00		28,325.00		29,100.00	

SCHEDULE 2 (Contd)

**WAGE SCALES APPLICABLE TO DPL (PLANT 01) OPERATIONS ASSISTANTS
 (RECRUITED AFTER 01/09/2016) WITH EFFECT FROM 01 SEPTEMBER 2025**

Stage	GR1	GR 2	GR 3
13	27,600.00	28,400.00	29,200.00
14	27,650.00	28,475.00	29,300.00
15	27,700.00	28,550.00	29,400.00
16	27,750.00	28,625.00	29,500.00
17	27,800.00	28,700.00	29,600.00
18	27,850.00	28,775.00	29,700.00
19	27,900.00	28,850.00	29,800.00
20	27,950.00	28,925.00	29,900.00
21	28,000.00	29,000.00	30,000.00
22	28,050.00	29,075.00	30,100.00
23	28,100.00	29,150.00	30,200.00
24	28,150.00	29,225.00	30,300.00
25	28,200.00	29,300.00	30,400.00
26	28,250.00	29,375.00	30,500.00
27	28,300.00	29,450.00	30,600.00
28	28,350.00	29,525.00	30,700.00
29	28,400.00	29,600.00	30,800.00
30	28,450.00	29,675.00	30,900.00
31	28,500.00	29,750.00	31,000.00
32	28,550.00	29,825.00	31,100.00
33	28,600.00	29,900.00	31,200.00
34	28,650.00	29,975.00	31,300.00
35	28,700.00	30,050.00	31,400.00
36	28,750.00	30,125.00	31,500.00
37	28,800.00	30,200.00	31,600.00
38	28,850.00	30,275.00	31,700.00
39	28,900.00	30,350.00	31,800.00
40	28,950.00	30,425.00	31,900.00
41	29,000.00	30,500.00	32,000.00
42	29,050.00	30,575.00	32,100.00
43	29,100.00	30,650.00	32,200.00
44	29,150.00	30,725.00	32,300.00
45	29,200.00	30,800.00	32,400.00
46	29,250.00	30,875.00	32,500.00
47	29,300.00	30,950.00	32,600.00
48	29,350.00	31,025.00	32,700.00
49	29,400.00	31,100.00	32,800.00

SCHEDULE 2 (Contd)

WAGE SCALES APPLICABLE TO DPL (PLANT 01) OPERATIONS ASSISTANTS
(RECRUITED AFTER 01/09/2016) WITH EFFECT FROM 01 SEPTEMBER 2025

Stage	GR1	GR 2	GR 3
50	29,450.00	31,175.00	32,900.00
51	29,500.00	31,250.00	33,000.00
52	29,550.00	31,325.00	33,100.00
53	29,600.00	31,400.00	33,200.00
54	29,650.00	31,475.00	33,300.00
55	29,700.00	31,550.00	33,400.00
56	29,750.00	31,625.00	33,500.00
57	29,800.00	31,700.00	33,600.00
58	29,850.00	31,775.00	33,700.00
59	29,900.00	31,850.00	33,800.00
60	29,950.00	31,925.00	33,900.00
61	30,000.00	32,000.00	34,000.00
62	30,050.00	32,075.00	34,100.00
63	30,100.00	32,150.00	34,200.00
64	30,150.00	32,225.00	34,300.00
65	30,200.00	32,300.00	34,400.00
66	30,250.00	32,375.00	34,500.00
67	30,300.00	32,450.00	34,600.00
68	30,350.00	32,525.00	34,700.00
69	30,400.00	32,600.00	34,800.00
70	30,450.00	32,675.00	34,900.00
71	30,500.00	32,750.00	35,000.00
72	30,550.00	32,825.00	35,100.00
73	30,600.00	32,900.00	35,200.00
74	30,650.00	32,975.00	35,300.00
75	30,700.00	33,050.00	35,400.00
76	30,750.00	33,125.00	35,500.00
77	30,800.00	33,200.00	35,600.00
78	30,850.00	33,275.00	35,700.00
79	30,900.00	33,350.00	35,800.00
80	30,950.00	33,425.00	35,900.00
81	31,000.00	33,500.00	36,000.00
82	31,050.00	33,575.00	36,100.00
83	31,100.00	33,650.00	36,200.00
84	31,150.00	33,725.00	36,300.00
85	31,200.00	33,800.00	36,400.00
86	31,250.00	33,875.00	36,500.00

SCHEDULE 2 (Contd)

**WAGE SCALES APPLICABLE TO DPL (PLANT 01) OPERATIONS ASSISTANTS
(RECRUITED AFTER 01/09/2016) WITH EFFECT FROM 01 SEPTEMBER 2025**

Stage	GR1	GR 2	GR 3
87	31,300.00	33,950.00	36,600.00
88	31,350.00	34,025.00	36,700.00
89	31,400.00	34,100.00	36,800.00
90	31,450.00	34,175.00	36,900.00
91	31,500.00	34,250.00	37,000.00
92	31,550.00	34,325.00	37,100.00
93	31,600.00	34,400.00	37,200.00
94	31,650.00	34,475.00	37,300.00
95	31,700.00	34,550.00	37,400.00
96	31,750.00	34,625.00	37,500.00
97	31,800.00	34,700.00	37,600.00
98	31,850.00	34,775.00	37,700.00
99	31,900.00	34,850.00	37,800.00
100	31,950.00	34,925.00	37,900.00

SCHEDULE 3

GUIDELINES FOR ENHANCED PRODUCTIVITY

(I) The Union and the Employees agree to co-operate with the employer by taking the necessary initiative to ensure inter alia, the following in all departments of the factory.

- (A) Increased Production
- (B) Increased Productivity
- (C) Improved quality
- (D) Maintain ISO systems
- (E) Ensure Proper Housekeeping
- (F) Control and Elimination of Waste
- (G) Business Process Review
- (H) 5 'S' Projects
- (I) Total Product Maintenance

(II) The issues that will be addressed in achieving the aforementioned measures are referred to hereunder:-

(1) INCREASE IN PRODUCTION

Monitor Stoppages due to -

- (a) Breakdowns
- (b) Planned Maintenance
- (c) Unplanned Breakdowns
- (d) Monitor job completion times
- (e) Interruption to services

SCHEDULE 3 (Contd)

- (f) Delays due to shortage of compounds
- (g) Quality Problems
- (h) Bypassing
- (i) Latex Tank changes
- (j) Lack of Employees
- (k) Attendance on Poya/holidays
- (l) Bowl efficiency and Factory Efficiency
- (m) Sorting output

(2) INCREASE PRODUCTIVITY

Monitor pairs produced per man-hour

- (i) Monitor man-hours
- (ii) Programme to eliminate unnecessary hours
- (iii) Reduce Supervision Time
- (iv) Ensure first time correct
- (v) Monitor kg per man-hour

(3) IMPROVEMENT TO QUALITY

- (a) Reduction of scraps and rejects
- (b) Reduce grade 2 defects
- (c) Increase grade 1 Level
- (d) Control correct specification of Centrifuged Latex
- (e) Control correct re-sorting Level
- (f) Monitor and control specification of compounds/process parameters
- (g) Monitor and control quality problems due to compounds

(4) ISO SYSTEMS

Responsibility for -

- (a) Audits
- (b) Training participation
- (c) Adhere to laid down Systems
- (d) Control charts and Trend charts

(5) HOUSEKEEPING

Involvement of the members to create a better working environment and adhering to '5S' concept

(6) WASTAGE

Monitor and control

- (a) Dipping levels
- (b) Weights and thickness of gloves
- (c) Steam consumption
- (d) Compressed air consumption
- (e) Water Consumption
- (f) Flock consumption
- (g) Compound consumption
- (h) Chemical Consumption

(III) It is agreed that Plant B will be operated by company employees. In the event of a vacancy in the cadre of Plant B the Union in consultation with the management will find a suitable replacement from the permanent employees. In the event a suitable replacement cannot be found within a period of one week the management would be at liberty to engage a person of their choice.

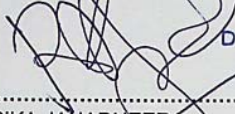
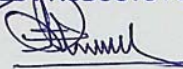
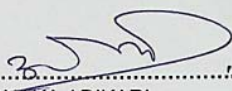
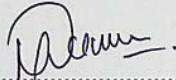
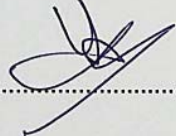
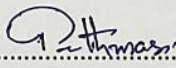
(IV) As additional work the employees would have to take part in organized Group meetings to monitor the results.

(V) The employees agreed to the following:

- (1) Increase Plant B output by running at 70 sec cycle
- (2) Focus attention of their members in the plants to reduce breakage of former.
- (3) Further improve productivity in other departments as well and Centrifuging in particular.
- (4) There will be no stoppage of plants for tea breaks.
- (5) To open and maintain bank accounting and obtain all payments through the Bank including wages, bonus payments and such other payments.

(VI) Whereas both parties agree that it is in the overall interest and stability of the enterprise to adhere to the guidelines set out herein, the parties shall cooperate with each other in a sense of mutual trust to adhere to the said guidelines.

IN WITNESS WHEREOF parties aforesaid have hereunto set hands in Colombo PUSHPIKA JANADHEERA for and on behalf of DIPPED PRODUCTS PLC and JANAKA ADIKARI for and on behalf of the INTER COMPANY EMPLOYEES on this 16th day of January Two Thousand and Twenty Six

DIPPED PRODUCTS PLC		
 PUSHPIKA JANADHEERA MANAGING DIRECTOR DIPPED PRODUCTS PLC	 Indika Kulathunga DIRECTOR - SALES & MARKETING	 JANAKA ADIKARI GENERAL SECRETARY INTER COMPANY EMPLOYEES UNION
WITNESSES		
1. 	1. 	
Name: S A N Pushpakumara	Name: S Gamage	
Designation: General Manager – Operations	Designation: Branch President	
2. 	2. 	
Name: Tilak Warakawala	Name: S A Pathmasiri	
Designation: Deputy General Manager – Operations	Designation: Branch Secretary	