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The Gazette of the Democratic Socialist Republic of Sri Lanka
EXTRAORDINARY
අංක 2488/43 – 2026 මැයි මස 14 වැනි බ්‍රහස්පතින්දා – 2026.05.14
No. 2488/43 – THURSDAY, MAY 14, 2026
(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

My No.: CI/1873.

THE INDUSTRIAL DISPUTES ACT – CHAPTER 131

THE Collective Agreement entered into between Associated Motorways (Pvt) Limited - No. 185, Union place, Colombo 02 of the one part and Free Trade Zones & General Services Employees' Union - No. 141, Ananda Rajakaruna Mawatha, Colombo 10 of the other part on 09th May, 2025 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.
24th April, 2026.

Collective Agreement No. 12 of 2025

COLLECTIVE AGREEMENT 2025

This Collective Agreement made and entered on this 09th Day of May, Two Thousand & Twenty Five (2025), to take effect from the First Day of January, Two Thousand & Twenty Five (2025), pursuant to the Industrial Disputes Act between the ASSOCIATED MOTORWAYS (PRIVATE) LTD, a company duly registered in Sri Lanka under the Companies Ordinance and having its registered office at No. 185, Union Place, Colombo 2, (Hereinafter referred to as "the Employer") and the FREE TRADE ZONES & GENERAL SERVICES EMPLOYEES UNION, a trade union duly registered under the Trade Unions Ordinance (No.-7223) and having its registered office at No. 141, Ananda Rajakaruna Mawatha, Colombo 10.- (Hereinafter referred to as "the Union") witnesseth and it is hereby agreed between the parties as follows-

TITLE : This Collective Agreement shall be known and referred to as the Collective Agreement Two Thousand & Twenty Five (2025) between Associated Motorways (Private) Ltd and Free Trade Zones & General Service Employees Union.

CONTAINING TERMS AND CONDITIONS OF EMPLOYMENT AND MATTERS INCIDENTAL THERETO AND CONNECTED THEREWITH.

01. ***Parties Covered and Bound.–*** This Collective Agreement covers and binds Associated Motorways (Private) Ltd. (hereinafter referred to as the "Employer") and applies to individuals holding permanent contracts of employment at its Nagoda factory in Kalutara during the term of this agreement. The individuals holding permanent contracts of employment must be Grade A and B employees within the production and engineering categories who are employed in those categories by the Employer as of the date this Agreement is signed or during the tenure of this agreement, and who are members of the Free Trade Zones & General Service Employees Union (hereinafter referred to as the "Union").

02. ***Previous Collective Agreement 2022.–*** This Agreement shall supersede the Collective Agreement entered into between the parties on 14th Day of September, Two Thousand and Twenty-Two (2022) with all prior negotiations, understandings, and all prior agreements between the parties relating to the subject matter herein.

03. ***Date of Operation and Duration.–*** This Collective Agreement shall be effective from the 1st day of January Two Thousand & Twenty-Five (2025) and shall continue in force unless terminated by either party giving three months' notice in writing to the other and subject to the other terms and conditions herein, and this Collective Agreement shall remain valid until the 31st day of December, Two Thousand & Twenty - Seven (2027).

04. ***Hours of Work and Overtime.–*** During the continuance in force of this Agreement the normal working hours shall be deemed to be those that are worked by the employees as at present, As and when requested by the Employer, the employees shall work reasonable overtime, for which the employees shall be paid overtime as stipulated by law.

05. ***Salary Increase Normal Annual Salary Increment.–***

5.1 **Fixed -Term Salary Increases:**

I. **Fixed -Term Salary Increases**: Effective from January 1, 2025, January 1, 2026, and January 1, 2027, the Employer shall provide a fixed-sum increase of Rs. 6000/- to the monthly salary of each employee. These increases will be applied to the employees's base monthly salary as of December of the preceding year as follows.

(a) With effect from the 01st day of January, Two Thousand & Twenty-Five (2025), the monthly salaries applicable to each employee as at December Two Thosand & Twenty-Four (2024) shall be increased by Rs. 6,000/-.

(*b*) With effect from the 01st day of January, Two Thousand & Twenty-Six (2026), the monthly salaries applicable to each employee as at December Two Thousand & Twenty-Five (2025) shall be increased by Rs. 6,000/-.

(*c*) With effect from the 01st day of January, Two Thousand & Twenty-Seven (2027), the monthly salaries applicable to each employee as at December Two Thousand & Twenty-Six (2026) shall be increased by Rs. 6,000/-.

5.2 **Fixed Annual Increment**

I. **Fixed Annual Increment**: Effective from January 1, 2025, the annual salary increment for all covered employees shall be a fixed sum of Rs. 200/-.

5.3 **General**

I. **Non - Negotiable**: These salary increments as outlined in this clause shall not be subject to future negotiation or collective bargaining during the term of this agreement or any subsequent renewal thereof, unless otherwise agreed to in writing by the Employer.

II. **Annual Payment Date**: The annual salary increment described in clause 5.2 shall be paid on January 1 st of each Year.

III. **Supersession of Prior Agreements**: This salary increment policy supersedes and replaces all prior agreements, practices, and individual employment contract terms related to annual salary increments, including those outlined in the previous Collective Agreements and any individual contracts of employment.

IV. **Automatic Application with Exceptions**: These salary increments shall be applied automatically, except in cases where an employee's increment is denied, suspended, or deferred by the Employer due to disciplinary reasons.

V. **Disciplinary Measures**: The denial, suspension, or deferral of an annual salary increment due to disciplinary reasons shall be subject to the following conditions:

a. Denial: The annual salary increment shall be permanently denied for the year in question.

b. Suspension: The annual salary increment shall be suspended. The Employer shall, within a reasonable time, determine whether the increment is to be denied or deferred. If no decision is made to deny or defer, the increment shall be applied retroactively from the date of suspension.

c. Deferral: The annual salary increment shall be deferred for a period determined by the Employer, not exceeding one year.

d. Conditions for Disciplinary Action:

i. Denial or deferral of an increment shall occur only if the employee has been issued a show cause letter stating the charges against them and has been found guilty of the disciplinary infraction following a due inquiry.

ii. Suspension of increment shall occur during the domestic inquiry procedure at the discretion of the employer.

iii. The severity of the disciplinary action (denial, suspension, or deferral) shall be determined by the Employer, taking into account the nature, frequency, and duration of the disciplinary infraction.

6. ***Government Mandated Salary Increases.–***

a. If, in any given year, a written law prescribes salary increases applicable to the categories of employees covered under this Agreement, the Employer shall have the right to take into account any salary increases already granted under Clause 5 for that year. Based on this, the Employer will determine the appropriate additional increase, if any, to be granted to the employee.

b. If the Government recommends salary increases, such recommendations will be considered by the Employer; however, they will not be binding, even if they relate to the categories of employees covered under this Agreement.

7. ***Production Variable Allowance.–***

I. A production Variable Allowance of LKR 2500 will be granted effective from January 1, 2025.

II. Employee entitlement to this allowance will be determined based on the following Key Performance Indicators (KPIs):

i. Production Tonnage
ii. Scrap Rate
iii. Attendance

III. The specific entitlement levels for each KPI are detailed in Schedule II.

8. ***Attendance Incentive.–***

I. Effective from the date of this agreement, the "Attendance Incentive" will be renamed "Attendance Allowance." The payment amounts will remain unchanged.

9. ***Washing Allowance.–***

I. The Washing Allowance of LKR 1200, currently applicable to the Compound Division of the factory, will be increased by LKR 1800, effective from January 1, 2025 until 31st of December 2027, reaching a maximum of LKR 3000.

10. ***Amalgamated Attendance Allowance.–***

The eligibility criteria for the new amalgamated Attendance Allowance, which incorporates the former:

a. Reward for Good Attendance (Rs. 1250)
b. Attendance Bonus (Rs. 450)
c. Attendance Allowance: Basic Salary / 52 weeks x Number of Sundays in a particular month (The calculation of the rupee equivalent of this allowance will be based on the "01/01/2013 Basic Salary/ 52 Weeks x 4.3 Weeks" formula)
d. Attendance allowance from 2013 Collective Bargaining Agreement (Rs.500)
e. Attendance allowance from 2016 Collective Bargaining Agreement (Rs. 500)

The formula for calculating the amalgamated attendance allowance is as follows:

a. Total Allowance = Rs. 1250 + Rs. 450 + (Basic Salary as of 01.01.2013/52 weeks x 4.3 weeks) + Rs. 500 (2013 Collective Bargaining Agreement) + Rs. 500 (2016 Collective Bargaining Agreement)

b. Employees who joined the employer after 01.01.2016 will continue to receive Rs. 2,500 as an attendance allowance, subject to the criteria outline below.

c. Leave Definitions:

I. Unplanned Leave: Leave applied for by an employee prior to their scheduled shift and approved by the Head of the employee's division.

II. Planned Leave: Leave applied for by an employee two shifts prior to their scheduled shift and approved by the Head of the employee's division.

III. Unauthorized Absence: Absence from a scheduled shift without approved leave application.

d. The attendance allowance will be paid subject to the following conditions regarding Planned Leave, unplanned Leave, and Unauthorized Absence, which will determine deductions from the total amount eligible:

I. Total Planned and Unplanned Leave up to 3 $^{1}/_{2}$ days, with Unplanned Leave not exceeding 2 $^{1}/_{2}$ days = 100% of allowance

II. Total Planned and Unplanned Leave up to 4 days, with Unplanned Leave not exceeding 3 days = 60% of allowance

III. Total Planned and Unplanned Leave up to 4 $^{1}/_{2}$ days, with Unplanned Leave not exceeding 3 $^{1}/_{2}$ days = 40% of allowance

IV. Total Planned and Unplanned Leave exceeding 4 $^{1}/_{2}$ days = 0% of allowance

V. Unauthorized Absence = No Payment (0%)

8. ***Payment of Bonus.–***

Parties agree that henceforth bonuses, if any, shall be paid at the discretion of the management based on a combination of the following factors:

Minimum levels of Production
Production levels

a) Performance of the Employee
b) Performance of the business unit
c) Performance of AMW Group as a whole

9. ***Minimum Levels of Production .–***
Production Levels

a. The Union and the employees unconditionally agree that, throughout the duration of this Agreement, employees covered by this Agreement shall maintain minimum production levels as set out in the First Schedule attached hereto, subject to the terms and conditions of this Agreement. These minimum production levels shall be subject to review and adjustment by the Employer based on its operational requirements and business needs.

b. The Union and the employees agree to meet and provide the production levels as outlined in the First Schedule attached hereto, and any revisions or adjustments made thereto by the Employer.

c. The Employer shall discuss with the Union its intention to increase production targets in the event of:

i. Installation of new machinery
ii. Introduction of new processes
iii. Upgrading of existing machinery or production lines
iv. Introduction of new technology
v. Requirements to meet suppliers' specifications
vi. The results of any work-study carried out by the Company
vii. Any other circumstances deemed relevant by the Employer in its sole discretion.

The Employer shall communicate its intention to adjust production targets to the Union and, where applicable, consider any representations made. The Employer's determination shall be binding and made after assessing all relevant factors, including operational requirements and business needs, with the agreement of the union.

10. ***Disciplinary Action.–***

Where the Employer proposes to proceed against an employee on disciplinary grounds, the following procedures shall apply:

i. **Show Cause and Preliminary Investigation Procedure**
The employee shall be issued a written Show Cause Notice detailing the alleged misconduct within **seven (07) working days** of concluding the preliminary investigation.

Preliminary investigations shall ordinarily be concluded within **fourteen (14) days** from the date the complaint is received or the misconduct is otherwise brought to the attention of the company, prior to imposing any suspension or taking further disciplinary action.

However, in cases involving serious allegations - such as theft, sexual harassment, physical assault on a fellow employee or third party, or any deliberate act causing significant disruption to business operations - the preliminary investigation period may extend beyond the standard 14 - day timeframe, depending on the complexity of the matter. In such instances, the Company shall communicate the reason for the delay to the employee in writing.

Where **prima facie evidence** of serious misconduct exists, the Company reserves the right to place the employee on **suspension with immediate effect**, even before concluding the preliminary investigation. Such suspension shall be communicated to the employee in writing and shall not be construed as a presumption of guilt.

a. The employee shall submit a written explanation to the "show cause" notice within five (5) working days. The Employer may, at its sole discretion, grant a reasonable extension of time for the employee to submit their explanation.

b. Upon receiving the employee's written explanation, the Employer shall conduct a domestic disciplinary inquiry into the alleged misconduct within 14 working days, unless the employee has admitted to the acts of misconduct. If more than 14 working days are required due to organisational constraints or other factors, the employee will be notified in writing.

ii. **Representation During Domestic Inquiry**

The accused employee may request to be accompained by a fellow union employee to serve as an Observer during the Domestic Inquiry.

However, if it is determined that the proposed Observer is a potential witness or may subsequently be implicated in the same matter under inquiry, the Company reserves the right to reject the request. In such cases, the accused employee may nominate an alternative union employee, subject again to the Company's approval.

The approved Observer must provide a undertaking to maintain **strict confidentiality** regarding all matters discussed, disclosed, or otherwise observed during the Domestic Inquiry.

iii. Following the conclusion of the domestic inquiry, the employee shall be informed in writing of the inquiry's findings and any disciplinary action imposed within 14 working days which may include termination of employment.

iv. The Employer is not required to hold a domestic inquiry if the employee admits to the alleged misconduct, or if the Employer, in its sole discretion, deems a warning to be sufficient disciplinary action.

v. The Employer may suspend an employee without pay either pending the outcome of the disciplinary process or as a form of disciplinary action following the findings of a preliminary inquiry. The Employer shall have sole discretion in determining the duration of any suspension.

vi. The Employer shall inform the employee of its decision regarding the findings of any inquiry within fourteen working days of receiving the inquiring officer's findings.

vii. Types of Misconduct:

Acts of misconduct include, but are not limited to, the following:

a) Misappropriation or failure to account for the funds of the Company

b) Theft, fraud, or dishonesty in relation to property belonging to the Company

c) Driving a vehicle belonging to the Company while under the influence of liquor or drugs

d) Sabotage of or willful damage to the property of the Company (Negotiable to keep)

e) Taking or giving of bribes to Company personnel

f) Riotous or disorderly behaviour and gambling within the premises of the Company

g) Misuse of property belonging to the Company

h) Issue of unlawful instructions to subordinates

i) Misuse of authority, power, or position for personal gain

j) Submission of false or forged certificates forms and/or travelling claims

k) Insobriety or drunken behavior

l) Willfully giving false evidence or altering Company documents without authority

m) Habitual late attendance (There will be a grace period of 2 days for 15 minutes per month for getting late under special approval from the divisional head of the respective department)

n) Absence without authority (unauthorised absence/absence without prior information)

o) Sexual harassment of fellow employees or unbecoming conduct/behaviour

p) Causing disaffection or mischief among fellow workers

q) Refusal to perform overtime without a reasonable reason

r) Unpunctuality

s) Failure to wear uniforms and safety equipment whilst on duty without any permission from the relevant official

t) Discourtesy to customers and agents of the Company

u) Failure to maintain essential records

v) Smoking and chewing betel at the factory premises

11. ***Dispute Settlement Procedure.–***

11.1 Dispute Settlement Procedure for Matters Not Covered by This Agreement

a. In the event of any dispute that shall arise between the parties during the continuance in force of this Agreement, of matters not covered by the agreement, the branch of the Union in the Employer's establishment shall raise such dispute with the Factory Management of the Employer and the parties shall take all efforts to resolve such disputes amicably.

b. If no settlement of the dispute can be reached between the parties, the branch of the Union shall request the Union to raise the matter in dispute with the Employer and/or with the Employer's Federation of Ceylon and the Union, the Employers and the Federation shall there after taking all possible steps to resolve the dispute.

c. Failing a settlement of the dispute as provided in the preceding sub-clause, the Union shall raise the dispute with the Department of Labour and move to have the dispute resolved under the conciliatory provisions of the Industrial Disputes Act.

d. In the event of failure to settle a dispute, as per the procedure given above, and if the Union wishes to take trade union action, prior written notice should be given by the Union to the employer, the Employers'

Federation of Ceylon, and the Commissioner of Labour, before the commencement of any intended strike or other from of trade union action.

11.2 Dispute Settlement Procedure for Matters Covered by This Agreement

a. Any dispute or issue concerning the interpretation of this Agreement shall, in the event mutual discussions fail to resolve the matter, be referred to the Commissioner General of Labour under the provisions of the Industrial Disputes Act. If no settlement is reached through that proceed to voluntary arbitration.

b. It is expressly agreed between the parties that Union, whether collectively or independently, and its members shall not resort to any form of trade union action in relation to any matter covered by or connected with this Agreement.

However, this clause shall not prevent the Union or its members from engaging in legally permissible forms of protest or action in the event of a fundamental breach of this Agreement by the Company that remains unresolved after exhausting the agreed dispute resolution process.

12. ***Check Off.–***

I. The Employer agrees on the written request of an employee, to deduct from the wages due to such employee, 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 by way of 'check off' facility, until such time as the employee maintains his request.

II. In the event of the union being representative of less than 40% of the employee in the relevant categories at the said Kalutara, Nagoda Factory, and no remittance in respect of the check-off would be made thereafter.

13. ***Union Committee Meetings.–***

The following provisions shall apply to meetings of the branch committee of the Union:

13.2 In respect of each meeting the branch committee desires to hold in the Company premises, an application shall be made to the Employer at least 36 hours prior to the date of the meeting.

13.3 If the Employer decides to grant permission to hold such meeting, the Employer may upon a written request of the branch union, permit representative/s of the Union (Parent Union) to attend such brach committee meeting provided, however, that the branch union shall not make such request on more than 4 occasions during one year.

13.4 The Employer may also impose any other condition they desire fit subject to which such branch committee meeting shall be conducted after the prior consulation with the branch union.

14. ***General.–***

14.2 During the continuance in force of this Agreement, neither party shall seek or attempt to vary, alter, or change the terms and conditions contained herein and/or any other benefits applicable to employees as per existing company policies as at the date of signing this Agreement, except by mutual agreement in writing, executed as an addendum to this instrument.

14.3 **Governing Law**: This Agreement shall be governed by and construed in accordance with the laws of Sri Lanka.

14.4 **Severability**: If any provision of this Agreement is held to be invalid or unenforceable, the remaining provisions shall remain in full force and effect. The parties shall negotiate in good faith to replace the invalid or unenforceable provision with a valid and enforceable provision that achieves the intended purpose of the original provision.

14.5 **Force Majeure**:** Neither party shall be liable for any failure to perform its obligation under this Agreement if such failure is caused by the occurrence of a Force Majeure Event.
A "Force Majeure Event" means any event or circumstance beyond a part's reasonable control, including, but not limited to:

i. Acts of God, including but not limited to fire, flood, earthquake, storm, hurricane, or otther natural disaster;

ii. War, invasion, act of foreign enemies, hostilities (whether war be declared or not), civil war, rebellion, revolution, insurrection, military or usurped power or confiscation, terrorist activities;

iii. Nationalisation, requisition, or other act or omission of any government authority;

iv. Epidemic, pandemic, or quarantine.

v. Currency devaluation, hyperinflation, or significant economic recession;

vi. Any other event or circumstance, whether similar or dissimilar to those listed above, which is beyond the Employer's reasonable control.

Upon the occurrence of a Force Majeure Event, the affected party shall notify the other party of such event and its anticipated effects on its ability to perform its obligations under this Agreement. The affected party shall be entitled to suspend or modify its obligations under this Agreement to the extent that performance is prevented, hindered, or delayed by the Force Majeure Event with the mutual agreement of all the parties to this Agreement.

14.6 **Assignment**: Neither party shall assign or transfer its rights or obligations under this Agreement without the prior written consent of the other party, except that the Employer shall have the right to assign this Agreement to any successor to its business.

14.7 **Notices**: All notices and other communications under this Agreement shall be in writing and shall be deemed to have been duly given if (a) delivered personally, (b) sent by a reputable overnight couries, or (c) sent by certified or registered mail, return receipt requested, to the respective parties at their addresses set forth above or at such other address as either party may designate in writing from time to time.

14.8 **Counterparts**: This Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

14.9 **Waiver**: No waiver by any party of any of the provisions of this Agreement shall be effective unless in writing and signed by the party against whom such waiver is sought to be enforced. No failure to exercise, or delay in exercising, any right, remedy, power, or privilege arising from this Agreement shall operate or be construed as a waiver thereof. Nor shall any single or partial exercise of any right, remedy, power, or privilege under this Agreement preclude any other or further exercise thereof or the exercise of any other right, remedy, power, or privilege.

14.10 **Confidentiality**: The parties agree to keep the terms and conditions of this Agreement confidential and shall not disclose such terms and conditions to any third party without the prior written consent of the other party, except as required by law.

14.11 **Publicity**: Any publicity or press release relating to this Agreement shall be subject to the prior written approval of both parties.

15. ***Annual Engagement Activity - Trip/Get-together.–***

The annual engagement activity (trip/get-together) will be determined by the Management, adhering to the established group engagement guidelines, after consultation with the branch union. The Management will communicate the declared engagement activity to the Trade Union before its implementation.

In witness hereof, the parties aforesaid have hereunto set their hands at Colombo on this 09th day of May, Two Thousand and Twenty-five (2025)

ASSOCIATED MOTORWAYS (PRIVATE) LIMITED
CO. REG. NO. PQ 16 PB/PV
Director Director / Secretary

For and on behalf of **ASSOCIATED MOTORWAYS (PVT) LTD**

Name: Andre Bonthuys
Designation: Managing Director

For and on behalf of **FREE TRADE ZONES AND GENERAL SERVICE EMPLOYEES' UNION**

Name: Anton Marcus
Designation: General Secretary

ASSOCIATED MOTORWAYS (PRIVATE) LIMITED
CO. REG. NO. PQ 16 PB/PV
Director Director / Secretary

For and on behalf of **ASSOCIATED MOTORWAYS (PVT) LTD**

Name: Ajinstan Benil
Designation: Company Secetary

For and on behalf of **FREE TRADE ZONES AND GENERAL SERVICE EMPLOYEES' UNION**

Name: P.V. Lalith Chandrakeerthi
Designation: Branch Secretary

Witness to the above signatures:

Name: Harshani Ranasinghe
Designation: Head of Human Resources
ASSOCIATED MOTORWAYS (PVT) LTD

Name: H.T.C. Kumara
Designation: Branch President
FREE TRADE ZONES AND GENERAL SERVICE EMPLOYEES' UNION

Name: Damith Gamage
Designation: Head of Production
ASSOCIATED MOTORWAYS (PVT) LTD

CBA – 2025

Production Targets of Mixing Department

These targets have been calculated based on a shift that allows for a total break period of 45 minutes.

No.	Area / Process	Production Targets	No. of Operators allocated per shift	
			Day	Night
1	Chemical weighing	No. of batches per shift per employee (Maximum 60)	1	-
2	Banbury Mixing	Raw Material Preparation	1	-
		Raw Material Supply (WIP)	1	1
		For the Conveyor	3	3
3	Banbury Mixing	No. of Operators allocated per shift	2	2
4	Compound Milling	No. of employees allocated per shift	3 .	3
5	Batch-off	No. of employees allocated per shift (sheet cutters provided)	3	3
		Total	14	12

Additional Note:

1. The Company is responsible for arranging the required number of team members for each shift. In the event of unplanned employee absences that demonstrably and significantly impact the team's ability to meet the stipulated production targets, the target shall be reviewed and adjusted equitably, taking into account the reduced workforce. Such adjustments shall be made based on mutual agreement between both parties and in accordance with existing practices and calculation methods.

   Exixting Practices:
   Planned prodcution targets shall be proportionately reduced in the event of employee absenteeism, provided that prior notice has been given to the management.

2. According to the above table, if the Company decides to assign casual employees instead of regular employees, the number of casual employees required for thet workstation shall be determined by the Company.

3. For compounding, the employee working the day shift who prepares raw materials shall prepare the materials required for both the day and night shifts. In the event of any changes to the production schedule, the night shift team shall prepare raw materials for up to 10 batches as a statndard requirement if preparation of more than 10 batches, up to a maximum of 12 batches, is required, such an increase shall be subject to mutual agreement between both parties.

4. The Company's shift timetable consists of either 12-hour shifts (7.00 AM - 6.45 PM or 7.00 PM 6.45 AM) or 8-hour shifts (7.00 AM - 3.45 PM or 7.00 PM - 3.45 AM).

CBA – 2025

Production Targets of Solid Tyre Department

Agreed Curing Targets - Extra-Premium, NM and Grey tyres		
Tyre size	No of tyres per 12 hrs. shift	No of tyres per day
4.00-8/3.0	5	11
4.00-8/3.75 RIB	5	11
15x4.5-8/3.0	5	11
140/55-9/4.0	5	11
5.00-8/3.0	4	9
16x6-8/4.33	4	9
18x7-8/4.33	4	9
6.00-9/4.0	4	9
6.50-10/5.0	3	7
7.00-12/5.0	3	7
21x8-9	3	7
200/50-10/6.5	3	7
23x9-10/6.5	3	7
23x10-12/8.0	3	6
7.00-15/5.5,6.0	3	6
7.50-15/6.0,6.5	3	6
28x9-15/7.0	3	6
250-15/7.0	3	6
8.25-15/6.5	2	5
27x10-12/8.0	2	5
300-15/8.0	2	5
355/65-15/9.75	2	4
9.00-20/7.0	2	4
28x12.5-15/9.75	2	4
10.00-20/8.0	2	4
1200-20/8.5	2	4

Agreed Curing Targets - Standard and Premium quality tyres				
Tyre size	No of tyres per 12 hrs shift		No of tyres per day	
	Standard	Premium	Standard	Premium
4.00-8/3.0	6	6	13	13
4.00-8/3.75 RIB	6	6	13	13
15x4.5-8/3.0	6	6	13	13
140/55-9/4.0	6	6	13	13
5.00-8/3.0	5	5	11	11
16x6-8/4.33	5	5	11	11
18x7-8/4.33	5	4	11	9
6.00-9/4.0	5	4	11	9
200/50-10/6.5	5	4	11	9
21x8-9	4	4	9	9
6.50-10/5.0	4	4	9	9
23x9-10/6.5	4	3	9	7
7.00-12/5.0	4	4	9	9
23x10-12/8.0	3	3	7	7
7.00-15/5.5,6.0	3	3	7	7
7.50-15/6.0,6.5	3	3	7	7
28x9-15/7.0	3	3	7	7
250-15/7.0	3	3	7	7
8.25-15/6.5	3	3	6	6
27x10-12/8.0	3	3	6	6
300-15/8.0	3	3	6	6
355/65-15/9.75	2	2	5	5
9.00-20/7.0	2	2	5	5
28x12.5-15/9.75	2	2	5	5
10.00-20/8.0	2	2	4	4
1200-20/8.5	2	2	4	4

ASSOCIATED MOTORWAYS (PRIVATE) LIMITED
CO. REG. NO. PQ 18 PB/PV

Director Director / Secretary

CBA - 2025

Production Targets of Pneumatic Tyre Division

Area / Process	For 2025-2027 Agreement – No of Heads	For 2025-2027 Agreement – Annual Production Target	Conditions	Remarks
Bead machine	Operator - 2 Helper - 1	330 (pcs per hour)	4.00-8, 90/100-10, 90/90-12, 17" & 18" motorcycle tyre	For change one bead former - 10min For bead name bead red - 30 min For grooved & buffet size change - 15 min
		300 (pcs per hour)	6 x 4 bead from 208 diameter to 425, 4.50-10, 155-12 and 6.00-12 size	
		125 (pcs per hour)	6 x 6 bead 524	
		150 (pcs per hour)	6 x 4 bead 534	
		1150 (12 h shift)	2 x 2 bead 615	
		1300 (12 hr.shift)	2 x 2 bead 500, 559	
		127 (12h shift)	2 x 2 bead 406	
Bias cutter	splices 2	21 Drums per hour	Operator - 02	
	splices 1	105 cuts per hour	Operator - 01	
Tyre Curing		Tyre loading and unloading - 2 min	When cycle time above and equal 14 minutes - 2.5 press per operator When cycle time below 14 minutes - 02 press per operator when cycle time above and equal 24 minutes - 3 BOM press per operator. (T4.50-10 plus two press only)	
		Tyre loading and unloading - 3.5 min	155-12, 6.00-12, 5.00-12, 7.00-12, 6.00-9, 650-10 03 press per operator	
Green Tyre Pecking & painting		25 per hours per operator	4.00-8 & Scooter	
		20 per hours per operator	4.50-10 & motorcycle	
		15 per hours per operator	6.00-12, 5.00-12 155-12	
		08 per hours per operator	7.00-12, 6.00-9	
Final QC (Per Operator)		250 (Pieces per 12 hours shift)	With 6.00-12, 5.00-12, 155-12	To meet these goals, 4.00-8, 90/100-10 molds should also be activated
		275 (Pieces per 12 hours shift)	With motor cycle - 04 moulds	To meet these goals, 4.00-8, 90/100-10 molds should also be activated.
		300 (Pieces per 12 hours shift)	Without motor cycle and 6.00-12, 5.00-12, 155-12	To meet these goals, 4.00-8, 90/100-10 molds should also be activated.
Repair (Per Employee)		140 (Pieces per 12 hours shift)		
Extruder line		130 pieces per hour (good product)	90/100-10 & 2.75-17 treads, 6.00-12 side wall	At the starting time, extruder head heating - 30 min/Extrusion. One change to make a good 1st product - 30 min
		100 pieces per hour (good product)	90/90-12, 4.00-8	
		90 pieces per hour (good product)	3.00-17, 3.00-18, 2.75-18	
		70 pieces per hour (good product)	4.50-10, 100/80-17, 100/90-17	
		65 pieces per hour (good product)	100/90-18	
		60 pieces per hour (good product)	140/80-17	
		50 pieces per hour (good product)	155-12, 6.50-10 treads & side wall, 6.00-9 treads & side wall, 7.00-12 treads & side wall, 5.00-12 treads & side wall, 6.00-12 treads	
Cushion calander	3	300kg per hour		
Inner liner calander	3	320kg per hour		
Tyre building manual 4.00-8 (4P)	Operator & helper	116 (12 hour shift)		
Tyre building manual 4.00-8 (2P)	Operator & helper	100 (12 hour shift)		
Tyre building manual 6.00-12	Operator & helper	50 (12 hour shift)		
Tyre building manual 7.00-12	Operator & helper	2 tyre (Per hour)		
Tyre building Auto 90/100-10	Operator & helper	227 (12 hour shift)		
Tyre building Auto 90/100-10	02 [illegible] grade operators	33 (Per hour)		
Tyre building Auto 90x90-12	Operator & helper	15 (Per hour)		
Tyre building Auto 4.50-10	Operator & helper	12 (Per hour)	Building machine-02	
Tyre building Auto 4.50-10	02 Operators	14 (Per hour)	Building machine-01	(millions [illegible] need to be applied at calandering)
Tyre building Auto 3.00-17 tube type	Operator & helper	22 (Per hour)		
Tyre building Auto 3.00-17 tube type	02 Operators	24 (Per hour)		
Tyre building Auto 3.00-17 tubeless type	Operator & helper	22 (Per hour)		
Tyre building Auto 3.00-17 tubeless type	02 Operators	26 (Per hour)		
Tyre building Auto 2.75-17 tube type	Operator & helper	23 (Per hour)		
Tyre building Auto 2.75-17 tube type	02 Operators	26 (Per hour)		
Tyre building Auto 2.75-17 tubeless type	Operator & helper	23 (Per hour)		
Tyre building Auto 2.75-17 tubeless type	02 Operators	25 (Per hour)		
Tyre building Auto 2.75-18 tube type	Operator & helper	22 (Per hour)		
Tyre building Auto 100/90-17	Operator & helper	23 (Per hour)		
Tyre building Auto 100/90-17	02 Operators	24 (Per hour)		
Tyre building Auto 100/80-17	Operator & helper	21 (Per hour)		
Tyre building Auto 100/80-17	02 Operators	25 (Per hour)		
Tyre building Auto 3.00-18 tube type	Operator & helper	22 (Per hour)		
Tyre building Auto 3.00-18 tubeless type	Operator & helper	20 (Per hour)		
Tyre building Auto 140/60-17	Operator & helper	16 (Per hour)		
Tyre building Auto 155-12	Operator & helper	08 (Per hour)		
Tyre building Auto 5.00-12	Operator & helper	08 (Per hour)		

Additional Note:

1. According to the above table, if the Company decides to assign casual employees instead of regular employees, the number of casual employees required for the work station shall be determined by the Company.

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Director Director / Secretary

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Schedule II

Attendance allowance for the Production divisions of Compounding, Pneumatic and Solid Tyre

An attendance allowance of LKR 2,500 shall be paid based on the following four criteria more fully described in below tables, with each criterion accounding for 25% of the total amount. The final amount shall be calculated monthly based on the achievement of each criterion:

I. Volume portion: Overall Production of the Production division.

II. Q-KPI 1 portion: As per the report circulated by the Head of Department - Research and Development at the end of each month.

III. Q-KPI 2 portion: As per the report circulated by the Head of Department - Research and Development at the end of each month.

IV. Each table described below - **Volume Portion, Q-KPI 1 Portion, and Q-KPI 2 Portion** - states the volume targets defined for the year, the minimum achievement required for the allowance to be entitled, the target-wise payout basis, and the maximum limit for the allowance (beyond which the Company will case paying the allowance).

V. Attendance portion: Based on employee attendance as per the HCM report more fully described in below attendance table. If an employee exceeds the permitted number of leave days in a month, the attendance portion (25%) shall not be entitled.

Volume portion:

Unit	Volume-Def.	Unit	Term / Y	Activation	Payout	Max	Min
CMD	1000	MT(TP)	Fixed	Pro-rata	Pro-rata %	100%	0
STD	75	MT(Ok-P)	Fixed	Pro-rata	Pro-rata %	100%	0
PTD	15500	Pcs (Ok-P)	Fixed	Pro-rata	Pro-rata %	100%	0
TLD	18	MT(Ok-P)	Fixed	Pro-rata	Pro-rata %	100%	0

Q-KPI 1 portion:

Unit	Q KPI - 1	Unit	Term / Y	Activation	Payout	Max	Min / Cut off
CMD	Refer QO-KPI	%	Fixed	>80%	Fixed	100%	80%
STD	Refer QO-KPI	%	Fixed	>80%	Fixed	100%	80%
PTD	Refer QO-KPI	%	Fixed	>80%	Fixed	100%	80%
TLD	Refer QO-KPI	%	Fixed	>80%	Fixed	100%	80%

Q-KPI 2 portion:

Unit	Q KPI - 2	Unit	Term / Y	Activation	Payout	Max	Min / Cut off
CMD	Refer QO-KPI	%	Fixed	>80%	Fixed	100%	80%
STD	Refer QO-KPI	%	Fixed	>80%	Fixed	100%	80%
PTD	Refer QO-KPI	%	Fixed	>80%	Fixed	100%	80%
TLD	Refer QO-KPI	%	Fixed	>80%	Fixed	100%	80%

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Attendance portion:

Leave Days	Payout
0 / 0.5 / 1.0 / 1.5	100%
2 / 2.5	50%
Above 3	0%

Attendance Allowance for the General and Shared Services Unit.

- 75% of the production allowance shall be calculated based on the achievement of each production divison (Compounding, Solid, Pneumatic, and Tread liner) in terms of volume, quality KPI 1, and Quality KPI 2.
- Each KPI describe in below table 1 for the 75% of the production allowance shall carry a weightage of 6.5% as more fully described in the table below.
- The balance of 25% shall be paid based on the attendance of each worker as per the HCM report and more fully described below attendance portion table 2.

Table 1

Unit	Volume-D	Unit	Term / Y	Activatio	Payout	Weightage	Max	Min
CMD	1000	MT (TP)	Fixed	Pro-rata	Pro-rata %	6.25%	100%	0
	Q-KPI - 1	%	Fixed	>80%	Fixed	6.25%	100%	80%
	Q-KPI - 2	%	Fixed	>80%	Fixed	6.25%	100%	80%
STD	75	MT (Ok-P	Fixed	Pro-rata	Pro-rata %	6.25%	100%	0
	Q-KPI - 1	%	Fixed	>80%	Fixed	6.25%	100%	80%
	Q-KPI - 2	%	Fixed	>80%	Fixed	6.25%	100%	80%
PTD	15500	Pcs (Ok-P	Fixed	Pro-rata	Pro-rata %	6.25%	100%	0
	Q-KPI - 1	%	Fixed	>80%	Fixed	6.25%	100%	80%
	Q-KPI - 2	%	Fixed	>80%	Fixed	6.25%	100%	80%
TLD	18	MT (Ok-P	Fixed	Pro-rata	Pro-rata %	6.25%	100%	0
	Q-KPI - 1	%	Fixed	>80%	Fixed	6.25%	100%	80%
	Q-KPI - 2	%	Fixed	>80%	Fixed	6.25%	100%	80%

Table 2

Attendance portion:

Leave Days	Payout
0 / 0.5 / 1.0 / 1.5	100%
2 / 2.5	50%
Above 3	0%

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