

# OUR SUSTAINABILITY FOOTPRINT

## GRI INDICATORS – 5 YEAR SUMMARY

Indicator	Unit of Measure	2016	2015	2014	2013	2012	
EC1	Direct economic value:						
	– Generated	Rs. Mn.	93,143	77,868	72,752	73,160	63,395
	– Distributed	Rs. Mn.	84,424	71,665	67,202	68,234	58,715
	– Retained	Rs. Mn.	8,719	6,203	5,550	4,926	3,620
	Economic value added	Rs. Mn.	5,130	8,256	7,272	6,532	4,680
EC5	Ratio of standard entry level wage		Above minimum	Above minimum	Above minimum	Above minimum	Above minimum
EC6	Proportion of senior management from local community						
	– Sri Lanka	%	100.00	100.00	100.00	100.00	100.00
	– Bangladesh	%	98.83	98.81	98.58	98.58	98.51
FS7	Funds disbursed to SMEs, Financial literacy and capacity building programmes	Rs. Bn.	272,914	260,407	220,246	182,523	16,362
	– Number of programmes	Nos.	7	15	9	6	5
	– Number of participants	Nos.	873	1,822	382	574	580
EC9	Proportion of spending on local suppliers	%	90.75	91.83	94.21	91.64	89.10
EN6	Energy consumption	Gigajoules	56,359	55,877	55,944	55,080	58,446
EN23	Waste disposal						
	– e-waste	CO <sub>2</sub> Kg.	163,708	Nil	Nil	Nil	13,200
	– Paper	Kg.	111,405	130,334	130,335	Unavailable	Unavailable
	Credit proposal screened through SEMS	Nos.	7,606	4,232	3,063	Unavailable	Unavailable
EN32	Percentage of new suppliers screened for environmental impact	%	100.00	100.00	100.00	100.00	100.00
LA1	New employee hires						
	– Male	Nos.	225	225	236	228	122
	– Female	Nos.	46	21	93	103	108
	Attrition						
	– Male	Nos.	175	158	159	106	6
	– Female	Nos.	54	49	44	43	4
LA2	Benefits provided to full time employees		Qualitative disclosure refer page 73				
LA3	Return to work after maternity leave						
	– Return to work ratio	%	95.38	100.00	100.00	98.00	100.00
	– Retention ratio	%	100.00	100.00	100.00	100.00	100.00
LA4	Minimum notice period		Qualitative disclosure refer page 75				
LA8	Health and safety topics covered		Qualitative disclosure refer page 75				
LA9	Average training hours						
	– Male	Hours	24.79	25.82	25.68	34.85	22.98
	– Female	Hours	19.74	19.59	27.14	25.68	21.41
LA10	Skills development programmes	Hours	14,650	10,581	7,382	16,686	18,816
LA11	Percentage of employees receiving performance evaluations	%	100.00	100.00	100.00	100.00	100.00
LA12	Diversity and equal opportunity		Qualitative disclosure refer page 74				
LA13	Remuneration ratio women to men						
	– Corporate Management	X:Y	1 : 0.95	1 : 0.94	1 : 0.84	1 : 0.87	1 : 0.97
	– Executive Officers	X:Y	1 : 1.10	1 : 1.09	1 : 0.93	1 : 0.98	1 : 0.96
	– Junior Executive Assistants and Allied Grades	X:Y	1 : 1.08	1 : 1.10	1 : 0.91	1 : 0.85	1 : 0.88
	– Banking and Graduate Trainees	X:Y	1 : 1.01	1 : 1.04	1 : 1.00	1 : 0.98	1 : 1.06
	– Office Assistants and Others	X:Y	1 : N/A	1 : N/A	1 : N/A	1 : N/A	1 : N/A

Indicator	Unit of Measure	2016	2015	2014	2013	2012
LA14	Percentage of new suppliers screened – labour practises	%	100.00	100.00	100.00	100.00
LA16	Number of significant grievances on labour practices filed and resolved	Nos.	Nil	Nil	Nil	Nil
HR3	Number of incidents of discrimination	Nos.	Nil	Nil	Nil	Nil
G4-11	Percentage of employees in trade unions	%	88.97	83.91	83.48	82.17
HR5	Number of incidents of child labour	Nos.	Nil	Nil	Nil	Nil
HR6	Number of incidents of forced or compulsory labour	Nos.	Nil	Nil	Nil	Nil
HR10	Percentage of new suppliers screened – Human Rights	%	100.00	100.00	100.00	100.00
HR12	Number of grievances on Human Rights	Nos.	Nil	Nil	Nil	Nil
SO1	Operations with local community engagement	Qualitative disclosure refer pages 59 to 61				
SO5	Confirmed incidents of corruption	Nos.	Nil	Nil	Nil	Nil
FS13	Access points in low populated and economically disadvantaged areas	Qualitative disclosure refer page 54				
FS14	Initiatives to improve access to financial services for disadvantaged people	Qualitative disclosure refer page 54				
SO8	Non-compliance with laws and regulations					
	– Monetary value	Rs. '000s	–	–	–	–
	– No. of monetary sanctions	Nos.	Nil	Nil	Nil	Nil
SO9	Percentage of new suppliers screened Impacts on society	%	Nil	Nil	Nil	Nil
PR3	Information required on product and service labelling	Qualitative disclosure refer page 55				
PR4	Non-compliance with regulations on product and service labelling	Nos.	Nil	Nil	Nil	Nil
PR5	Results of marketing survey	Qualitative disclosure refer page 54				
PR7	Non-compliance with regulations on marketing communication	Nos.	Nil	Nil	Nil	Nil
PR8	Substantiated complaints on customer privacy	Nos.	Nil	Nil	Nil	Nil
PR9	Non-compliance with laws and regulations on provision and use of products and services	Nos.	Nil	Nil	Nil	Nil
FS6	Portfolio of business lines by segments	Refer Note 63 to the Financial Statements on page 310				
FS7	Products portfolios of					
	– Industrial	Rs. Mn.	51,401	39,539	25,950	18,868
	– Agriculture	Rs. Mn.	7,565	4,997	3,385	2,398
	– Microfinance	Rs. Mn.	1,411	708	777	968
FS8	Loan disbursements for renewable energy projects					
	– Wind	Rs. Mn.	–	1,835	2,101	1,091
	– Solar	Rs. Mn.	495	–	–	46
	– Hydro	Rs. Mn.	428	876	819	1,263
	– Bio-mass	Rs. Mn.	126	131	–	–
FS9/SO3	Coverage and frequency of audits					
	– Onsite audits		363	265	264	232
	– Online audits		157	216	213	242