



ARTICLES OF ASSOCIATION OF THE ASSOCIATION OF HUMAN RESOURCES PROFESSIONALS

PRELIMINARY

1. The Articles contained in the First Schedule of the Companies Act No.7 of 2007 shall not apply to this Association. The Association shall be governed by the rules contained in these articles subject to repeals, alterations, additions, by special resolution.
2. The Office of the Association shall be situated in such Place as may be decided by the Executive Committee from time to time.
3. The objects for which the Association is established are:-
 - To serve as a source of information for Human Resources Professionals to help resolve their work related problems.
 - To serve as a forum for Human Resources Professionals to meet, fraternize and exchange ideas.
 - To prepare and publish Journals, Books, Pamphlets and Papers and to utilize any other means of communication to promote good Human Resources practices.

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- To provide training and development support for Human Resource Professionals by way of organizing and promoting Programs / Workshops / Seminars and undertaking Studies and Research Projects for the Government, Private Sector, International Agencies and other Institutions on Human Resources.
 - To promote understanding, co-operation and friendship with Human Resources Organizations within and outside Sri Lanka.
 - To collaborate or form strategic alliances or any other mode of co-operation with other organizations, Financial Institutions or non-Governmental Organizations in key areas of Human Resources Developments and Industrial Relations, within or outside Sri Lanka.
 - To provide growth and development by establishing a network for mutual assistance, information sharing and consultations.
 - To be the Management Catalyst for high moral and ethical standards of treatment of employees in business organization.
 - To do all things incidental or conducive to the attainment of the above objects or the exercise of the above powers.
4. To invest the moneys or funds of the Association not immediately required for its purposes in or on such investments, security and/or property as may be thought fit subject nevertheless to such conditions as may for the time being be imposed by law ;

PROVIDED THAT

- I. In case the Association shall take or hold any property which may be subject to any trusts, the Association shall only deal with or invest the same in such manner as allowed by law, having regard to such trust.
- II. The Association shall not support with its funds any object or endeavor to impose on or procure to be observed by its members or others, any regulation, restriction or condition which if an object of the Association would make it a Trade Union.
- III. In case the Association shall take or hold any property, the Association shall not sell, mortgage, charge or lease the same without the prior written authority, approval or consent of the Registrar of Companies and without such authority, approval or consent as may otherwise be required by law, and as regards such property the Executive Committee or Governing Body of the Association shall be chargeable for any such property that may come into their hands and shall be answerable and accountable for their own acts, receipts, neglects and defaults, and for the due administration of such property in the same manner and to the same extent as they would as such Executive Committee or Governing Body have been if no incorporation had been effected.

- IV. The income and property of the Association whensoever derived, shall be applied solely towards the promotion of the objects of the Association as set forth in this Articles of Association, and no portion hereof shall be paid to or transferred directly or indirectly, by way of dividend, bonus or otherwise howsoever by way of profit, to the members of the Association.

PROVIDED THAT nothing herein shall prevent the payment, in good faith, of reasonable and proper remuneration to any officer or servant of the Association or to any member of the Association, in return for any services actually rendered to the Association, nor prevent the payment of interest at a rate not exceeding the rate authorized by the Central Bank for the time being, on money lent or reasonable and proper rent for premises demised or let by any member to the Association; but so that no member of the Executive Committee or Governing Body of the Association shall be appointed to any salaried office of the Association or any office of the Association paid by fees, and that no remuneration or other benefit in money or money's worth shall be given by the Association to any member of such Committee or Governing Body, except repayment of out-of-pocket expenses and interest at the rate aforesaid on money lent or reasonable and proper rent for premises demised or let to the Association; provided that the provision last aforesaid shall not apply to any payment to any Company of which a member of the Council of Management or Governing Body may be a member, and in which such member shall not hold more than one hundredth part of the capital, and such member shall not be bound to account for any share of profits he may receive in respect of any such payment.

- V. No addition, alteration or amendment shall be made to or in the provisions of the Articles of Association for the time being in force, unless the same shall have been previously submitted to and approved by the Registrar of Companies.
- VI. The Fourth and Fifth clauses of this Articles of Association contain conditions on which the licence granted by the Registrar of Companies in pursuance of Section 34 (IV) & 34(V) of the Companies Act No. 7 of 2007 is subject.
- VII. The liability of the members is Limited.
- VIII. Every member of the Association undertakes to contribute to the assets of the Association in the event of it being wound up while he is a member or within one year after he ceases to be a member for payment of the debts and liabilities of the Association contracted before he ceases to be a member and of the costs, charges and expenses of winding up and for the adjustment of the rights of the contributories among themselves, such amount as may be required not exceeding Rupees One Thousand (Rs. 1,000/=) per member.

- IX. If upon the winding up or dissolution of the Association there remains, after the satisfaction of all its debts and liabilities, any property whatsoever, the same shall not be paid to or distributed among the members of the Association but shall be given or transferred to some other Association or Trusts, firm, society Foundation or club having objects similar to the objects of the Association and which shall prohibit the distribution of its or their income and the properties among its or their members to an extent at least as great as is imposed on the Association under or by virtue of Clause IV hereof, such Association or Associations, firm, society Association or club to be determined by the members of the Association at or before the time of dissolution and if and so far as effect cannot be given to such provisions, then to some charitable objects.
- X. The Association being a 'Voluntary Social Service Organisation' as defined under the Voluntary Social Service Organisation (Registration and Supervision) Act shall take steps to register under the said Act after incorporation.
- XI. True accounts shall be kept to the sums of money received and expended by the Association and the manner in respect of which such receipt and expenditure takes place, and property, credits and liabilities of the Association and subject to any reasonable restrictions as to the time and manner of inspection of the same that may be imposed in accordance with the Articles of Association for the time being, shall be open to the inspection shall be examined and the correctness of the balance sheet as certified by one or more properly qualified Auditor or Auditors.

5. MEMBERSHIP :

All prospective Members shall execute an application form to be provided by the Association. The duly filled application for membership shall be reviewed by the Executive Committee at the Executive Committee Meeting with the quorum present and membership will be awarded based on the criteria on membership category. There shall be no discrimination in membership because of race, cast, creed, religion, or gender. The membership of the Association shall not be transferred to another person.

The membership of the Association shall consist of five categories:

"Fellow Member", "Professional Member", "Associate Member". "Affiliate Member" and "Honorary Member".

(I) Fellow Member (FHRP)

Members who have met the criteria of a Professional Member (MHRP) AND has a strong Human Resource background AND have held positions OR similar to that of Chief Peoples Officer, Chief HR Officer, Head of HR, Director HR, Professor of HR, Senior Academic or Senior HR Consultant during their career. Should possess at least 15 years working experience AND have made outstanding contribution to the Association of Human Resource Professionals (HRP) AND/OR the Human Resource Profession.

Fellow Members will have voting rights and will hold any position on the Executive Committee.

(II) **Professional Member (MHRP)**

Human Resources Professionals who have the academic qualification eligible to become an Associate (AHRP) and / or Attorneys-at-Law, with;

- a minimum of three years working experience in Human Resources field including one year in a management role or;
- a minimum three years experience in a lecturing role or;
- a minimum three years experience in training and development

The Applicants should fulfill the above criteria at the time of making the application.

The Applicants having considerable Human Resource experience at a senior level or acting as Consultants at the time of making the application and holding an appointment at or near to Board level but do not possess any formal Human Resources qualification or any other qualification required to become an Associate Member would be considered to be enrolled as a Professional Member at the discretion of the Executive Committee giving due consideration to the application.

Professional Members will have voting rights and may hold any position in the Association.

(III) **Associate Member (AHRP)**

The Applicants with following academic qualifications but with or without experience in Human Resources related functions could apply under the category of Associate Member.

- Post Graduate level qualification in Human Resources or Business Management from a recognized institute or a university.
- Diploma in Human Resources or Business Management OR an equivalent qualification OR a University degree majoring in Human Resources or Business Management from a recognized institute OR a university
- Any qualification equivalent to Human Resources or Business Management Professional body qualification or Certification related to Counseling, Labour Studies, Psychology, Organizational Behavior, Training etc.
- Attorneys-at-Law with Human Resources experience below Managerial level or who do not have the relevant Human Resources experience to become a Professional Member

Associate Members do have voting rights but cannot hold any position in the Executive Committee.

IV **Affiliate Membership**

Affiliate Membership is open to anyone who is actively engaged in or considering a career in Human Resources, and currently following a course in Human Resources or Business Management at the time of making the application or has an active interest in the Human Resources industry but following a different field of studies other than Human Resource or Business Management at the time of making the application.

Affiliate Members do not have voting rights and cannot hold any position in the Executive Committee.

V **Honorary Membership**

The Executive Committee could offer the position of Honorary Member to those holding senior ranks in the governmental or nongovernmental organizations or to any individual holding important positions in the Corporate Sector, Business Sector and academic field who could contribute to the development of the Association or in general to the Human Resource field. The approval of the majority of the Executive Committee present in person including the President should be obtained for such appointments.

All categories of Memberships are awarded by the Executive Committee at their discretion depending on the eligibility criteria.

6. **DISCIPLINARY ACTION**

Any member, who conducts himself / herself contrary to the policies of the Association, shall be subject to disciplinary measures including termination of membership from the Association. Upon conducting a disciplinary inquiry, based on the findings such Persons' Membership will be suspended by the Executive Committee, at a meeting where a majority of the Executive Committee Members are present in person including the President and a Vice President and thereafter the Membership will be terminated by a Resolution passed by the Members to that effect, at an Annual General Meeting or Extraordinary General Meeting, called by the Association.

7. **FEES:**

(a) ***Enrolment Fees***

The Enrolment Fees Payable by every Professional Member / Associate Member, and an Affiliate Member seeking admission to membership of the Association shall be such sums as the Executive Members may resolve from time to time at an Executive Committee Meeting which has the majority of the Executive Committee Members present in person including the President and until otherwise amended the Enrolment Fee shall be Rs.3,000/- for Professional, Associate and Affiliate Members. The Enrolment Fee shall be payable within Two (02) weeks from the date of the enrolment letter sent to the Member subsequent to the application being approved by the Executive Committee.

(b) Annual Subscription

The Annual Subscription shall be as follows.

Fellow & Professional Members - Rs. 3,000/-
Associate and Affiliate Members - Rs. 2,000/-

The annual subscription fee could be revised by the Executive Committee at a meeting of the Executive Committee which has the majority of the Executive Committee members present in person including the President. No fee will be charged from Honorary Members.

Any Member who is in arrears of his / her annual subscription for more than two (02) months shall be liable to forfeit his / her membership upon a decision taken by the Executive Committee, at a Executive Committee Meeting where a required quorum is present, provided that the Member concerned shall receive 14 days notice in writing to pay the amount of Annual Subscription in arrears prior to such removal. In the first year of enrolment every Member is required to pay his/her annual subscription fee together with the enrolment fee within 2 weeks from the date of the enrolment letter sent to the member subsequent to the application being approved by the Executive Committee and Annual Subscription fee for the second year shall be paid within two (02) months from the beginning of each calendar year. Annual Subscription is paid for a calendar year. An applicant who gains the Membership and pays their Annual Subscription fee in the last quarter is considered to have paid their annual subscription fee till December in the subsequent year.

8. EXECUTIVE COMMITTEE:

(a) Affairs of the Association

The affairs of the Association shall, subject as hereinafter provided, be conducted by an Executive Committee consisting of a total of Eighteen (18) different Members of the Association and the executive powers of the Association shall be vested in such Committee. The Executive Committee shall be authorized to act in furtherance of the objectives, set out in Rule (3) hereof, in accordance with the directions laid down by the Association in general.

(b) Composition of the Executive Committee

The Executive Committee shall comprise of :-

- One (1) President
- Two (2) Vice Presidents
- One (1) Secretary
- One (1) Assistant Secretary
- One (1) Treasurer
- One (1) Assistant Treasurer
- Immediate Past President
- Ten (10) Executive Members

(c) ***Eligibility to be Appointed to the Executive Committee***

Only Fellow Members and Professional Members of the Association shall be eligible for election to the Executive Committee.

It is compulsory that members who are nominated to be appointed to the Executive Committee should not hold any position on the Executive Committee or a Working Committee or be an active member in a similar Association. Every member should make a disclosure of their positions in other Associations prior to being appointed to the Executive Committee at the time their names are being nominated to the Executive Committee.

(d) ***Election of the Executive Committee Members***

The President, Two Vice Presidents, Treasurer, Assistant Treasurer, Secretary, Assistant Secretary and Four (04) Executive Members shall be elected to the Executive Committee at the Annual General Meeting and shall remain in Office until election of the next Executive Committee at the next Annual General Meeting. The President so appointed shall appoint Six (06) more Executive Members at the First Executive Committee Meeting which shall be convened within Thirty (30) days from the conclusion of the Annual General Meeting who shall stay in office until the next Annual General Meeting. The Immediate Past President ipso facto would become an Executive Committee Member by invitation without being subject to any election and will be appointed at the same Annual General Meeting at which 11 other members are elected and appointed. Members so elected and appointed at the Annual General Meeting and the members so appointed at the first Executive Committee Meeting shall hold office in person as individuals as voluntary members without any remuneration from the Association.

(e) ***Method of Election to the Executive Committee***

Election of Executive Committee shall be by ballot or by show of hands as the Executive Committee may decide from time to time. Written nominations for 11 positions on the Executive Committee that is appointed at the Annual General Meeting as set out above shall be called for at least Fourteen (14) days before the Annual General Meeting and the same shall reach the Secretariat Seven (7) days before the Annual General Meeting. If there is more than one application for any position of the Executive Committee, the Secretary shall table such applications at the Annual General Meeting to enable the Members to elect one candidate by a vote either by ballot or show of hands.

(f) ***Eligibility Criteria of the Candidate to be nominated as the President***

Only Executive Committee Members who has an unblemished record and has been on the Executive Committee for two years and essentially in the immediate preceding year could be nominated for the position of the President of the Association.

(g) ***Filling of Vacancy***

If a vacancy occurs in the Executive Committee, the Committee shall be empowered to co-opt a Member of the Association to fill such vacancy. Such appointee shall hold office until the next Annual General Meeting following the appointment.

(h) ***Meetings of Executive Committee***

The Executive Committee shall meet at least once in two (02) months and such meeting shall be conducted pursuant to an agenda distributed in advance to all attendees. Any regular meeting may be cancelled and notice of such cancellation must be immediately notified to all Members of the Executive Committee.

(i) ***Quorum***

6 Members of the Executive Committee present in person shall constitute a quorum for the transaction of business.

(j) ***Attendance of the Executive Members at the Executive Committee Meeting***

If any member of the Executive Committee is unable to attend any of the Executive Committee meetings the member shall inform the Secretary in writing of his/her inability to attend the meeting 24 hours prior to such meeting and the Secretary shall table such notification at the meeting of the Executive Committee for its approval. The Executive Committee has the authority either to accept and excuse the absence of the Member from the meeting or totally reject the request to be away from the meeting if the Executive Committee is of the view that the said members' absence from the meetings of Executive Committee is habitual and is detrimental to the interest of the Association.

(k) ***Termination of the position on the Executive Committee***

If any member of the Executive Committee, fails to attend three (3) consecutive Executive Committee Meetings without getting himself / herself excused from such meetings, by officially informing the Secretary in writing which would be subsequently tabled at the Executive Committee meeting for its approval will be deemed to have vacated his/her seat on the Executive Committee upon a minute to that effect being made in the Committee Proceedings and a notice thereof being served to the Member concerned suspending his / her Membership. Thereafter the Membership would be terminated at an Annual General Meeting or Extraordinary General Meeting, by a Resolution passed by the Members to that effect. No member of the Executive Committee shall send a substitute for meeting of the Committee in his / her absence.

If any Executive Committee Member is found to have conducted himself /herself in a manner that it brings disrepute to the Association or detrimental to the interest of the HR Profession the said Executive Member will be subject to a disciplinary inquiry and based on the findings such Persons' Membership will be suspended from the Executive Committee and a notice served on the Member concerned, upon a decision taken at a Executive Committee Meeting where majority of the Executive Committee Members present in person including the President. Thereafter the Membership will be terminated by a Resolution passed by the Members to that effect, at an Annual General Meeting or Extraordinary General Meeting, called by the Association.

(l) *Delegation of Authority by the Executive Committee*

The Executive Committee may by a resolution, delegate any powers and functions to Officers or a Committee duly appointed for certain projects / purposes, subject to such terms and conditions as may be laid down by the Executive Committee. Such delegation may be altered or revoked by the Executive Committee at any time, as the Executive Committee may deem necessary or expedient.

Such appointed Officers or Committee shall serve as such without compensation from the Association.

9. *ADVISORY BOARD*

All Past Presidents once they seize their office as the President shall automatically be appointed to the Advisory Board. Advisory Board shall meet at least once in every six months, with a quorum of two Members in the Advisory Board present in person. The President of the Executive Committee shall attend all such meetings of the Advisory Board. The Vice Presidents, The Secretary and the Treasurer and the rest of the Executive Committee Members may attend such meetings on invitation by the Advisory Board. Executive Committee and the Advisory Board shall take decisions in the best interest of the Association with mutual consent and in the event of a difference in opinion the decision of the President of the Executive Committee shall remain conclusive and final.

10. *ANNUAL GENERAL MEETING OF THE ASSOCIATION*

- a. Annual General Meeting of the Association shall be held not later than Six (6) months from the date of the Balance Sheet date of the Association, and not later than Fifteen (15) months after the previous Annual General Meeting of the Association, (in addition to any other meetings that may be held that year) unless or otherwise postponed for valid reasons, which are acceptable to the General Membership, for the transaction of the following businesses :
 - (i) To receive the report of the Committee and Audited Accounts of the Association for the previous financial year.

- (ii) To elect the President, Two Vice Presidents, Treasurer, Assistant Treasurer, Secretary, Assistant Secretary and 4 Executive Members of the of the Association and invite the Past President to take up the appointment as the Immediate Past President of the Association for the period up to the next Annual General Meeting.
- (iii) To elect Auditors.
- (iv) To consider any motion or resolution of which due notice shall have been given to the Executive Committee not less than seven (7) days before the date of the meeting.
- (b) A General Meeting of the Association shall be convened at least once in every calendar year.

An Extraordinary General Meeting of the Association shall be convened on the written requisition of not less than Twenty Five Percent (25%) of the Members for the time being on the "Register of Members" or upon the directive of the President of the Executive Committee.

- (c) Every Fellow, Professional and Associate Member shall be eligible to exercise one vote in person at any General Meeting, provided the current year Membership subscription has been paid. Only those Members who have paid up the subscription in full for the current year are entitled to attend the meeting.
- (d) The Executive Committee from time to time shall determine the quorum necessary for a General Meeting and no businesses shall be transacted at a General Meeting unless a quorum of Members is present at the time when the Meeting proceeds to business, unless and otherwise determined by the Executive Committee the Quorum shall be not less than 30% of the Registered Members as at the date of the meeting.
- (e) If at the expiration of half an hour from the time appointed for a meeting the required number of Members shall not be present at the meeting, the Meeting if convened by or upon the requisition of Members shall be dissolved, but in any other case it shall stand adjourned to the same day in the next week at the same time and place and no notice of such adjournment need be given and at such adjournment Meeting, the business shall be transacted by the members present thereat, notwithstanding that a quorum may not be present.
- (f) The President of the Executive Committee shall preside as Chairman at every General Meeting.
- (g) If there is no Chairman at any General Meeting, or he / she is not present within fifteen minutes after the time appointed time for holding such meeting, or is unwilling to act as Chairman, one of the Vice Presidents shall preside as the Chairman, of the Meeting or failing which Members present shall choose someone of their number to be the Chairman.

- (h) At any General Meeting, a resolution put to the vote of the meeting shall be decided by ballot or by show of hands. In the event of an equality of votes, the Chairman, of such Meeting, in addition to his / her original vote, shall be entitled to a casting vote.
- (i) Notice of every Annual General Meeting or Extraordinary General Meeting shall be given at least 21 Days before the date of such meetings. Only matters in respect of which due notice has been given shall be taken up at such Meeting. The notice shall specify the place, day and time of the Meeting and the nature of the business to be transacted at the Meeting.
- (j) A notice of General Meetings may be given by the Association to any member either personally or by sending it by post or via email to her/him to his/her registered address supplied by him/her to the Association or the giving of notices to him and the Auditors of the Association. No other persons shall be entitled to receive notices of General Meetings.
- (k) The Report of the Executive Committee and the audited accounts of the Association for Previous Financial Year shall be circulated to members along with the notice of the Annual General Meeting.

11. DUTIES OF OFFICERS:

(a) The President shall :

- i preside at meetings of the Association and of the Executive Committee.
- ii sign all rules, with the Secretary or such other Officer as the Association may appoint for the purposes, and
- iii perform such other duties as the Association may determine and be the fit and proper custodian of all the documents belonging to the Association and in exercise of the duty may take any measures to ensure the safe custody of the books and documents of the Association.

(b) The Secretary shall:

- I. be an Officer of the Association and shall conduct the business of the Association under the direction of the Executive Committee.
- II. appoint such other Officials of the Association as may be necessary under the direction of the Executive Committee.
- III. maintain the minutes of the Executive Committee and the General Meetings in the books provided for that purpose.
- IV. ensure that all books, reports, Certificates and all other documents and records required by them are properly kept and filed:
- V. have custody of the Seal of the Association.

VI maintain a register of members and the said register shall contain the particulars including name, address, category and description of the members and the date of election and cessation of membership of the Association

VII The Executive Committee shall appoint any individual / Company to act as Secretary to discharge the statutory functions assigned to him / her under the act in addition to the Honorary Secretary elected by the members of the Association.

(d) The Treasurer shall:

1. keep books in which will be entered the receipt and expenses and assets liabilities of the Association.
2. have charge and custody of and be responsible for all funds and securities in the name of the Association in such Banks, Trust, Company or other depository as may be determined from time to time by the Association and perform such other duties as the Association may determine.

(f) The Executive Committee may in the absence of the President, Vice President, Secretary or Treasurer nominate some other person to act temporarily in place of the President, Secretary or Treasurer to discharge the duties of his / her office on account of ill health or absence from Sri Lanka or for any other cause.

12. FINANCE OF THE ASSOCIATION:

(a) The Association shall have its own fund.

(b) There shall be paid in to the fund of the Association.

- 1) All the sums of money granted or donated to the Association by any foreign or local, public or private authority or individual:
and
- 2) All the sums of money received by the Association in the carrying on of its affairs.
- 3) The funds of the Association which are not immediately necessary, shall be deposited in any Bank or other Institution and the proceeds by way of interest on such deposits shall be utilized for the purposes of the Association.
- 4) The Executive Committee shall not borrow or raise money by way of loan or over - draft unless otherwise determined and approved by the Executive Committee, at a meeting where the quorum of members is present.
- 5) There shall be paid out of the fund all sums of money required to defray any expenditure incurred by the Association in carrying on its affairs or in the exercise and performance of its functions and duties and in furtherance of its objects and purposes.

- 6) The Bank Account or Accounts of the Association with any Bank or Banks shall operate and all Cheques endorsed in such manner as per the resolution passed by the Executive Committee for such purpose.
- 7) The Financial Year of the Association shall commence on the 01st January and shall end on 31st December each year.

In this Paragraph the words "President", "Secretary" and "Treasurer" shall include any acting President, Secretary or Treasurer.

13. THE SEAL:

The Seal of the Association shall not be affixed to any instrument, except with the authority of a resolution passed by the Executive Committee and shall be authenticated by the signature of the President and Secretary or two other members as may be named for that purpose.

14. RULES:

- a) Its shall be lawful for the Association from time to time on its own motion or on the recommendation of the Executive Committee and by a Seventy Five per centum (75%) of the members at such meetings to make rules for :
 - 1) the control and Management of the Affairs of the Association.
 - 2) the Procedure in the transaction of business of the meetings of the Association and of the meetings of the Executive Committee.
 - 3) for such other matters which may be incidental or conducive to the attainment of the objects of the Association.
- b) Such rules when made at a like meeting be altered, added, amended or cancelled.

15. OTHER MATTERS

On any matters not provided for in the constitution, the decision of the Executive Committee shall be final.

16. CODE OF ETHICS

It is expected and is mandatory for all Members to adhere to the Code of Ethics set out on Page 15 of the Articles of Association, in the best interest of the Association.

CODE OF ETHICS

As Members of the Association of Human Resource Professionals we pledge ourselves to:

- Support the Society's goals and objectives for developing the Human Resource Management Profession.
- Maintain the higher standards of professional and personal conduct and ensure public confidence in the integrity and service of HR Professionals.
- Strive for personal growth in the field of Human Resource Management.
- Encourage our Employers to make the fair and equitable treatment of all employees a primary concern.
- Strive to make our organization profitable both in monetary terms and through the support and encouragement of effective employment.
- Maintain loyalty to our employers and pursue their objectives in ways that are consistent with the Nation's interest.
- Refrain from using our official positions, either regular or volunteer, to secure special privilege, gain or benefit for ourselves
- Uphold all laws and regulations relating to our employers' activities.
- Maintain the confidentiality of business and Professional information.

Names, Addresses and Description of
Initial Members

Signatures

1. **GAYATHRI CHAKRAVARTHY**
No.322/14C,
Saraswathy Gardens,
Thalawathugoda

HUMAN RESOURCES MANAGER /
ATTORNEY AT LAW

Sgd/ G Chakravarthy

2. **CHIRANTHI COORAY**
No.262/4 D, Temple Road,
Thalpathpitiya,
Nugegoda

HUMAN RESOURCE PROFESSIONAL

Sgd/ C Cooray

3. **NALIN PASQUAL**
No.172/20, Polhengoda Road,
Kirillapone,
Colombo 05

GENERAL MANAGER

Sgd/ N Pasqual

4. **ASITHA SARANGA JAYATUNGA**
No.30/1, 2/1,
Kassapa Road,
Colombo 05

HEAD OF GROUP HUMAN RESOURCES

Sgd/ A S Jayatunga

5. **PANAGODA ARACHCHIGE JUDE**
THILAN PERERA
No.223, Rajagiriya Road,
Rajagiriya

MANAGER | HUMAN RESOURCES

Sgd/ P A J T Perera

6. **CHATHUSKKA BINALI SENEVIRATNE**
No.106/2, Mahabodi Mawatha,
Ragama Road,
Kadawatha

MANAGER - HUMAN RESOURCES

Sgd/ C B Seneviratne

7. **MAHAMADACHCHI MADUKA
SHEVANTHI RATHNAWEERA
No.10, Sri Dammaratne Mawatha,
Madiwela, Kotte** **Sgd/ M M S Rathnaweera**
- SENIOR MANAGER – HRM*
8. **DINALI SULAKSHANA PEIRIS
No.529/7C, Jeya Mawatha,
Thalahena,
Battaramulla** **Sgd/ D S Peiris**
- DIRECTOR HR*
9. **PULASTHIKA SINDHU WIRASINHA
KUMARATHUNGA
No.129/4, Waidya Road,
Dehiwela** **Sgd/ P S W Kumarathunga**
- HEAD OF HR*
10. **KURUWE ARACHCHIGE DIMUTH
KRISHAN DE ALWIS
No.23 A 24, Rukmalgama,
Pannipitiya** **Sgd/ K A D K De Alwis**
- DIRECTOR GROUP HUMAN RESOURCES*
11. **DEEPTHI SURANI AMERASINGHE
No.501/6, Thalpathpitiya Road,
Madiwela,
Kotte** **Sgd/ D S Amerasinghe**
- HUMAN RESOURCES DIRECTOR*
12. **DILRUKSHI NEELIKA KUMARI
KURUKULASURIYA
No.173, 5/6, Miriswatta,
Mudungoda** **Sgd/ D N K Kurukulasuriya**
- GENERAL MANAGER HUMAN RESOURCES*
13. **UDUL ISURU SRI TILLAKAWARDANA
Fairmount Apartments,
Buthgamuwa Road,
Rajagiriya,** **Sgd/ U I S Tillakawardana**
- DEPUTY GENERAL MANAGER – HR*

14. **MOHAMED ZEHRAN MOHAMED FAREED** *Sgd/ M Z M Fareed*
No. 4/4, Nikape Road,
Nedimala,
Dehiwala

MANAGER HUMAN RESOURCES
15. **PINNAGODA LIYANARACHCHIGE** *Sgd/ P L D C Perera*
DON CHITRAL PERERA
No.29/5 “C”, Rodrigo Avenue,
Galpotta Road,
Nawala, Rajagiriya

DIRECTOR HUMAN RESOURCES
16. **ISHAN PRIYANTHA DANTANARAYANA** *Sgd/ I P Dantanarayana*
No.40/1, Swarnadisi Place,
Nawala

CHIEF PEOPLE OFFICER
17. **HARSHANA SAMAN DASSANAYAKE** *Sgd/ H S Dassanayake*
No. 92/13, Polhengoda Road,
Colombo 05

SENIOR MANAGER – GROUP HUMAN RESOURCES
18. **AMARAKOON MUDIYANSELAGE** *Sgd/ A M C D K Amarakoon*
CHATHURIKA DARSHANI KUMARI AMARAKOON
No.38/4, Pepiliyana Road,
Nedimala,
Dehiwala

HR MANAGER

Dated this 20th day of February 2012