

IND-EXPO CERTIFICATION LIMITED
INTEGRATED MANAGEMENT SYSTEMS CERTIFICATION SCHEME
NON-CONFORMITY REPORT

Name of Organization : Hindaramani Industries (PVT) LTD- Kabathudawa
Date of audit : 09/12/2025 Team Leader : DNS Kuruppumullage
NC No. : 01 Auditor :
Relevant company document :
Relevant Standard : ISO 45001:2018 -SLS-1266:2023 SLS-
Clause No. 6.1.2.1

Non-conformity detected

Category: ~~Major~~/Minor

The process established for hazard identification is not effective.
Eg :- certain social factors such as harassment and bullying
• Biological factors
• Drug-addicted employees

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Auditor


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Team Leader


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Auditee

Correction

the facility developed the existing risk assessment that includes harassment @ bullying, biological factors and drug-addicted employees.


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Auditee

05/02/2026
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Date

Root Cause for Non conformity

Absence of standardized procedures for risk assessment.


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Auditee

05/02/2026
.....
Date

Doc. No. : QP-18-F-01

Issue No. : 07

Issue Date : 2018.01.02

Rev No : 01

Rev Date : 2025.01.08

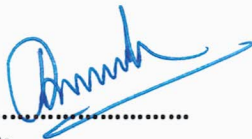
Reviewed and approved by : Director

Issued by Management Representative

Corrective action

Completion Date:

Ensure the effectiveness of the risk assessment process through monthly internal audit and will review once a year.



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Auditee

05/02/2026
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Date

Verification of corrective action

Evidence provided for the corrective action taken is verified and satisfied. Therefore, the Nonconformity is closed / Nonconformity is closed based on the corrective action plan provided.

Evidence / corrective action submitted is not satisfied, therefore the Nonconformity is not closed.

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Auditor

2026/02/06
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Date

Effectiveness of corrective action

Corrective action taken is effective

Corrective action taken is not effective. Therefore, the Nonconformity is raised.

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Auditor

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Date

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Rev No : 01

Rev Date : 2025.01.08

Reviewed and approved by : Director

Issued by Management Representative



HIRDARAMANI

Hirdaramani Industries (Private) Limited

Occupational Health & Safety Risk Assessment

Department/Section - Workplace Bullying

Completion Date

7/1/2026

Revision No.

7/1/2027

HK/OSH/RIS/05

Core Team Members

Ramesh Jayawardhana

Assistant Manager - Compliance

Charanda Withanage

Head of Compliance

#	Activity/Situation	Hazard	Consequence	Who is/are at risk	Existing Controls	Severity	Probability	Risk Rating	Legal (Y/N)	Additional Controls	Severity	Probability	Risk Rating
1	Constant Criticism			Employees		2	2	4					
2	Undermining			Employees		2	2	4					
3	Micromanagement			Employees		2	2	4					
4	Gossip & Rumors			Employees		2	2	4					
5	The Silent Freeze	Stress	1. Depression 2. Lower self-esteem and confidence 3. Loss of motivation or enjoyment in things they used to like 4. Difficulty trusting others 5. Feeling isolated 6. Headaches, stomachaches, or feeling sick often	Employees	1. Social compliance awareness 2. Employees rules provide 3. worker well being programmes provide through plant counselor	2	2	4					
6	Verbal Abuse			Employees		2	2	4					
7	Weaponized Reviews			Employees		2	2	4					
8	Setups to Fail			Employees		2	2	4					



HIRDARAMANI

Hirdaramani Industries (Private) Limited Occupational Health & Safety Risk Assessment

Department/Section - Biological Factors

Completion Date

7/1/2028

Revision No.

7/1/2027

HKAOHSR/06

Core Team Members

Ramesh Jayawardhana

Assistant Manager -

Chaminda Withanage

Functional Team Members

Head of Compliance

#	Activity/Situation	Hazard	Consequence	Who is/are at risk	Existing Controls	Severity	Probability	Risk Rating	Legal (Y/N)	Additional Controls	Severity	Probability	Risk Rating
1	Handling the food	Microorganism	Infection	Canteen workers	Good hygienic practices	2	2	4					
2	Cleaning of wash room	Microorganism	Infection	Employees	PPEs, Awareness	2	2	4					
3	Consumption of food	Microorganism	Food poisoning	Employees	Awareness, food testing, notice	2	2	4					
4	Cleaning the premises	Insects	Infection	Employees	PPEs, Awareness	2	2	4					
5	Work in the garden	Snake bite	Infection / Fatality	Employees	PPEs, Awareness	2	2	4					
6		Animal Attack	Injuries	Employees	PPEs, Awareness	2	2	4					
7		Snake bite	Infection / Fatality	Employees	PPEs, Awareness	2	2	4					
8	walking around the factory	Animal Attack	Injuries	Employees	PPEs, Awareness	2	2	4					



Hirdaramani Industries (Private) Limited

Occupational Health & Safety Risk Assessment

Department/Section - Drugs Addicted Employees

Completion Date

7/11/2026

Revision No.

7/11/2027

HIKA/OHS/IR/06

Core Team Members

Rumesh Jayawardhana

Assistant Manager - Compliance

Chaminda Withanage

Functional Team Members

Head of Compliance

#	Activity/Situation	Hazard	Consequence	Who is/are at risk	Existing Controls	Severity	Probability	Risk Rating	Legal (YN)	Additional Controls	Severity	Probability	Risk Rating
1			Reduced productivity	Employees		2	2	4					
2			Increased absenteeism	Employees		2	2	4					
3			Health problems (mental and physical)	Employees	1.Clear drug-free workplace policies 2.Employee Assistance Programs	2	2	4					
4	Drug addicted employees at workplace	Drug	Poor work quality	Employees	3.Employees training to recognize warning signs 4.Counseling session	2	2	4					
5			Team disruption	Employees		2	2	4					
6			Conflict with co-workers	Employees		2	2	4					
7			Legal and reputational risk	Employees		2	2	4					