

YKKO - UN Global Compact Communication on Progress

1. Introduction

YKKO has established since 1988 and our branches are situated in Myanmar, during the state of Yangon, Mandalay, Nay Pyi Taw and Mawlamyine. We sell Vermicelli soup (in myanmar, we call it as Kyay-Oh), BBQ, Chinese foods, Cakes, various kinds of coffee and cold drinks.

The YKKO Group of Companies Limited has been committed to the ten principles of the UN Global Compact since 2012 and this report is our first communication of progress report. YKKO had interested in Global Compact via Professor Dr. Aung Tun Thet. Our company is promoting good corporate principles and learning experiences in the respect of human rights, labor standards, environmental protection and responsibilities, and anti-corruption. As YKKO, we built up our organization as an ethical organization and we always make our employees fair developing. Before entering into the Global Compact, we've been participated in the donation of blood, also donated when there come fire victims and destroying because of storm (e.g; Nargis storm in Myanmar), and donated to orphans in Hmawbi monastery.

2. Respect for Human Rights

- YKKO is establishing effective management systems to integrate human rights principles.
- YKKO is not complicit in human rights abuses.
- There is no children employee in YKKO organization.
- YKKO never restricts its employees not to include or coordinate in political parties.
- YKKO is always valuing all humans equal, and there will be no discrimination of genders, race, sexual orientation, age or religion.
- YKKO is giving all the employees equal opportunities.
- When there is accidentally injured in the workplace, YKKO takes full responsibilities and let the injured employee take a rest at home and pay that employee full amount of salary.

3. Labor Standards

- YKKO is to establish effective management systems in order to integrate the labor principles.
- YKKO is to recognize HR policy rules and regulations strictly.
- Although our country; Myanmar has not very strict rules concern with leaves taken, in YKKO, we provide Earning Leave, Casual Leave, Maternity Leave and Leave without pay repectively.
- As YKKO is to encourage employees' education very well, YKKO is allowing even if they took a leave more than a month during exam period.
- YKKO is to pay salary to each employee concerns with his/her qualifications. YKKO never forces our employees.
- YKKO is to perform training courses such as management courses which will be directly effective on our employees taught by Professor Dr. Aung Tun Thet and also arrange personal grooming courses in order to improve our employees' personal visions by inviting professional from Model Agency.
- YKKO has made a mini MBA training courses invited professors from Yangon Institute of Economics and each employee from all the departments had to study all the subjects included in mini MBA course.
- YKKO formed Social and Sports Committee in our organization and create various activities such as Walking Together during the month of December and Blood Donation annually.
- As a motivation for YKKO employees, in last year 2012, YKKO invited one of the famous Myanmar Business Man who opened almost 400 Hissho Sushi shops in America, and he made a seminar of his success story to our employees.

4. Environment

- In Myanmar, the technology is not highly standard yet, so while cooking Kyay-Oh, we use charcoals, gas effectively to maintain environmental protection.
- During 2012, our Chairman made a research of usage of charcoals by comparing all of the YKKO branches' data.
- There he found out that our YKKO branches have been using charcoals more than necessary amount so he started to maintain and reduce charcoal usage from 30 Viss to 10 Viss daily. As a result, there are outcomes of cost saving (for instance, we had used 900 Viss monthly, so 10,800 Viss in 2011 and during 2012; we reduced the usage amount to 3,600 Viss. As for the cost, the price of the charcoal is \$0.6 per one viss. So we saved \$4,320 (i.e; \$6,480 in 2011-\$2,160 in 2012) per shop. In such way, YKKO is to provide and consider necessary things not to make pollution to environment as well as cost saving for our organization.
- As a stimulation of peoples' health in our environment, YKKO made walking together exercises with nearly 500 stakeholders in December 2011 and 2012.
- YKKO is always to donate Monastery in Hmawbi co-operate together with all of our employees.
- YKKO is to control employees not to disturb neighborhood environment.
- YKKO is to beware of not to happen pollutions in environment because of leftovers and smokes.

5. Anti-corruption

- Myanmar is changed under military government almost 2 years. So, there will be some negotiations but YKKO never requests for special opportunity (for instance; permits or plot of land to the government).
- YKKO never bribes to the government to achieve a special place.

6. Appendix

(i) YKKO Training Courses during 2011-12

No.	Course Date	Course Day	Course Place	Subject Teacher	Subject	Cost		Attendance Lists (Total)
						Total	Average	
1	8.2.2011	Tuesday	Sedona Hotel	Pro:Aung Tun Thet	Management Succession Planning Training Cost	\$ 1,258.00	\$ 66.21	19
2	9.3.2011 & 11.3.2011		MNG	U Nyan Lin	Presentation	\$ 93.39	\$ 0.85	110
3	18.3.2011	Friday	Myanmar Info -Tech	Pro:Aung Tun Thet	Meeting	\$ 699.03	\$ 19.97	35
4	8.4.2011	Friday	Royal Garden Restaurant		Staff Party	\$ 1,107.11	\$ 14.96	74
5	2.5.2011	Monday	IBC	Pro:Aung Tun Thet	Total Quality Management (TQM-1)	\$ 784.22	\$ 13.52	58
6	18.6.2011	Saturday	Park Royal		Annual General Meeting	\$ 601.33	\$ 60.13	10
7	29.6.2011	Wendesday	IBC	Pro:Aung Tun Thet	Total Quality Management (TQM-2)	\$ 1,147.31	\$ 10.62	108
8	15.8.2011	Monday	IBC	Pro:Aung Tun Thet	Emotional Intelligence (EQ-1)	\$ 1,428.78	\$ 8.40	170
9	7.9.2011	Wendesday	IBC	Pro:Aung Tun Thet	Emotional Intelligence (EQ-2)	\$ 1,344.69	\$ 7.55	178
10	11.9.2011				Operation Management Training	\$ 150.00	\$ 50.00	3
11	8.10.2011	Saturday	MAT	Dr-Tin Latt	Quality Management System Awareness	\$ 440.00	\$ 16.30	27
12	2011-July		Chartrium Hotel		Seminar concern with fire	\$ 40.00	\$ 3.33	12
13	2011-August		Chartrium Hotel	U Aye Kyaw & Dr Aung Tun Htet	Work Shop Training for Marketing	\$ 220.00	\$110.00	2
14			Chartrium Hotel		Guide Day	\$ 32.44	\$ 8.11	4
Total For 2011 Training Charges						\$ 9,346.31	\$389.97	

No.	Course Date	Course Day	Course Place	Subject Teacher	Subject	Cost		Attendance Lists (Total)
						Total	Average	
15	12.1.2012	Thursday	IBC	U Tin Zan Kyaw	Leader Ship & Performance Management	\$ 1,671.00	\$ 16.22	103
16	24.1.2012	Tuesday	IBC	Pro:Aung Tun Thet	Developing a Personal Vision	\$ 1,191.13	\$ 7.84	152
17	2~3.2.2012	Thursday & Friday	IBC	U Tin Zan Kyaw	Total System Management	\$ 2,969.50	\$ 39.59	75
18	31.1.2012	Tuesday	Fire Station		Fire Training	\$ 542.16	\$ 5.65	96
19	18&20.6.12	Monday& Wednesday	IBC	Daw Tin Moe Lwin	Personal Grooming	\$ 2,859.33	\$ 9.34	306
20	28.6.12	Thursday	TMWE	Pro:Aung Tun Thet	Middle Management	\$ 936.89	\$ 12.66	74
21	11.7.12	Wendesday	TMWE	Pro:Aung Tun Thet	Internal Customer & Internal Supplier	\$ 1,094.90	\$ 13.35	82
22	19~20 -July-2012	Thursday& Frithday	Device	U Tin Zan Kyaw	Young Manager Training	\$ 2,471.08	\$ 33.85	73
23	23&30.8.12 From 6&7&13&20.9.12		TMWE	U Thein Han	General Management	\$ 885.00	\$ 11.96	74
24	23-11-2012	Friday	TMWE	Pro:Aung Tun Thet	Lead & Manage Training	\$ 1,025.44	\$ 15.54	66
25	11.5.12 to 9.2.13	Tuesday	TMWE	MBA	Management Training	\$ 5,668.28	\$ 91.42	62
26	13-3-2013	Wendesday	TMWE	U Nyan Lin	Seminar	\$ 73.21	\$ 4.07	18
Total For 2012 Training Charges						\$ 21,388	\$ 261	

(ii) Donations to Hmawbi Monastery

Total Donations for New Monastic Building (YKKO Head Office, YKKO Branches, MCH & Other Companies)					
No	Month	Feb-13	Mar-13	Apr-13	Total
1	U Nyan Lin's Capitalize donation	\$ 3,333.33	-		\$ 3,333.33
2	Daw Mya Mya Sein's Capitalize donation			\$ 555.56	\$ 555.56
3	Donation from YKKO 2013 Thingyan Sales			\$ 17,275.11	\$ 17,275.11
4	Borad of Directors' Donations	\$ 177.78	\$ 177.78	\$ 177.78	\$ 533.33
5	Monthly Donation of BOD's friends	\$ 11.11	\$ 122.22	\$ 44.44	\$ 177.78
6	Monthly YKKO & MCH staffs	\$ -	\$ 1,271.11	\$ 1,030.33	\$ 2,301.44
	Total	\$ 3,522.22	\$ 1,571.11	\$ 19,083.22	\$ 24,176.56