

Description of Practical Actions and Measures of Outcomes

Human Rights

- Principle 1: Support and respect the protection of internationally proclaimed human rights

Practical Actions: *Our employees are free to participate in any kind of civil, political, economic, social and cultural activities in accordance with the existing national legislation.*

(Performance Indicator: Measure of Outcomes; Level of Non-Compliance - 0%)

- Principle 2: Make sure that they are not complicit in human rights abuses

Practical Action: *We strictly control not to violate international proclaimed human rights in our working relationship with our customers, employees and other stakeholders.*

(Performance Indicator: Measure of Outcomes; Level of Non-Compliance - 0%)

Labour Standards

Businesses should uphold:

- Principle 3: the freedom of association and the effective recognition of the right to collective bargaining

Practical Action: *In accordance with our national legislation, associations of employees/workers are allowed to organize and workers can claim their rights.*

(Performance Indicator: Measure of Outcomes; Level of Non-Compliance - 0%)

- Principle 4: the elimination of all forms of forced and compulsory labour

Practical Action: *We do not allow any forms of forced and compulsory labor in our work and we refused to work with customers and other stakeholders who are in violation of law prohibiting forced and compulsory labour.*

(Performance Indicator: Measure of Outcomes; Level of Non-Compliance - 0%)

- Principle 5: the effective abolition of child labour; and

Practical Action: *All our employees and subcontractors' employees who work with us must be older than 18 years of age.*

(Performance Indicator: *Measure of Outcomes; Level of Non-Compliance - 0%*)

- Principle 6: the elimination of discrimination in employment and occupation.

Practical Action: *In employment and occupation of our business, there must be no discrimination in terms of race, religion, genders, age, political belief, and other factors.*

(Performance Indicator: *Measure of Outcomes; Level of Non-Compliance - 0%*)

Environment

Businesses should:

- Principle 7: support a precautionary approach to environmental challenges;

Practical Action: *We must carefully select all our raw materials and inputs. So that it will not have adverse effect on the environment.*

(Performance Indicator: *Measure of Outcomes; Level of Non-Compliance - 0%*)

- Principle 8: undertake initiatives to promote environmental responsibility; and

Practical Action: *We have a replanting of trees initiatives in our company. We also conduct EIA study in the project as necessary.*

(Performance Indicator: *Measure of Outcomes - Table A and B*)

1) Table A: Teak plantation

Sr.	Region	Year	No. of Acre	No. of Tree
1.	Taung Twin Gyi	2004 – 2005	150	-
2.	Taung Twin Gyi	2005 – 2006	450	-
3.	Bamaw	2009 – 2010	-	30,000
4.	Myit Kyi Nar	2009 – 2010	-	10,000
5.	Bamaw	2010 - 2011	-	14,000
6.	Myit Kyi Nar	2010 - 2011	-	10,000
7.	Zeetaw village, Bago Division	2009	20	-

2) Table B: Rubber plantation

Sr.	Region	Year	No. of Acre
1.	Zeetaw village, Bago Division	1999	45
2.	Zeetaw village, Bago Division	2009	100

- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Practical Action: *We are always exploring more energy efficient and environmentally friendly technologies in the business process we conduct.*

(Performance Indicator: *Measure of Outcomes (within previous years)*)

Nay Pyi Taw Organic farming-100 acres

Anti-Corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Practical Action: *We strictly control and never commit corruption in all its forms.*

(Performance Indicator: *Measure of Outcomes; Level of Non-Compliance - 0%*)