

Description of Practical Actions and Measures of Outcomes

Human Rights

- Principle 1: Business should support and respect the protection of internationally proclaimed human rights.

Practical Action:

- (1) We adopt and implement non-discrimination policy in our personnel practices.
- (2) We give study leave to the workers who are receiving distance learning education.
- (3) We provide medical care for all workers through the social security system or at the expense of organization.

(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:

- (1) We cooperate with NGOs like Myanmar Centre for Responsible Business in assessing CSR status of our company group.
- (2) We have the policy actually implemented to recognize and protect the land and resource rights of local communities.

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

Labour Standards

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Practical Action:

- (1) We encourage our workers to establish and join any association and activate in accordance with the national law.

(2) With respect to collective bargaining, we consult our employees before the decisions are made on important issues like training programmes and disciplinary compliance.

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

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

Practical Action:

(1) We employ workers after registration with the Government labour authority and according to their will to work with us.

(2) We do not force our workers to work overtime.

(3) We write employment contract in the language understood by our workers taking the requirement of national legislation into account.

(4) In the employment contract, we state the working condition and procedures for leaving the jobs.

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

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

Practical Action:

(1) All our employees and subcontractors employees who work with us must be older than 18 years of age.

(2) We employ the persons who are verified to be older than 18 years of age.

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

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

Practical Action:

(1) In our recruitment and career development procedures, we adopt and implement the non-discrimination policy.

(2) We select and place our employees based on their qualifications, skill and experience.

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

Environment

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

Practical Action:

(1) In our factory, we use the fuel that is not harmful to the environment.

(2) The waste water is properly treated and released into safe sites located away from water resources.

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

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

Practical Action:

(1) We had reduced the timber extraction in accordance with the annual arrangement plan of the Government.

(2) We sow the seeds in the place where the trees are fallen.

(3) We conduct the EIA study in the project concerned.

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

(1) We have the policy of efficient and environmentally friendly technologies in the business process we conduct.

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

Anti-Corruption

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

Practical Action:

(1) In the employment contract we have a provision prohibiting employees from corruption.

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