

## Description of Practical Actions and Measures of Outcomes

### Human Rights

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

#### Practical Action:

(1) Annual Dagon Sports Day was observed in January, 2015. Such kind of corporate event was introduced last year attracting all of our employees to participate in various games including football (soccer) and track and field competitions.

(2) We cooperated with the Social Security Board to provide our employees with free medical care, cash benefits and rest from work (leave) for their social protection in case of social contingencies such as sickness, maternity, injury, etc.

(3) In addition to the leaves mandated by the laws, we give special casual leave, social and religious leaves and examination leaves for our employees.

(4) We helped those severely impacted by the devastating flash flood in Bago, Magwe and Ayeyarwaddy Divisions as well as Rakhine and Chin States in Myanmar by sending relief teams and supplying them with food, water, medicine, clothes and other necessities. We also donated 10 new houses for the people affected by landslide in Chin State as part of the rehabilitation programme.

*(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) It is obligatory to comply with the provisions of the employment contract which specifies and guarantees the human rights of our employees in accordance with Myanmar labour laws.

**(2) In the new construction project undertaken this year, we work at the site where the community issue had been already settled by the land owner.**

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

## **Labour**

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

### **Practical Action:**

**(1) Our employees have a right to join as a member in a labour organization formed according to the category of trade or activity relating to them.**

***(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 consider to employing the workers after receiving their application and they are free to resign in accordance with the terms and conditions set out in the employment contract.**

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

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

### **Practical Action:**

**(1) We do not use the child labour since our employment procedure requires the candidates 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) We raised the salary of our employees based on their performance level regardless of their race, religion, gender and age, etc.**

***(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)The EIA study was carried out for the construction project in establishing a modern fruit and vegetable wholesale market in Yangon.**

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

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

**Practical Action:**

**(1) We reduced the timber extraction by one third of last year quota.**

**(2) From 2005 to 2015, we grew a total of 480,232 teak trees.**

**(3) We participate in beach cleaning campaign and tree planting of Ngwesaung Hotel Zone.**

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

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

**(1) In the environmental management plan of our value-added wood industry, we are able to control the outcome of chemical residue, industrial sewage, hazardous toxins, and air/water pollution.**

***(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) A seminar on good governance principles and practices was held to enhance the knowledge about the role of citizens in building a corruption free society.**

**(2) We had introduced the training programme in anticorruption by using the UNGC/UNODC's e-learning tool (The fight against corruption)**

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