



Maldiv Gas is striving to integrate the ten principles in their strategies and operations. This Communication on Progress (COP) is intended as a mechanism to inform company stakeholders on the progress made in implementing the ten principles thus far.

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Period covered by Communication on Progress (COP)
From: February 2014 to: March 2015

Statement of continued support by the Chief Executive Officer (CEO)

11th March 2015

To our stakeholders:

I am pleased to confirm that **Maldivé Gas Private Limited** reaffirms its support of the Ten Principles of the United Nations Global Compact with Respect to Human Rights, Labor Standards, protection of the Environment and Anti-Corruption and takes concrete actions to ensure these apply to all entities of the Maldivé Gas Team.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely,



Abdulla Maumoon
Managing Director

Human Rights Principles

Our Commitment

Maldivé Gas has aimed to maintain an inclusive workplace where the human rights principles of fairness, respect, equality, Dignity and autonomy are promoted and are part of the company's everyday goals and we are guided by our shared values of integrity, collaboration and accountability.

We are committed to earning the trust of our stakeholders by continuously improving our services and displaying the highest integrity in all our dealings.

We believe that although governments have the primary duty to protect and ensure fulfillment of human rights, we have a responsibility to respect human rights and can play a positive role in the communities where we operate. And we are committed to ensuring that we as a company, as well as our employees as individuals, respect and uphold human rights in every way.

Implementation

- ◆ The Code of Conduct is being implemented to promote ethics, honesty and professionalism within the company and among the employees, and to provide and maintain a working environment that is productive, positive, enjoyable and free from harassment and discrimination.

- ◆ Retirement policy is implemented to provide a statement of the company's approach to employee retirement. We believes that a clear policy will assist employees in planning for their retirement, or for an extension of their working lives, and will allow for effective succession and activity planning within the company.

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights and;

Principle 2

Make sure that they are not complicit in human rights abuses

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

◆ Maldivian Gas is committed to providing a safe and healthy workplace for all employees and visitors by following environment safety, and health rules and practices and by reporting accidents, injuries and unsafe equipment, practices or conditions. Violence and threatening behavior is not permitted. And zero-tolerance approach towards harassment in the company.

◆ To ensure the safety of our employees, Maldivian Gas carried out a safety equipment inspection and fire drill in association with Anti-Fire Maldives. All staff of Production and Engineering division joined in the fire drill which provided key skills and knowledge of how to use firefighting equipment's efficiently according to industry best practices and how to act in a worst case scenario.

◆ We have Equality and human rights training for all staff involved in recruitment and a fair and transparent selection process.

◆ Our Employees are encouraged to bring any complaints or issues they have regarding unfair treatment directly to the top management, who review the concerns promptly.

◆ We comply to and act in accordance with the Maldivian Employment Act.

Goals

Under the Code of Conduct, employee induction programs and regular orientation sessions are held for staff, to inculcate and accentuate the desired behavior and professionalism in staffs.

Periodic reviews will be conducted by the Human Resource Department and Internal Audit Department to monitor compliance and identify areas of improvement.

A safety and quality control personnel will be hired to ensure compliance with necessary quality and safety standards; and regular and mandatory reviews will be conducted.

Principle 4

The elimination of all forms of forced and compulsory labor;

Principle 5

The effective abolition of child labor; and

Principle 6

The elimination of discrimination in respect of employment and occupation.

To deal with potential situations of high pressure, annual stress management seminars will be offered.

Labor Principles

Our Commitment

We believe that our employees are the key to our success. Our commitment to a fair, open and respectful workplace is enforced through Labor and Human Rights Policy and that is fully in accordance with the Maldives Employment Act and the Global Compact.

At the heart of our business are the skills, abilities and knowledge of our people—our human capital. Our aim to create a fair environment where people at all levels can continuously develop their skills and accelerate their career Programs with opportunities to enhance their professional development.

Implementation

- ◆ We have reached our goal in increasing the number of female representation in our workforce at all functional levels.

- ◆ We pay employees a competitive remuneration, as benchmarked with other leading companies and in accordance with the Maldives Employment Act. Consistent with our principle of valuing personal mastery, we reward employees for improving their skills and capabilities. At a minimum, we comply with all applicable wage and hour laws, rules and regulations, including minimum wage, overtime and maximum hours.

- ◆ We expect each employee to support the Company's commitment and continuing efforts toward equal employment opportunity for all. Maldivian Gas is committed to compliance with all applicable laws and regulations relating to equal employment opportunity, non-discrimination and similar employee-related matters.

◆ We ensure that all our employees have opportunities to voice their opinions and concerns by providing mechanisms for ongoing communication between employees and the Management.

◆ We at Maldivé Gas recognize the power that comes from people of diverse backgrounds and experiences coming together around a common goal. Our policy forbids any discrimination, harassment or intimidation because of race, color, religion, gender, age, national origin, citizenship, sexual orientation, gender identity and expression, disability or other non-job-related personal characteristic. Employees are encouraged to bring questions or concerns in this area to their management. And strict disciplinary action for violations of this policy will be taken, including dismissal of employment.

◆ We highly requires that individuals are to be considered for employment opportunities on the basis of merit, as measured against objective job requirements.

◆ Our promotion system is based on transparency, performance evaluation and merit.

◆ Child labor is prohibited and we heed the minimum age requirements for employment in accordance with the Employment Act.

Goals

Whistleblowing procedure is in place to implement to ensure any suspicions of inappropriate conduct can be voiced. All employees are systematically made aware of the Code and the related Standards of Business Conduct.

Bi-annual employee attitude survey to find out what our employees think about the company and to identify areas for improvement.

Compile an employee handbook covering all policies concerning our employee rights and responsibilities.

Principle 7

Businesses should support a precautionary approach to environmental challenges;

Principle 8

Undertake initiatives to promote greater environmental responsibility; and

Principle 9

Encourage the development and diffusion of environmentally friendly technologies

Continuously provide up-to-date and relevant training programs to our employees.

Draft and implement a comprehensive Health and Safety policy to provide a safe working environment for all employees, customers, visitors and anyone else who may be affected by our business operations.

Environment Principles

Our Commitment

We believe it is our duty and responsibility to protect the environment we live in, we understand that environmental excellence is necessary to be a leader in our industry and to the success of our business. A healthy environment is also necessary for the well-being and vitality of our customers, employees, and the communities we serve as well as society at large.

Implementation

We strive to minimize our impact on the environment by:

- ◆ Developing environmental management plans with objectives and targets to minimize adverse environmental impacts and measure our progress toward the goals.
- ◆ Launching a cost-saving and waste reduction initiative across the Company to cultivate and instill a culture of prudence and increase awareness among the employees on environmental protection.
- ◆ Using energy-efficient appliances and equipment's as much as possible in all our work sites to conserve energy.
- ◆ Ensuring that energy and water are used responsibly and conserved through innovative practices and procedures.

◆ We ensure that we have the knowledge, skills, and equipment to conduct our work in a safe and environmentally responsible manner.

◆ We are aware of and use care to minimize the negative environmental consequences of our activities.

Goals

Ensure every employee understands and is responsible and accountable for incorporating environmental quality considerations in daily business activities.

We will work and communicate with customers, governments, local communities, unions, employees, and suppliers to identify and resolve environmental issues.

We will endeavor to minimize our environment footprint by using Auto gas in all our vehicles and making it available for the community.

To prevent pollution at the source by reducing waste, recycling or disposing of items, and purchasing products that are reusable or that contain recycled materials.

Develop and expand the cost-saving and waste reduction initiative.

Continually evaluate our environmental knowledge and programs and monitor progress toward environmental goals.

Anti-corruption Principles

Our Commitment

Anti-corruption is not only a legal obligation and an ethical standpoint. Corruption is a threat to business and society in all countries. It undermines legitimate business activities and

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.

distorts competition. It ruins reputation and exposes individuals to risks.

Therefore, Maldivian Gas is committed to maintaining the highest ethical standards in our work environment and in all our business transactions and to comply with the anti-corruption act of the Maldives.

Implementation

- ◆ Anti-corruption Program is rooted in our Code of Conduct.

- ◆ We have zero tolerance for bribery or any other activity that violates the anti-corruption act of the Maldives and ethical standards are set out in our Code of Conduct.

- ◆ To prevent any abuse, all payments to Consultants are made via bank transfer.

- ◆ Regular internal and external audits are conducted during which all such payments are subjected to strict scrutiny.

- ◆ An important aspect of accountability and transparency is a mechanism to enable all individuals to voice concerns internally in a responsible and effective manner when they discover information which they believe shows serious malpractice. In this regard, a whistle blowing policy is being drafted to reinforce the value the company places on staff to be honest and respected members of their individual professions. It provides a method of properly addressing bona fide concerns that employees might have, while also offering whistleblowers protection from victimization, harassment or disciplinary proceedings.

Goals

Maintaining, honest and fair dealings with all elements of the community (employees, suppliers & customers), we will continue to closely monitor all our business transactions and dealings.

We will expand and professionalize our whistle-blowing system.

