

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)We adopted the Policy (in Myanmar and English Languages) on Human Rights and Labour Standards and uploaded in the website of Dagon Group.

(2)From April 2015 to March 2016, a total of 45 employees enjoyed 1019.5 days of leave due to sickness, safety incident, maternity and paternity with full payment of salary.

(3)In addition to the benefits provided by the Social Security Law, the employees who suffered employment injuries also received the cost of medical care provided by the company.

(4)We observed Third Annual Dagon Sports Day in January, 2015 in which our employees participated in various athletic and recreational activities.

(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)Our agricultural policy does not allow asking for a particular land from the government. Instead, we are allowed to choose the land which has already been earmarked by the government for the project.

(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)We allow our employees to freely participate in any kind of civil, political, economic, social and cultural activities.

(2)Our Policy on Human rights and Labour Standards encourages employees to establish associations or join 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 operate our business through the consent of employees to work without coercing them.

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

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

Practical Action:

(1) We are compliant with minimum age requirement of Myanmar labour law.

(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 adopt and implement non-discrimination policy in our recruitment and career development procedures regardless of their race, religion, gender, age, political ideology, membership in organizations, HIV/AIDS status, disability, 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) We adopted the Environmental Policy (in Myanmar and English Languages) and uploaded in the website of Dagon Group.

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

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

Practical Action:

(1) We stopped the timber extraction with effect from April 1, 2016.

(2) We planted 6000 teak seedlings and sowed 9 baskets (about 90 Kilograms) of teak seeds in Paungbyin Township, Mawlaik District of Sagaing Region.

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

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

Practical Action:

(1) Our environmental policy requires using environmentally friendly technology, fuel, products and materials, accordingly.

(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) We developed the Anti-corruption Policy (in Myanmar and English Languages) and uploaded in the website of Dagon Group.

(2) A director participated in Anti-corruption Workshop organized by Myanmar Center for Responsible Business (MCRB) held in September, 2015 at Yangon.

(3) Two directors and one senior accountant attended "Making the Change in Myanmar: A Practical Workshop on How Businesses Can Combat Corruption" organized by The ASEAN CSR Network and the Myanmar Centre for Responsible Business, in partnership with the Union of Myanmar Federation of Chambers of Commerce and Industry and the Global Compact Network Myanmar held in March, 2016 at Yangon.

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