



**YATHAR CHO INDUSTRY LTD.**

AN ISO 9001:2008, HACCP, GMP CERTIFIED COMPANY

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## **Communication On Progress (COP)**

**Period covered by**

**From 15 December 2015 to 15 December 2016**

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December 15, 2016

H.E. Ban Ki- Moon  
Secretary-General  
United Nations  
New York, NY 10017  
USA

Dear Mr. Secretary-General,

I am honored to confirm that the ten principles of the UN Global Compact with respect to human rights, labor, environment, and anti-corruption. With this commitment, we express our intent to advance these principles within our sphere of influence, and will make statement of this commitment to our stakeholders and the general public. We also pledge to take part in the activities of the UN Global Compact where appropriate and feasible- through, participation in country and local networks, involvement in specialized initiatives and work streams, engagement in partnership projects, and reviewing and providing commentary to participating companies on their Communication on Progress.

I am honored to confirm that Yathar Cho Industry Limited reaffirms its support of the United Nations Global Compact the Ten Principles in the area of Human Right, Labor, Environment and Anticorruption. In Yathar Cho Industry Limited Annual Commitment on Progress, we continue to improve the integration of the Global Compact and its principles into our business strategy and daily operation.

Sincerely yours,

Daw Yu Mon  
General Manager  
Yathar Cho Industry Limited



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## Human Rights Principles

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 right abuses.

## Assessment, Policy and Goals

We are strongly respect and support the human rights with applicable international and national practices including Universal Declaration of Human Rights and the ten Principles of United Nations Global Compact (UNGC). We've also followed the consumer protection law. The protection of Human Rights is embedded in our numerous operating processes and control mechanisms.

## Implementation

Yathar Cho Industry Limited has practiced "No Workplace Discrimination". We strongly prohibit improper behavior, including discrimination or harassment in any form, and any breaches will result in disciplinary action, inclusive of termination or dismissal. We don't discriminate based on Religion, Ethnicity, Race, Gender, Age or against Vulnerable Groups in our employment process. Yathar Cho Industry Limited respects the rights of clients through the provision of objective information about products and services. Taking into account the wishes and needs of our customers, we constantly improve the quality and increase the assortment of our products.

## Measures of Outcomes

Quarterly review completed by senior management team.

## Labor Principles

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

Principle 4: The elimination of all form.

Principle 5: The effective abolition of child.

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

## Assessment, Policy and Goals

We strongly emphasize:

- Company policy to uphold the freedom of association and collective bargaining
- The encouragement of each employee to discuss problems they encounter with their higher management. (Durbar)
- No child labor



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- No forced labor
- Employee rights, responsibilities, compensations and benefits
- Regular staff training and education for employee development
- Written company policy according to Myanmar Labor Law – provided to all employees
- Help out in emergency response for safety
- Practice 6S policy

## Implementation

Yathar Cho Industry Limited supports the health of workers and the prevention of occupational diseases by carrying out compulsory medical examinations. Yathar Cho Industry Limited trains workers for their development continuously by the company. We also train with the objectives of development and encourage self-training of workers through the provision of educational leave. We strongly do not accept the employment of persons under 18 years of age. We follow National Labor Law on working hours, overtime payment and etc. For the benefit of the employees, we have the day care centre and pre-school for the children of our employees with no fees. Moreover we have scholarship program, Education Development Program, for the outstanding children of our employees. We've practiced 6S policy in every process of the factory and defined policy to follow in the production process for employees to be safe from accident and their health.

## Measurement of outcomes

Semi-annual review completed by senior management team

## Environment Principles

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.

## Assessment, Policy and Goals

- Aware of its responsibility for the preservation of the environment, the company has committed to Properly dispose of waste and not pollute the land.
- Reduce waste materials, i.e. paper, water, plastic, etc.
- Implemented an electronic document management system to reduce paper consumption.
- Regular maintenance of vehicles, generators and machines for safety.
- In order to reduce natural fuel resources, used husk boiler in the production process.
- Plant trees for the green environment.



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- Clear the drainage drilling
- Cleaning the factory compound and product line for safety and healthy products
- Use LED fluorescent tube to save the electricity.
- Auditing internally at the end of each quarter

## Implementation

Yathar Cho Industry Limited informs laborers about environmental issues and its impact on health in regards to the company. We keep the factory campus clean and encourage throwing waste into bins. We are planting trees every semi annually. We've replaced diesel boiler with husk boiler to replace natural resources with the recycled item. We've cleared the drainage drilling around the outside of our factory for not polluting in the environment and cleaned the factory compound and product line daily for product safety and health. Moreover, we've replaced our fluorescent tube with the electricity saved LED fluorescent tube in our factory. Every processes and procedures are audited quarterly and so each and every process are safe and do not harm our customers, employees and the environment.

## Measure of outcomes

Quarterly review completed by senior management team

## Anti-corruption Principles

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

## Assessment, Policy and Goals

- External financial audit
- Inform about anti-corruption to employees

## Implementation

The company does not pay money for protection by any institution, individual or group. Employees are clearly informed about the perception of the management on anti-corruption. Workers are paid wages officially in full and the company pays taxes regularly. Moreover, the external audit team is yearly checking the financial report of the company.

## Measurement of Outcomes

Quarterly review completed by senior management team.