



Trust, only one you can find here!
Amigos
International Co., Ltd.

United Nations Global Compact

Communications on progress

From Jan 2016 to Jan 2017

By Amigos International Co.,Ltd



Statement of continued support for the United Nations Global Compact

To our Customers and Stakeholders,

It is with great pleasure that I real firm Amigos continued commitment to Ten principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti Corruption.

Create better life for employee and sustain able skills and knowledge for development. Our vision is to help our people and focused on helping customers to get best services. There by achieving sustainable returns for our stakeholders, building long-lasting connections with customers, while respecting environmental limitations and investing in communities.

In this annual communication on progress are provide our activities and achievements in all areas related to the 10 principles of the United Nations Global Compact and its principles into our business strategy, culture and daily operations. We also commit to report on its progress in the year ahead.

Sincerely,

Nyi Nyi Min

Managing Director

Amigos International Co., Ltd



Human Rights Principles



Principle(1)

Business should support and respect the protection of internationally proclaimed human rights.

Principle(2)

Business should make sure that they are not complicit in human rights abuses.

Implementation

Amigos works together with oversea suppliers and support the universal Declaration of Human Rights. Our Organization have over 40 employee. All employee issued with an employment contract and employee handbook with KPI of Company Rules and disciplinary procedures and carrying out training.

We always respect and friendly worked together at the workplace and internally monthly with reports back to the management team.

We have corporate social responsibility team, "Mhya Wai Kan Latt Foundation," and our team undertakes many activities to improve the lives of Myanmar people. We have been donated blood, cash, food and clothing to those people who are in need.

Measurement of outcomes

We review our policies adjusts with new environment and do effective supporting for all our employees. We provides the employees with flexible workplace and individual needs. Regarding on training, we make requirement for employees by external training and internal training.



Labor

Principle (3)

Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle (4)

Business should eliminate all forms of forced and compulsory labor.

Principle (5)

The effective abolish child labor.

Principle (6)

The eliminate discrimination in respect of employment and occupation.

Assessment, Policy and Goals

Amigos is committed to responsible business practices with regard for conventions of the ILO and complies with laws, rules and regulations of the Republic of the Union of Myanmar.

Amigos upholds the freedom of association and collective bargaining as well as the elimination of forced labor, child labor and employment discrimination are core responsibilities. Amigos have concrete recruitment policy accordance with the principles. In this policy, we clearly stated direct and indirect discrimination on grounds of sex, race or ethnic origin, national or social origin gender, language, age, religion or belief, marital and family status, membership and activity in political parties or political movements. Discrimination is also considered deal involving incitement, inducement or coercion leading to the induction of discrimination. Moreover we uphold the equal opportunity, creating a work environment which allows all our employees to fulfill their potential.

We upgrade the organizational culture in which our employee work related decisions, whether it be hiring, training or promotion, are taken based solely on an individual's ability and contribution to Amigos' achievement.



Implementation

Amigos is aware of a need of awareness raising or training for employees on Health and safety, labor rights and policies. We manage to deliver the information all sectors of employment , training system, career development with transparent criteria communicated to every employee. In induction program, we acknowledge new employees our internal regulations; work order accordance with Republic of the Myanmar Labor Act in line with International Labor law.

Every employee obtains the document defining his/her social benefits. Some of the benefits are based on Myanmar Labor Code ie; SSB (Social Security Board), some are benefits provided by Amigos itself, ie; Social situation of an employee and Loan.

In our employee handbook, we don't allow to abide harassment or any behavior which creates a hostile, offensive or intimidating environment for our employees. We clearly mention whoever break this policy may lead to an investigation and when appropriate, dismissal. We encourage all employees to report freely any incidents of forbidden by the policy.

Measurements

Our employee handbook outlines the key steps to be followed in relation to raising concerns and complaints pertaining to harassment, unacceptable behavior or any other form of discrimination of violation of its company procedures, expectations and labor commitments.

We review our salaries & benefits and policies and procedures for our employees throughout the year. Our office-based employees participate in a six-monthly performance review. Employees and their line managers evaluate each individual's performance and discuss any development needs and how these can best be addressed.

Reviewed and where applicable updated the policies and procedures:

- Human Resources and Employment Policy
- Sexual Harassment Policy
- Disciplinary Code and Procedures
- Grievance Procedures
- Succession Planning Procedure
- Code of Conduct
- Safety Health and Environmental Policy



Environment

Principle (7)

Business should support a precautionary approach to environmental challenges.

Principle (8)

Business should undertake initiatives to promote greater environmental responsibility.

Principle (9)

Business should encourage the development and diffusion of environmentally friendly technologies.

Assessment , Policy and Goals

Amigos is aware to set the environmental awareness to the employee switch off the electricity after used, to understand the recycle process and to use effectively an water consumption.

Implementation

We have taken the environment by growing flowers and other trees in the office area to reduce the heat, re-use an error paper as internal office Documents and manage the energy and water all our office and gives the environmental awareness to the employees.

Anti-Corruption

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

Implementation and measurement outcomes

Bribery and corruption by covered in our employee handbook. Our employee have read and understood the policy .We ensure that our employee practices and reminded of their responsibilities. Management Team always check and monitor for expenses and gifts received from outside.