



Star Moe Yan Group Co., Ltd.

Global Compact Report

End of 2017



Letter From Chief Executive Officer



Ms. Tin Tin Myint
Chief Executive Officer
Star Moe Yan Group Co., Ltd.

Dear Friends,

We are pleased to present our progress report on United Nations Global Compact. We had established our business since year 2000. We have been endeavoring to extend our strategic business units to current status.

We are honoured to let our stakeholders know that we have become a member of United Nations Global Compact since May 2016. UN Global Compact is the largest Corporate Social Responsibility Initiative in the world which focuses on the areas of Human Right, Labour, Environment and Anti-corruption. We will work with all stakeholders to ensure building a better future in our global society.

We are committed to total customer satisfaction by identifying their specific needs, translating them into quality products and providing dependable after-sale service. This commitment is the corner stone of our quality products and we are in the process of introducing ISO 9001:2015 Quality Management System requirements. We plan to achieve this goal through relying on our efficient and effective workforce seeking their continuous endeavor in realising the company's objectives.

We are committed to our stakeholders by way of complying with UN Global Compact requirements and practice of Corporate Social Responsibility.

We seek continued patronage of our valued customers, business partners, supplier, shareholders, public sector service agencies and community at large. We feel indebted to all these stakeholders for their invaluable support and contribution to our business success and growth.

Sincerely

Ms. TIN TIN MYINT
Chief Executive Officer
Star Moe Yan Group Co., Ltd.

COMPANY POLICY

Employee's Human Rights

Our Star Moe Yan Group of Companies believe to carry out the create the good opportunities, and good work site without bribery by uplifting the best quantity and fulfilment of aim of the employee to achieve the annual goal prescribed our company.

1. To select and appoint the employees who are faithful and shall uplift the interest of the company, to fulfill and implement the benefit, aim and objectives of the company.
2. To give the equal amount of salary to the employees who are in compliance with the assigned duties, full of qualified and good rules and regulation, to a ward the resultant of employee's capacity.
3. Conduct open by and sincerely from up and down.
4. To achieve the worksite performance and upgrade the knowhow of employees.
5. To create the opportunities to attain the fulfilment of social security of employees. This employee manual is prescribed and approved on (1.1.2017) for the appointing of hard working , faithful and non bribery employees.

Ms. TIN TIN MYINT
Chief Executive Officer
Star Moe Yan Group Co., Ltd.

Date :



Star Moe Yan Group Co., Ltd.



Star Moe Yan Group Co., Ltd.

Implementation of GC Principles

HUMAN RIGHTS

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.

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

Principle -4: Business should elimination of all forms of forced and compulsory labor.

Principle -5: Business should effect the abolition of child labor.

Principle -6: Business should effect the elimination of discrimination in respect of employment and occupation.

Principle -7: Business should support a precautionary approach to environmental challenges.

Principle -8: Undertake initiatives to promote greater environmental responsibility.

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

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

Employee's Human Rights

----- Joined the -----Global Compact(UMGC) on----- and has been supporting the internationally-declared principle of human rights of employees and abiding by the Labor Law of Myanmar and ILOs labor standards and principles At ----- , unfair practices and discriminations regarding recruitment, promotion, compensation or training are strictly prohibited and qualified employees are given a full and fair opportunity.

Fair Assessment and Compensation

To ensure fair assessment and compensation, ----- conducts both management evaluation and performance evaluation together every year. Management evaluation is to review the unit-level attainment of management goals and efficiency in so doing and the result is utilized as criteria for bonus pay and performance assessment. Besides, the evaluation outcome is considered in determining division manager's annual salary level to ensure management accountability in respective division. On top of this, performance evaluation is to assess achievement and competency on an individual level and its result serve as key data to decide individual employee's salary scale increases, promotions and competency development. ----- will fine-tune its assessment and compensation system and operate it more rigorously to make sure all ----- employee's are evaluated and compensated fairly for what they achieved, and thus motivated to do better.

Employment – Management Relationship of Mutual Benefits and Harmony

----- considers its employees as a partner for sustainable development and works for mutually beneficial and cooperative relations. We are building mature and trustworthy employee relations through such events as Annual Dinner, Moonsoon Sports, and Vacation Trip that unite labor and management as one. Offering money as a gift for employees getting married. Offering condolence money for employees whose parents, spouses and off springs passed away and providing assistance in funeral service.

Social Security

Employees are entitled to join as members of Social Security Board and enjoy the rights prescribed by the Social Security Board.

Health

----- offers health care training , doctor counseling services and in-house vaccination programs to promote employee health. Financial assistance is given to the sick employee and sometimes, blood donation is given by the employees by the employees to the needy sick employee or his family member. The blood donor is given a day off the next day in order to restore his enery.

Leaves

Employees are entitled to enjoy the following leaves as prescribed by the Leave & Holidays Act of Myanamar.

1. Casual Leave
2. Earned Leave
3. Medical Leave
4. Hospitalization Leave
5. Special Disability Leave
6. Maternity Leave
7. Vacation Leave
8. Leave Without Pay
9. Quarantine Leave

Customer Relationship

In the case of consumers, we have transparent and well-tested procedures in place to address their complaints fairly and speedily without undue cost or burden to them. Sometimes our relationship with contractual partners will allow us to influence them to adopt principles and standards similar to our own. We also draw to their attention the rationale and importance of our Code of Business Principles.

Our Commitment or Policy

----- has an Environmental Management System that is accredited to the ISO -----and ----- has been conferred the logo of Responsible Care Management System (RCMS).----- commits to promote the awareness over the environmental conservation to all the interested parties.----- commits to review our aspects and impacts on the environment and take action that is necessary to reduce our environmental impacts.----- commits to set the yearly objectives and targets and to implement it successfully.

Solid Waste Disposal

Plastics and paper bags are the solid wastes generated from production. These wastes, so called recycle wastes, are collected in the waste bags disposal room as well as in the water brick-tanks. Then they are sold to the contractors for recycling. The amount of plastics and paper bags increased proportionally with the amount of production.

At the water based production plant, waste bags disposal room was constructed separately to prevent the spreading of powders to the ambient air and flowing down the drain leading to the public drain. The waste paper bags are compacted and put into long plastic bags.

Water Consumption

Water is used in ----- in two ways. It is used in water based paint production after being treated and also for general use. General use includes the utilization for cleaning, washing, bathing, gardening and toilets.----- has been practicing to save this natural resource to preserve the environment. The guidelines for water saving was conducted to the employees and mottos are displayed at water taps. Individual water meters will be installed at each location for the recording of actual water consumption during -----.

ACTIVITIES

STAFF PERFORMANCE DEVELOPMENT TRAINING



Photo Gallery

ACTIVITIES



Donation for Flood Victims



Donation at Yangon Children Hospital



Blood Donation at National Blood Centre

Photo Gallery

ACTIVITIES



Offering *Warso* robe in Yangon



Candle Light Offering to Shwe Dagon Pagoda, Yangon



Thingyan Feeding Masses during Water Festival in Yangon

Photo Gallery

ACTIVITIES



Myanmar Traditional *Htamanae* Festival



Group Cleaning at Chaung Thar Resort



Donation at

Photo Gallery