

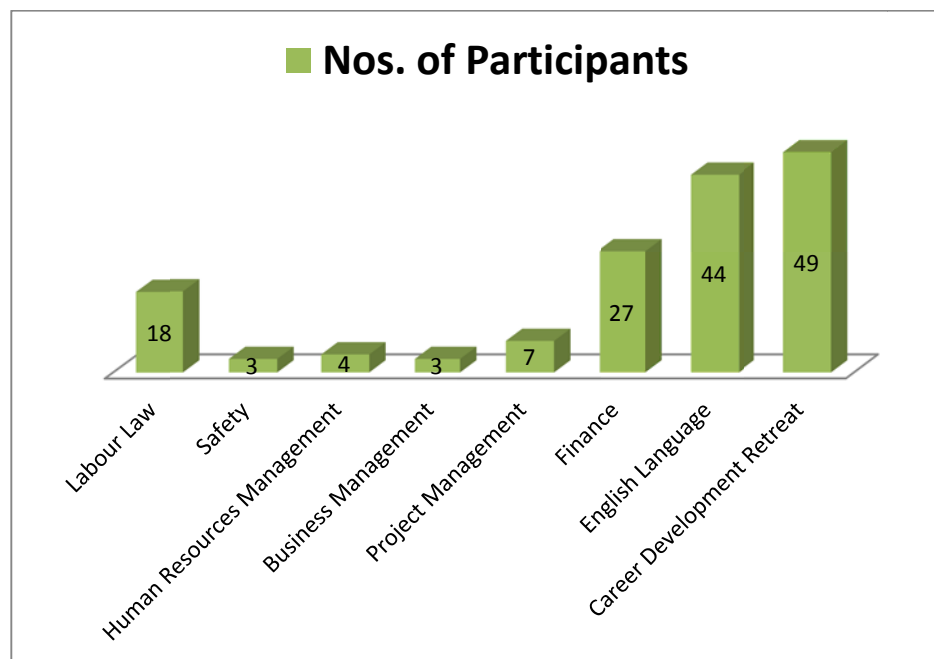
Description of Practical Actions and Measures of Outcomes

Human Rights

- Principle 1: Business should support and respect the protection of internationally proclaimed human rights; and

Practical Action:

(1) From September, 2016 to August, 2017 a total of 155 employee participated in the following learning programs of the company.



(2) From January to July, 2017, six male employees and three female employees, who were on leave for maternity and paternity leaves received full payment of salary during the leave period in addition to the benefits provided by the Social Security Law.

**(3) We observed Annual Dagon Sports Day in February, 2017 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) All employees who had completed the tenure of employment contract were allowed for renewal of the contract.

(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 recognize and respect the rights of our employees connected with freedom of association and collective bargaining.

(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) Our work procedures require the consent of employees to work overtime.

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

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

Practical Action:

(1) A delegate from the Dagon International Limited (DIL) participated in the consultative meeting on December 6, 2016 invited by Myanmar Centre for Responsible Business (MCRB). The objective of the meeting was to obtain feedback on the draft briefing paper entitled 'Children's Rights and Business' prepared by MCRB. The Children's Rights and Business Principles developed by UNICEF, SAVE, and UN Global Compact were discussed. The delegate reported that the DIL employed the persons with minimum age of 18 and they must be registered with labour office.

(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 are complying with non discrimination policy in accordance with the provisions of the employment contract.

(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)The Wood Craft Division is implementing the procedures in accordance with its Environmental Monitoring Plan (EMP) to check the work place air quality and ground water (tube well) quality.

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

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

Practical Action:

- **(1)The ESIA (Environmental and Social Impact Assessment) was carried out to identify potential impacts on socio-economic, cultural heritage and ecological issues based on the activities associated with the Danyingone fruits, vegetables and flowers wholesale market at Insein Township, Yangon and we have started with the waste water treatment project to implement the environmental management plan.**

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

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

Practical Action:

(1)We are learning and starting to use the new technologies that include cleaner production processes and pollution control.

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

Anti-Corruption

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

Practical Action:

(1)A team including two directors participated in the Workshop “Building an Anti-corruption Policy” organized by Myanmar Centre for Responsible Business (MCRB) in partnership with UNODC on August 2, 2017 in Yangon.

(2) Our directors had taken initial steps in education programs in anticorruption.

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

(Corrigenda: The phrase, *January, 2015* placed in our COP(2016) 's Principle 1, Practical Action (4) may please, be read as *February, 2016.*)