

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 developed our Court of Conduct and are implementing its principles.

(2) We are safeguarding our employees, customers, business partners and visitors by providing a healthy and safe work environment for them pursuant to guidelines of the Code of Conduct.

(3) We observed the Annual Dagon Sports Day in February, 2018 in which our employees participated in various athletic and recreational activities.

(4) Our hospitality division at Ngwe Saung is working together with other business organizations to fulfill the social and cultural needs of the local community such as donation of fuel to Ngwe Saung Hospital, assisting in competitions of Kayin Done Dance and Htamanè (traditional food) preparation.

(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) We developed the Grievance Mechanism and publicized it by uploading in the website of Dagon Group

(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 respect and protect the rights of our employees to freely participate in any kind of civil, political, economic, social and cultural activities in accordance with Myanmar labour law.

(2) Our employees may establish associations or join them without fear of negative impact on their career.

(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 employ the persons who joined our organization with their consent to work after registering with the government office of labour administration.

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

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

Practical Action:

(1) We employed the person who had already met the 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) Recently, we launched the Future Leader Programme for career development of the employees. All members of the organization are allowed to participate in that programme regardless of their age, gender, race, gender, position, 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) Our organization is being engaged in using natural resources sensibly, controlling waste, minimizing pollution, eliminating or reducing negative impact on the environment.

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

Practical Action:

(1) We are participating in Monthly Trash Hero Program of Ngwe Saung Hotel Zone through awareness raising activities for the local community on environmental issues of plastic disposal.

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

Practical Action:

(1) We are using biodegradable bags in our retail division.

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

Anti-Corruption

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

Practical Action:

(1) We are complying with the normal and competitive procedure in our bids for project approval and state contracts.

(2) Our Code of Conduct had set the value of the gift that can be retained by the employee not to be exceeding USD 100 if they are received under non-obligatory circumstances. Gifts exceeding USD 100 must be declared and approved by the relevant business head before receiving them.

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