

Innovative
Global Wave
TECHNOLOGY *lets innovate*

INNOVATIVE GLOBAL WAVE TECHNOLOGY CO., LTD.



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TECHNOLOGY

COMMUNICATION ON PROGRESS (COP) 2018

Report For:

United Nations Global Compact

Report Date : **December 8, 2018**

Contents

COMMUNICATION ON PROGRESS (COP) 2018.....	2
Profile.....	4
Company details	4
Human Rights Principles	5
Labor Principles.....	6
Environmental Principles	6
Anti-corruption Principles.....	7

Report by

Innovative Global Wave Technology Co., Ltd



Statement of Continued Support

Date :: 6-Dec-18

We, Global Wave Technology, value the ten principles of UNGC and our commitment to the Global Compact's principles remains firm. We believe the principles of Global Compact that will lead to us Sustainable Development Goals (SDGs). So we stand a part of it.

We aligns our business policies and procedures with ten principles on Human Rights, Labor, Environment and Anti-Corruption. We accepts that transparency in business practice is crucial for sustainability.

Yours sincerely,

A handwritten signature in blue ink, appearing to read "Sai Naw Kham".

Sai Naw Kham
CEO
Global Wave Technology

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Profile

Global Wave Technology is the fastest growing and the best reputable software development company in Myanmar. Since 2005, we provide End to End solutions from the basic site surveying to implementation that make our clients to simplify their day-to-day business activity, so they can concentrate in main business needs and boost profitability. We expert in retail solutions and HR solutions for projects ranging from web development and multi-platform systems integration to network security and technical support. With competent professionals using living technologies, we help clients meet the demands and challenges shaping technology and business today. We have the nationwide ICT expertise of every size and complexity in oil and gas, banking, technology, manufacturing, trading, service, etc.

Find out more about our business at <http://www.globalwave.com.mm>.

Our company brings you the definite bottom-line benefits of reliable IT Solutions. The services offered cover Customized Software Development, Application Development, Web Application Development, Open Source Development, E-commerce Packages and Web sites.

Company details

Website :: <http://www.globalwave.com.mm>

Headquarters :: Yangon, Yangon

Year founded :: 2005

Company type :: Partnership

Company size :: 51-200 employees

Specialties :: Customized Software Development, Application Software Development, Web Application Development, Mobile Application Development, Software Outsourcing, and Hardware Integrated Solutions

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 rights abuses.

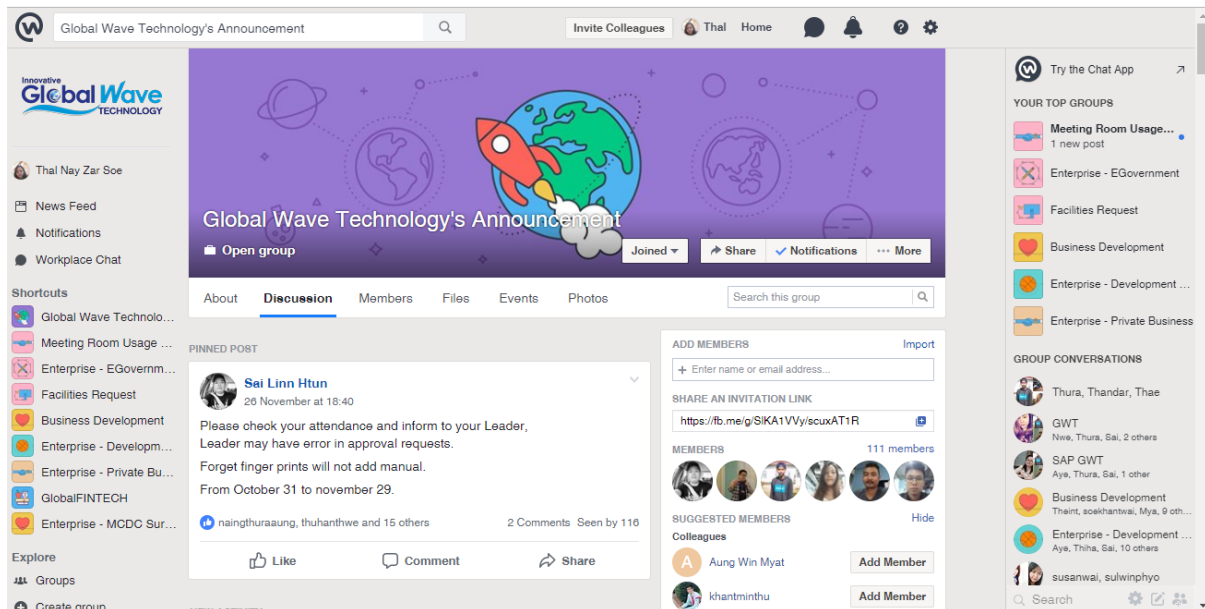
Assessment, Policy and Goals

Our goal is to influence that our employees and all our business partners respect the Human Rights. Our employee Handbook is revised on a regular basis to incorporate our business's growth and reflect on any experiences the company encounters. We respect and follow international human rights in areas covering equal opportunities for all staff and employees, gender equality, non-racial discrimination and non-child labors.

Implementation

With regard to implementation Human Rights Policies, addressing Human Rights risks and responding to Human Rights related concerns, first and foremost, within our own company's works sites, we've taken the following measures:

1. The responsibilities for the respect and support of Human Rights within our company have been assigned to the HR department.
2. We've also clearly stated and forced non-child labors. We also set out our respect for employee's right to freedom of speech and freedom of association. One of our implementation is using Workplace at company.



The image shows a screenshot of a Facebook group page titled "Global Wave Technology's Announcement". The page features a purple header with a rocket launching from a globe. The group has 111 members and is currently in a "Discussion" tab. A pinned post by "Sei Linn Htun" dated 26 November at 18:40 contains the following text: "Please check your attendance and inform to your Leader, Leader may have error in approval requests. Forget finger prints will not add manual. From October 31 to november 29." The post has 2 comments and has been seen by 110 people. The right sidebar shows "YOUR TOP GROUPS" including "Meeting Room Usage...", "Enterprise - EGovernment", "Facilities Request", "Business Development", "Enterprise - Development...", and "Enterprise - Private Business". It also lists "GROUP CONVERSATIONS" with members like Thura, Thandar, Thae, GWT, and SAP GWT.

Measurement of Outcome

During the past year, there is no single case of Human Rights abuses has been reported in our company. It reflects the interests in respect for and implementation of Human Rights principles in their entirety within our company.

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 forms of forced and compulsory labour;

[Principle 5](#): the effective abolition of child labour; and

[Principle 6](#): the elimination of discrimination in respect of employment and occupation.

Assessment, Policy and Goals

Our company rules and regulations cover concerning our employee rights and compensation and responsibilities. We will continue to refine our employee handbook as needed and incorporate with Myanmar Labor Laws and Global Compact Principles.

Implementation

All employees are entitled to Overtime, casual leave, earned leave, medical leave and maternity leave, etc. We have taken initiatives to promote and integrate diversity at every level within company. Our ethic follows along the guidelines of Myanmar Labor Laws.

Employee' information is all gathered in our HR software systems to document every detail of each person work data and to avoid complications and complaints. We encourage complete understanding of equality with freedom of speech and diversity in the workforce.

Measurement of Outcomes

There is an effective line of communication between staff members and top management for new and better ideas and suggestions without any barriers to further the company's growth.

We encourages employees to be transparent, honest and be open about their worries, stresses, and feelings in order to establish a positive and healthy work environment.

Environmental 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

We are software development technology and stand as model of our clients and community as the influencer the environmental awareness and follow environmental responsibility.

Energy efficiency measures are taken in order to prove economical benefits to the company. Save Paper printing measures are taken for saving tree.

Implementation

Water treatment systems are installed to provide water that is clean of bacteria and other microorganisms that could cause harm for consumption.

Measurement of outcomes

Reviews of procedures and processes are evaluated by top management to ensure efficiency.

Anti-corruption Principles

[Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.

Assessment, Policy and Goals

Internally, we have maintained an check and balance system with CRM system over all daily transactions. These records are maintained with proper proves about where each kyats goes to and what is done with it. Then checked and controlled by finance and ultimately reached to the CEO and Management Team.

Implementation

All incomes, outcomes and transactions are registered in our CRM system. Company's executive level uses a check and balance system over every transaction made.

Measurement of outcomes

Employee are well trained and fully aware of zero tolerance of extortions and bribery. Corruption is kept to almost zero each year.