



I.E.M COMPANY LIMITED

WAW Building, No.28, East Race Course Road, Tamwe Township, 11211 Yangon, Union of Myanmar.
Tel: 95-1-8604425 - 29, 546064, 546616, 543037, 540673 Fax : 95-1-860 4089
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I.E.M Company Limited

United Nations Global Compact (UNGC)

Communication on Progress

2018





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The United Nations Global Compact

Annual COP (Communication on Progress), 2018

Statement of continued support by the Managing Director (MD)

Date: 10th December, 2018

I.E.M Company Limited is proud to be a member of the United Nations Global Compact (UNGC) and we are pleased to once again confirm our commitment to the ten principles. Since September 2015, I.E.M Company Limited became a member of the United Nations Global Compact (UNGC). The operations and strategies of I.E.M Company Limited have continued to be in line with the United Nations Global Compact (UNGC)'s ten principles in the area of Human Rights, Labour, Environmental and Anti-Corruption.


By building broad objectives of sustainability into the way we do business, we seek to balance economic growth with social progress and environmental stewardship. This work resonates deeply with the sense of purpose that I.E.M Company Limited's employees share our services and our products make the world a better place.

To help bring that purpose to life, we are engaged in a continuous effort to advance the same principles that are articulated in the Global Compact. Our sustainability strategy incorporates those principles and is driven by our company values, which guide the way we interact with our communities as well as our customer, suppliers, and colleagues. Through the lens of that strategy, I.E.M Company Limited has evaluated the United Nations Sustainable Development Goals (SDG) and identified several that are material to our business and on which we believe we have direct impact through our core business competencies. We also identified those where we can have influence, either directly or indirectly. For those aligned with our material issues, we are already underway with active programs and reporting.

One of our major objectives is to disseminate the ten principles of the United Nations Global Compact (UNGC) in our business ecosystem because this can make the world a better place for the generations to come.

This annual Communication on Progress (COP) covers the period of December 2017 – December 2018.

Sincerely Yours,

For 

Tin Oo @ Richard
Managing Director
I.E.M Company Limited





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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

I.E.M Company Limited dedicated and committed to support the United Nations Universal Declaration of Human Rights and all other international, regional and/or local laws, which apply to I.E.M Company Limited, such as Labor Law, Social Security Law, etc.

In terms of human rights, we have provided with a wide range of benefits including medical treatments, social security fund, provident fund and annual outing for a team building activities to ensure that our employees have adequate living standards to lead their lives and able to take care of their families as well as are eligible to life security and income compensation in case of their unemployment, disability and old age.

All employees are treated with respect and honor and without physical and verbal offence. Female employees are also treated equally with their male counterpart without pregnancy test before being employed, while those who take maternity leave will not be dismissed, demoted or wage reduction.

We uphold and affirm equal opportunities among our associates, regardless of the color of their skin, race, gender age, nationality social origin, handicapped or sexual preference.

According to our standard policy and code of business conduct, we fundamentally do not employ child labor and not approve the employment of child labor by our business partner. We eliminate all forms of force and compulsory labor.

We appointed an Employees & Welfare Committee, which comprises of employer and employee representatives to be responsible for carrying out activities related to the application of the requirement of Myanmar Labor Standard.

I.E.M Company Limited conducts appropriate measures related to occupational safety and health covering all areas and types of work, which may be harmful to workers' health and safety, in accordance with laws and occupational safety and health standards. In order to prevent hazards and to decrease risk factors, I.E.M Company Limited has hired a Safety officer in professional level and appointed the safety officer in management level to supervise and take care of all safety issues. Also I.E.M Company Limited has set up a Safety Committee and arrange a safe working environment and provide the following for our workers.

- a. An opportunity to participate in the management of occupational safety and health.
- b. An opportunity to obtain access to information regarding hazards, which may arise from the working process or working environment.
- c. Knowledge and awareness of rules, regulations, code of practice or guidelines concerning occupational safety and health.
- d. Training related to occupational safety and health focusing on issues, which are newly assigned or re-assigned for the performance of work.
- e. Safety equipment and personal protection equipment in accordance with safety standards and suitable for working conditions of each worker.





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Since our operation from 2004 until to date our accident rate is zero and we are striving to maintain this accident rate.

Social Responsibility:

I.E.M Company Limited recognizes its duty toward society while doing business and will fully perform its duty as a good corporate citizen by contributing to the community where it operates. As stated in our Corporate Social Responsibility Policy announced on

"I.E.M Company Limited, one of the leading International Trading Company and the market leaders in Myanmar's Electrical Products Market and always try not only to develop in distribution network all around the Country but also to provide better solution always. We commit on our Principles of Responsibility (PoR) toward our employees, business partners, shareholders and the globe as well as society. Our Codes of Conduct are transparency, accountability, ethical principles and respect for human rights and interests of stakeholders.

We are committed on producing high quality products with regard to protection of environment, production process, distribution and recycle required by law and other international requirements. We listen to the opinion and accept the evolution of social. We also take part in local activities and sell environmental friendly products as well as encourage the use of energy and natural resources efficiently. Moreover, we are engrossed in developing and improving in order to establish the ground of sustainable corporate social responsibility."

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 labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation

Myanmar Labor Law: is written within the provisional scope of the Constitution of the Republic of the Union of Myanmar; Provision of labor laws concerning labor protection, occupational safety, health and environment, labor welfare and labor regulations as well as related conventions of International Labor Organization (ILO) and of the United Nations (UN) are also brought into account.

I.E.M Company Limited recognizes that employees are the company's great asset. To ensure that we are able to recruit, hire and retain the talented individuals in our organization, we strive to assist all of our employees in maintaining a balanced work life and to provide flexibility to employees on an individual basis.

- I.E.M Company Limited respects the right of a worker to establish or become a member of a trade union or other committees in the company and the right of worker to bargain collectively without imposing obstacles or any kind of sanction on such activities.





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- I.E.M Company Limited does not support or does not engage in the use of forced and compulsory labor in any form.
- I.E.M Company Limited does not hire or does not give support to hire young worker under the age of 16 and also does not approve the employment of child labor by our business partner.
- I.E.M Company Limited upholds and affirm equal opportunities among our associates, regardless of the color of their skin, race, gender, age, nationality, social origin, handicapped or sexual preference.

Health and Safety:

Safety is our important measure. We implement and adapt safety framework and the occupational health and safety management standard according to the Occupational Safety, Health and Environment.

Think Safe, Work Safe is a safety campaign used to raise safety awareness for all level of employees to strictly follow without compromising. We have established a clear Health and Safety Policy throughout I.E.M Company Limited. We have also setup Safety Committee and hired a Safety Officer in the professional level and appointed Safety Officer in Management Level and Supervisor Level to take care of all safety issues.

Since our operation from 2004 till now our accident rate is zero and we are striving to maintain this accident rate.

In the term of fire protection we have setup a standard fire protection and evacuation plan. According to this plan we conduct a fire protection and evacuation training annually.

Environment Principles

Principle 7: Business 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

I.E.M Company recognizes the importance of being socially and environmentally company. I.E.M Company Limited is committed to support a precautionary approach to environmental challenges and will undertake initiatives to promote greater environmental responsibility as well as encourage the development and diffusion of environmentally friendly technologies.

- To meet all legal requirements as well as contribute to the improvement of environmental issues.
- Reduce waste materials
- Effective and efficient utilization of natural resources
- Continuous assessment and evaluation of the environment management system: review objectives and targets to ensure the effectiveness of the system.
- Promote and develop staff awareness and responsibility to the environment through communication, provision of relevant information and cooperation among staff, suppliers, customers, government agencies, private sector and general public.





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- I.E.M Company Limited strictly follows the environmental laws and other regulatory requirements, including concerned environmental directives.

Anti-Corruption Principles

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

I.E.M Company Limited its business with honesty, fairness and transparency and is committed to be responsible for society and all stakeholders in compliance with accepted principles of good corporate governance and business ethics.

I.E.M Company limited uphold and affirm that the bribery and corruption shall disappear from all levels of society.

- I.E.M Company Limited prohibits agreements or supplements to agreements referring to the acceptance of bribes or preferential treatment in connection with the brokering, award, delivery, settlement or payment of orders.

- I.E.M Company Limited's financial statements are reviewed every six months and audited by a qualified and fully independent external auditor. The financial statements and reports are correct, reliable and complete according to the generally accepted accounting and appropriate standards.

