**Sithar Coffee** is Myanmar’s “Crop to Cup Coffee Expert” with stakes in coffee plantations, specialty coffee communities, processing mills, roasting plant, with distribution of coffee equipment and ingredients to 1000+ Hotels, Restaurants, and Café across 45 cities across 13+ states and divisions in Myanmar. As of Sithar is a privately held company in work-in-progress to going public with mergers of three coffee companies in Myanmar. Sithar Coffee has 5 distribution hubs around Yangon, with planned 5-10 sub dealers in provincial and state levels. CSR and sustainable foot prints where Sithar having operations and transaction, is within the DNA of Sithar Coffee.

**Human Rights**

Amid the young Democracy, Myanmar still have structure risks with threats of geopolitics, with many ethnic armed groups and Myanmar military still cannot get on 100% peace course. The armed conflicts still persist, while most victims are not the leaders of both Army nor ethnic arm leaders, but the civilians and soldiers who are often human shields between the arm conflicts.

With some Internally Displaced Persons of Kachin armed conflicts, Sithar Coffee is able to provide barista, and food & beverage trainings, and support them opening café and bakery at their home state.

Nevertheless, Sithar Coffee is investing at Eastern Myanmar, in the Golden Triangle region, where marginalized ethnic minority ethnic groups felt being neglected by the central government. Sithar Coffee is to setting up infrastructure to provide seeds, planning know how, trainings, etc in the region with the marginalized ethnic communities who want to migrate from opium into coffee planting.

**Labor Rights**

Role of Women

Sithar Coffee was founded by a working mother Tin Tin Win, having lived and worked in Japan and travelled Myanmar and Japan, who have carried coffee green beans to Myanmar, and roasted at Yangon’s café, 20 years ago. Females are at today’s forefronts at Sithar Coffee, as General Manager, Roast Master, Chief Accountant, Head of Inventory Control, also head of Marketing.

Sithar Coffee participates in Great Women, USAID’s ASEAN Cooperation for Trade and integration (ACTI) Project initiated a gender platform. In 2014, the women entrepreneurs from ten different countries gathered in the region from Myanmar to Association of South East Asian Nations. Sithar Coffee with partnership of ASEAN Women Entrepreneurial Network, Myanmar Women Entrepreneur Association, with Earth Group, Launched Myanmar Great Women Coffee.

Rights for the Personals of Disabilities:

Myanmar only enacted the law to protect the rights of the people of disabilities in 2017 and just mandated employers to employ people of disabilities. Since 2016, Sithar Coffee started the campaign to provide barista and brewing trainings to people of disabilities from Shwe Min Tha Foundation. Sithar Coffee is able to train disabled persons who are physically, mentally, and hearing impaired and recruit the ones who are hardworking with the passion to continuously improve and grow the organization. Nevertheless, Sithar Coffee is not stopping at one round, but will enroll more female and male disable persons and continue to recruit more.

Sithar Coffee donates some proceeds of some products to the Shwe Min Thar Foundation.

Sithar Coffee contributing the “Internally Displaced Personals” of civil war conflicts in Kachin State, and drive in “Narcotics and Opium Eradication Projects” in conflict and under-looked areas around the Golden Triangle at Eastern Shan State are the very efforts Sithar Coffee is dynamically engaged.

Capacity Building to People

Although many business owners in Myanmar are reluctant to upgrade their employees, Sithar Coffee takes the opposite approach—People are the most strategic integral part of Sithar Coffee’s growth. Sithar Coffee cooperate with Mr. Luigi Lupi, father and inventor of Latte Art, also certified trainer of Specialty Coffee Association, and to giving trainings and certification in Myanmar to Sithar Coffee staffs and stakeholders across Coffee industry in Myanmar. With Mr. Luigi Lupi and SCA, Sithar Coffee gives certifications in barista skills, brewing, coffee foundation, and sensory & cupping skills.

**Environment**

Ethnics and sustainability with sound carbon footprints are what Sithar Coffee strives for with the shade grown coffee our model. Sithar Coffee pushes for shade trees for bio-diversity at coffee plantations.

We also strive for good agricultural practice with proper nutritional management while many lands have been spoilt with over dosage with fertilizers and chemicals. While we push for coffee planting program at Eastern Shan around Golden Triangle, we are in talks with nutrients company in China, Japan, and Taiwan for coffee focused fertilizer, while to work with agronomists from Hawaii and Japan, and to collaborate with research not only within Myanmar with World Coffee Research, Coffee Quality Institute, and etc.

**Anticorruption**

**Anticorruption Procedure**

Sithar Coffee has implemented its principals of anti-corruption through a group wide Corporate Governance Framework, and its Code of Conduct expressly prohibits “bribes, illegitimate favors, entertainment, hospitality expenses and requests for personal benefits for oneself or others, either directly or through third parties”. All personnel are required to comply with the Code and it is communicated throughout the supply chain.

Sithar Coffee conducts its business according to the highest legal and ethical standards, and in compliance with all applicable laws and regulations. Its reputation is one of its greatest assets, and any impropriety or questionable conduct is not tolerated. The code has been adopted to further the tenth principles of UN Global Compact: “Businesses should work against corruption in all its forms, including extortion and bribery”, and it applies to all operations and employees of Sithar Coffee including directors, officers, employees, consultants, agents, representatives and third parties suppliers.

This procedure and its related documents are designed to ensure that the Sithar, its personnel and all associated persons comply fully with the tenth principles of UN Global Compact in all Sithar’s business operations. It is the responsibility of each associated person by action and supervision as well as continuous review to ensure strict compliance with the Code of Conduct and this procedure, and the Group may take disciplinary action, up to and including dismissal or termination of contract, against any associated person who violates the Code or this Procedure.

Sithar Coffee has adopted Code of Conduct, Procedures for reporting Improprieties and Employees Guide to procedures for reporting Improprieties and distributed across individual and its supply chain. Any employees of the Sithar who suspects or becomes aware of any violation of applicable law, the Code, or this Procedures must report to the Designated Person, or Board Members who shall in turn report the matter to the Board.

**Implementation**

* Every employee shall have an unfettered right to file a genuine and bona fide complaint and shall not be restricted in the exercise of such
* Any complaint alleging obstruction or reprisals shall be received, reviewed and investigated in the same manner as any complaint alleging
* The procedures for the receipt, retention and treatment of a complaint are set out below and shall be fully complied
* Every complaint may be sent to or lodged in the manner to Designated
* The identity of concerned employees who have lodged complaints shall be kept confidential
* A Complaints register shall be maintained or caused to be maintained for the purposes of recording details of all complaints received, including the date of such complaint and the nature of such. The Complaints Register shall be made available for inspection upon any request of the Management.

**Investigation**

* Designated Person will conduct an initial review of the report received and recommend the remedial, disciplinary or other action to be taken action taken by Sithar Coffee. All investigations shall be reported to the Management for their attention and further action as necessary.
* Upon receipt of any Complaint, the Management may determine to commence or conduct further investigations or review and to take such remedial, disciplinary or other action as it deems appropriate. Sithar Coffee reserves the right to take such action as the Management deems appropriate against any such Employees.

Taxes