



COMMUNICATION ON PROGRESS
United Nations Global Compact (UNGC)

April 2021

MYANMAR INFORMATION TECHNOLOGY PTE LTD



Table of Contents

STATEMENT OF CONTINUED SUPPORT FOR UN GLOBAL COMPACT	2
HUMAN RIGHTS PRINCIPLES.....	3
LABOUR PRINCIPLES.....	4
ENVIRONMENTAL PRINCIPLES	7
ANTI-CORRUPTION PRINCIPLES.....	8

STATEMENT OF CONTINUED SUPPORT FOR UN GLOBAL COMPACT

Dear Stakeholders,

I am honored, once again, to have this opportunity to reaffirm our company's commitment to supporting the Ten Principles of the United Nations Global Compact in the fields of Human Rights, Labour, Environment and Anti-corruption.

In this our annual Communication on Progress, we have described our action plans to continually improve the integration of the Global Compact and its principles into our business strategy, corporate culture and governance and day-to-day operations. However, as of this year, we have had to go through a great deal of economic and social hardships imposed on us with the nationwide restrictions of coronavirus treatment and prevention measures.

Nevertheless, we have so far striven and will do so to update our action plans on the integration of the Global Compact principles into our business strategy, corporate culture and governance as well as day-to-day operations.

We hereby, as always, commit to sharing this information with all our local and overseas stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in black ink, enclosed in a hand-drawn oval. The signature is stylized and appears to read 'Tun Thura Thet'.

Dr. Tun Thura Thet
Founder and CEO
Myanmar Information Technology Pte Ltd

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

MIT adheres the core two primary principles of Human Rights by all means in its scope of business operations and set our policies and goals.

- Integrate into the interaction with various level of stakeholders and employees are treated in value
- Comply in the developed corporate business strategy, governance, and day- to- day management
- Human Rights, transparency, equal and fair opportunities are guardian and given to all employees
- Strictly manage and zero tolerance to any kind of Human Rights violations or abuses.

Implementation

- According to MIT's published Human Rights policy, the outline and rules related to the principles of Human Rights are clearly briefed to MIT's employees' inductions and training
- Business interaction with partners, suppliers and customers are adapted MIT's Human Rights policy, and ensure all stakeholders comply
- Zero tolerance and mechanism for the measures of the workplace harassment (physical, verbal, sexual or psychological) has been in place
- Safe and sound working environment and atmosphere for all employees
- MIT monitor its' employees not to occur in any forms of human rights abuses and to abide as well as adhere the rules, regulations and polices outlined in our staff handbook
- All employees are entitled fair and equitable pay scheme, available basic healthcare, accommodation and professional development

- MIT values the freedom of association and forced/child labour are strictly prohibited
- MIT actively contributes to the Corporate Social Responsibility activities and yearly regular support are such as:
 - Financial support to the outstanding students in rural areas
 - Technical support (hardware, accessories), and (softskills training) are delivered to rural students in Kayin State
 - For those victims affected by natural disasters, disabled and under-privileged population are provided in kind support
 - Sponsoring annual financial assistance to outstanding college/university students especially specialized in Computer Science
- As part of the Covid-19 pandemic public awareness programme, our company's CEO gave a speech live on local TV channel to the public on Digital Business and Information Technology
- Moreover, our company contributed its technical expertise towards National Covid-19 Prevention and Treatment programmes especially in the field of technical applications by collaboration with other experts, professional, and donors.

Being a membership of the United Nations Global Compact, MIT is dedicated to implement the Human Rights principles in its corporate governance and business practices.

Measurement of Outcomes

MIT has been assessed there is no Human Rights violations in all business activities and work environment that proved its leadership of the management. We truly welcome the extensive cooperation and collaboration of our stakeholders to support us in contributing Human Rights principle.

LABOUR 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

MIT value the labour principles and the norms of its corporate strategy is clearly conveyed the non-discrimination of the religion, race, gender, political affiliation or ideology. Governing by International labour standards and local labour laws, all employees have friendly work environment as well as transparent work relation and confidentiality of employees are duly care.

Implementation

According to the established internal policies, the labour principles are followed and implemented in all functional areas particularly in Human Resources, Labor Laws: Rules and Regulations, workplace, social welfare and activities.

Due to COVID-19 pandemic, the virtual operation mode and emergency measures are launched by our management.

(i) Human Resources

- Staff have been directed to work from home during the pandemic. Taking into account of their current positions and responsibilities, the company has funded each and every staff member to help them out with their additional internet and phone bill expenses.
- Relevant steps have been taken to enable our staff to avoid coming into contact with the customers, partners or stakeholders in performing their business activities by means of virtual and zoom meetings, chatting and sending emails and messages as well as online service for business continuity
- Regular scheduled calls are set up by functional team to set weekly work-related goal and target as well as sharing personal feelings in virtual office environment
- Survey are sent out to the staff members to understand the needs during virtual operation mode for personal, professional and learning support

- Virtual training courses, workshop and orientation sessions are conducted to ensure personal development and effective technical support are provided
- As per Human Resources policy, the allowance and applicable leaves are approved for staff members

MIT affirm that recruitment processes are followed for equal employment opportunity and forced or child labour are forbidden. During virtual working period, MIT highly sustain the zero discrimination, abuse of position and power and moral support are duly provided.

(ii) Labour laws, rules and regulations

Based on MIT's established internal policies, and staff handbook, the employees are entitled the benefits in which the remuneration, compensation and leaves are expressly recorded, and complied the labour laws. The briefings to the employees include to ensure the compliance of labour law which MIT acts in the disciplinary measure.

MIT recognizes the right to collective bargaining and freedom of association. Zero tolerance to discrimination are clearly stated in the workplace.

(iii) Workplace: safe, hygiene and social distancing

Due to the COVID- 19 restrictions, the workplace and work areas are sanitized to ensure no virus transmission, and social distancing measures are strictly followed. The basins, hand soaps, and handgels are installed in public area and offices. Staff members attend the office by rotation basics and office vehicles are provided for pick up and drop off.

(iv) Social welfare and activities

- The formal provision for staff social welfare are ongoing in the form of leave entitlement, healthcare services supplied by the government Social Security Board, offering credit to staff in times of grave financial need, housing or accommodation and transportation support.
- Annual staff meeting is organized and conducted virtually.
- Any staff suspected of Covid-19 infection are immediately tested and quarantined where necessary by relevant authorities. Necessary help and social support are provided.

- Staff members are encouraged to donate individually or collectively towards Covid-19 Prevention and Treatment Centers, Yangon General Hospital and Social Welfare Volunteer Centers.

In accordance with labour principles, MIT operated and implemented in day-to-day operations which is acknowledged by our stakeholders. Management oversight and monitor the labour rights issues by specific measures and corrective actions.

Measurement of Outcomes

There is no known violations or breaches of labour laws has been recorded. MIT and its stakeholders uphold the importance of the factors in the labour principles and complied in the corporate governance and business operations.

Further, MIT has also been successful in weathering the dreadful onslaught of Covid-19 pandemic due chiefly to strictly adhering to prevention measures laid down by the government.

ENVIRONMENTAL PRINCIPLES

Principle 7: Businesses should support a precautionary approach to environmental challenges.;

Principle 8: undertake initiatives to promote greater environmental responsibilities; and

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

Assessment, Policy and Goals

Impact on the environment is relatively minimal that has direct effect by MIT as well as no travel is conducted in light of the COVID-19.

MIT extensively encourage and promote green technologies in its' business and day-to-day operations that is disseminated to MIT stakeholders and partners.

Environmentally friendly scheme has been outlined and promoted in terms of zero plastics, paper less practice, recycling and online communications.

Implementation

The implementation has been in progress which can be stated by

- The equipment used in the office functions are properly disposed in environmentally friendly manner as well as considered this fact in planning and purchasing.
- Reusable or recyclable products are encouraged to use
- Office vehicle way are scheduled to minimize environmental pollution
- Office facilities are properly controlled and managed by its established internal rules and regulations.
- Follow up and monitoring the employee to comply at workplace
- Employees are started apply basic rules at their home to protect the environment during work from home period

Measurement of Outcomes

The initiation and continued support of MIT to minimize the environmental impact is recognized by enhancing the knowledge sharing to our stakeholders including employees that can adapt to their daily lives. MIT make an effort for great initiatives and contribution from its worksites to wider network.

ANTI-CORRUPTION PRINCIPLES

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

Assessment, Policy and Goals

Any form of bribery, kickback, etc., are strictly forbidden in the organization and preventive and timely actions are in place. MIT extensively advocates transparency and accountability in our business practices and holds zero tolerance when it comes to bribery and corrupt practices. Every business transaction is closely administered as per internal financial rules and practices. MIT has been acknowledged by its multiple level of stakeholders for its firm position and statement.

Implementation

In compliance with established and existing applicable Myanmar anti-corruption Laws,

- Financial payment and funding use are clearly recorded and reported.
- Risk, compliance, and audit assurance set in place (internal and external audit management)
- Either in the bidding or in the contractual process, MIT adopts a comprehensive anti-corruption policy in supplier and customer management
- Standard recruitment and performance review procedure are well established for fair and impartial assessment
- Ensure internal business procedures are in line with MIT's anti-corruption commitment

Measurement of Outcomes

Anti-corruption principles are embraced in MIT's business performance and operation with active cooperation from relevant stakeholders and partners. Consequently, no complaints or cases of corrupt dealings have ever been reported in our organization.