



# STRATEGY FIRST UNIVERSITY

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November 1, 2021

To our stakeholders:

I am pleased to confirm that Strategy First Education Group Limited reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Strategy First Education Group Limited has a history of responsible business conduct. We are aware that we have an obligation to carry our activities today for better tomorrow. We have focused specifically on our stakeholders—and Strategy First Education Group Limited itself—considers high priorities: customer satisfaction, climate change, human rights, diversity and inclusion, and talent retention.

We have become increasingly aware of the need to expand our social and environmental responsibility and have acknowledged the need to maximize economic and other positive impacts on the communities in which we operate, respecting and, wherever possible, improving the environment.

We are also proud of our continued commitment to support schools, nonprofit organizations, and the communities where we live and work. Our ultimate goal is to make UNGC principles an ever more integral part of our everyday lives so as to assist us in achieving our business objectives.

Sincerely yours,



Aung Chit Khin  
Founder/Managing Director  
Strategy First Education Group Ltd.



## Human Rights

We centre our business activities on the concept of humanity. Support for human rights is an absolute imperative for any socially responsible company. Human rights are universal and play a fundamental role in the development of society as a whole. In this regard; Strategy First Education Group Limited;

- Implementing policies to prevent and act on the possible human rights issues
- Educate and train knowledge on human rights issues to students and staff.
- Department heads are expected to exercise vigilance on a day-to-day basis. We reviewed all internal company ethics and rules and developed programs for employees to make them aware of human rights.
- As we are an educational services organization, we make sure that students are well aware of the importance of human rights and to be able to practice and aware of them in their day-to-day activities.
- We supported temporary shelters for the political activists/protesters during the inhumane breakdown by the military regime during the peaceful protest during the coup in February 2021.
- We are supporting free continuing education for people with disabilities. We are working with the Association of the Blind to offer the free business-related courses.

Since the start of the military coup in Feb 2021, citizens of Myanmar have been protesting this injustice action. But the military regime has been cracking down on these movements using excessive inhumane forces. During these protest movements and crackdown periods, we are using all the infrastructure to provide shelters for all the protesters just as a place to recover the energy and as a safe space to hide from during the inhumane crackdown.

We also protected the students that are from the military officials' families or related ones not to suffer from the excessive social bullying by other classmates and students due to this current event as we have a zero-tolerance policy against discrimination and bullying (on and off-campus) regarding of the race, origins, beliefs etc.

We have an education platform providing professional diplomas and we have been giving free access and supports to Myanmar Blind Association so that these people will also have a chance to receive continuing education from our organisation.

- We have received a lot of positive feedbacks from all the stakeholders including many other normal citizens of Myanmar regarding the provision of shelter but also received negative reviews on the protection to the students from the military officials' families.
- We have been able to promote observance and implementation of international human rights standards in our company's policy as well as stakeholder's.



## Labour

Strategy First Education Group Limited believes in equal employment opportunity. Our HR team makes sure that workplace rules, policies, practices and behaviour are fair and do not disadvantage employees' potential. All the workers are valued and respected and have opportunities to develop their full potential. Our recruitment, selection practices are opening competitive and based on merit.

- If the people with disabilities are hired in jobs and will be provided with ongoing support. Under this approach, even those unable to work in the short term are encouraged to plan for the future. We will not be discriminating against any of the disabilities or differences
- We will continue our investment in wage subsidies and increase the availability of training and support employment.

Child labour is a very serious problem. We believe children are our future, and we have to take care of them if we want a better future. Strategy First Education Group Limited has consistently raised its voice against Child Labour and Forced Labour. We have policy

- Prevent child labour or forced labour within operations and supply chain
- Support education and vocational work for needy children

A few months ago, one of the SFEG canteen staff expired due to cancer disease, and her child has been left without any family members or relatives to look after him. We have been supporting education and will be providing vocational training and work in the near future once he reaches a proper age.

Our employees are satisfied and are happy enough to full utilize their potential in work. They know the full support of management is with them.





## Environment

Strategy First Education Group Limited has certain environmental goals, which clearly proves that we are not engaged in any activity having a harmful or negative impact on the environment. We are committed to continuous improvements in environmental performance and the prevention and reduction of pollution, waste, carbon dioxide emissions and the use of paper etc. The steps taken by Strategy First Education Group Limited are

- We have planted 3000 plants in the Yangon region outskirts area in 2020.
- We have provided filtered drinking water to reduce plastic bottle usage.
- The employees and students are instructed to turn off the lights when they are leaving and try to utilize natural light when they can, and to print on both sides or use back side of old document for faxes, scrap paper, or drafts. Avoid colour printing and print in draft mode whenever feasible.
- We are committed to using recycle bags as one of our main marketing merchandise to reduce the usage of plastic bags and encourage all the stakeholders to increase the usage of recycle bags and products.
- We have been committed to collecting the waste and trash in our surroundings as well. We have been able to held Strategy First Annual Waste collection day in December annually by involving all the stakeholders, such as students and staff. We have also been able to collect the trash and waste in the environment during annual trips and other visits to beaches, heritage monuments and mountainous areas.

By running as a sustainable, environmentally friendly business, Strategy First hopes to improve all the involving parties in the organisation, including our mother nature earth.

## Anti-Corruption

Strategy First Education Group Limited is always raising its voice and combating corruption, both internal and external.

We have implemented appropriate policies and procedures against fraud, bribery and corruption and make sure that our employees are aware of the consequences.

At the internal level, we have maintained an excellent check and balance system over transactions. The records are maintained with proper proves that where does each transactions go to and what is done with it. This information is checked and controlled by the finance, administration and HR department, which ultimately reaches to CEO.

We have also involved our students in the awareness of anti-corruption as well. Students are always informed on ethical business standards to be well prepared and will not engage in any of the activities once they graduate from our university.