

# SUSTAINABILITY REPORT 2020



**SHWETAUNG**



## **Acknowledgements**

The preparation and publication of this Sustainability Report was made possible by the contributions by a significant number of team members within the Shwe Taung Group. We are very grateful to our stakeholders for their support, especially in view of the challenges faced in the country from the COVID-19 pandemic.

## **Disclaimer**

This document was published in November 2021. It reflects, to the best of our knowledge, the current performance of the Group. It may contain forward-looking information on the Group (including objectives and trends), as well as forward-looking statements.

Such forward-looking information and statements included in this document are based on economic data and assumptions made in a given economic, competitive and regulatory environment. They may prove to be inaccurate in the future. Shwe Tuang assumes no obligation to update publicly any forward-looking information, statements, objectives or trends contained in this document, whether as a result of new information, future events or other factors.

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# Strategic Report

## About Shwe Taung Group

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At Shwe Taung Group, our 6,000 people are proud to belong to a leading local company that embraces international standards and contributes responsibly to the growth of Myanmar.

Ever since our business was established in the 1990s, we have consistently looked ahead and worked as one to ensure a sustainable future for our country, its people and their families. In the decades since then, our Shwe Taung Foundation has helped build over one hundred schools across the country, and continues to enrich our nation by providing opportunities for education today and tomorrow.

Driving us forward are our values of integrity, responsibility, entrepreneurship, and resilience, all forged over time from a commitment to set the highest standards and to comply with international best practices.

It is our shared belief in inclusive growth for all our people that inspires us to focus on caring for our customers, employees, stakeholders, partners and our community.

Together, we champion corporate social responsibility among Myanmar businesses, and our five business divisions converge upon a sustainable, long-term purpose that propels smarter growth for our nation.





#### Laying the foundation for sustainable development

- Over 500,000 m<sup>3</sup> of concrete manufactured yearly and growing
- 2 million metric tonnes of cement production capacity
- One of the first pre-cast manufacturers in Myanmar



#### Building Myanmar's future

- 480+ engineers working to deliver quality projects
- 200+ building and construction projects completed
- 700km+ of road constructed; 70km+ of railway under construction & 50+ bridges built



#### Enabling sustainable growth for Myanmar

- 52 MW power plant in operation
- 262 km toll road concession & operation



#### Shaping urban landscapes

- 7 million sqft of office, retail and residential real estate under management
- 15,000+ residential units developed
- 2 million+ shoppers monthly across our Junction Centres



#### Creating experiences that inspire new lifestyles

- 16+ million people listening to Padamyar FM
- 2 million moviegoers in our 9 JCGV cinemas
- 3.2 and 1.9 million customers at BreadTalk and Food Street respectively in 2019

We have an extensive presence across the country, with the successful execution of a variety of projects that have contributed to the development of Myanmar. We have highlighted some of Shwe Taung's most significant projects below.



### **Sagaing Highway**

188 km of toll road connecting 3 major cities in Upper Myanmar



### **Pyi Nyaung Cement plant**

Production capacity of 2 million tonnes of cement per annum



### **Baluchaung 3**

52 MW hydropower plant powering the country



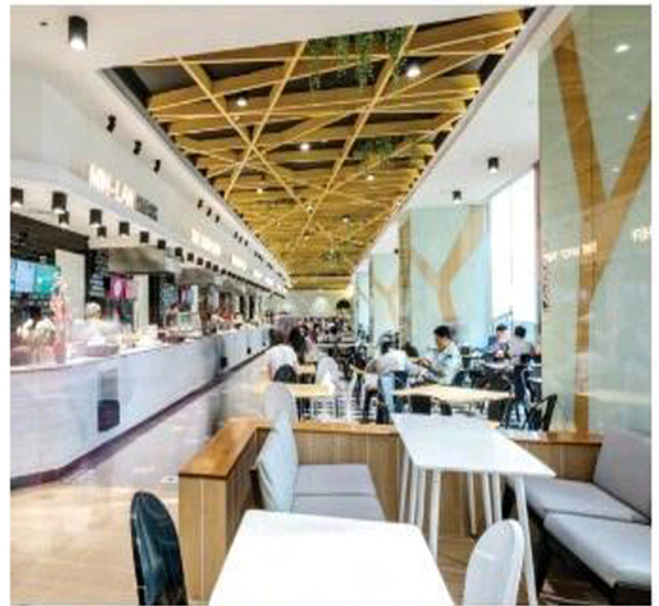


### **Junction City**

2.6 million sqft world-class integrated development

### **FoodStreet**

The biggest international-standard food court serving 300,000+ customers yearly



### **Dagon Seikkan Smart District**

1,000 acres of urban infrastructure development and 300 acres of land for private and commercial development



### **Crystal Tower & Crystal Residences**

1.2 million sqft of integrated development, including 159 residential units in Crystal Residences

# Statement from Our Board of Directors

Dear Readers,

The World Health Organisation declared the COVID-19 outbreak a global pandemic on 11 March 2020. For a developing country like Myanmar, the pandemic has caused unprecedented challenges for our country and our people. COVID-19 has substantially transformed Myanmar's business landscape and operating environment.

As a Myanmar company providing products, solutions and services affecting millions of people in the country, we focused on 3 priorities in 2020. First, protect the safety of our 6,000 employees. Having a healthy workforce was the only way we could build resilience of our operations to continue supporting the needs of our stakeholders. Second, business continuity. We are mindful of how our operations affect our customers, suppliers, and partners, and we tried our very best to manage any disruption to our operations. Third, we reached out to the communities around us and supported them where possible.

With the above 3 priorities, we navigated 2020 together as a team. The human impacts of COVID-19 affected all of us profoundly, and we are extremely grateful for the strength and commitment displayed by our employees and stakeholders. Together, we will find a way to work through this crisis and emerge stronger from it.

As we continue to address the challenges posed by COVID-19, we are guided by our core values, our purpose and our code of conduct. The time and effort we invested in the past few years to strengthen the sustainability of our business model have made us better equipped to face these uncertain times. Our robust corporate governance framework ensures that we achieve our goals and execute our strategy in an aligned manner that meet the needs of Shwe Taung Group and the wider needs of our country.

Based on a comprehensive review of our sustainability strategy in 2019, we structured our approach to sustainability and identified 17 issues under 4 pillars that are material for both Shwe Taung and for our stakeholders. In 2020, we implemented our sustainability strategy in line with these 4 pillars. This report provides an update on our progress.

We continue to strive for improvements in our sustainability reporting. If you have any comments or queries regarding this report, please feel free to contact us at [info@shwetaunggroup.com](mailto:info@shwetaunggroup.com).

As always, we sincerely thank you for your continued trust in and support of Shwe Taung Group. Stay safe and stay healthy.



**Mr. Aik Htun**  
Chairman



**Mr. Aung Than**  
Vice-Chairman



**Mr. Ye Myint**  
Vice-Chairman

**Mr. Aung Zaw Naing**  
Executive Director  
Shwe Taung Group CEO



**Mr. Win Htay**  
Executive Director



**Ms. Sandar Htun**  
Executive Director



## Our Corporate Values

### Integrity



- Trust is the foundation of our relationship with stakeholders.
- We are always open, honest, fair, and ethical.
- We conduct our business according to the highest standards of corporate governance and in compliance with all applicable laws.

### Responsibility



- We help the communities around us live better, safer, and happier lives.
- Environmental sustainability is core to our business.
- We aim to create a positive and lasting impact on the world.

- We are committed to delivering on our promises.
- We overcome challenges with flexibility.
- We face adversity with courage, dedication, and hard work.

### Resilience



### Entrepreneurship



- We always put our customers first.
- We look for creative solutions to solve challenges.
- We create new possibilities through innovation.

## Our Purpose

At Shwe Taung, we thrive on earning and safeguarding the trust of our stakeholders in everything we do every day, because we aim to shape a better future for Myanmar.

As a corporate citizen, we are driven by our values of integrity, responsibility, entrepreneurship, and resilience. We are responsible for demonstrating that we are part of the solution. We will always avoid harming our people, society, and nature. We champion accountability and business ethics, as we believe that embracing demanding business standards is critical for shaping a better tomorrow.

As a company committed to sustainability, our engineers strive to innovate, design, and deliver future-proof infrastructures and solutions. Our teams are passionate about bringing the best technologies, products, and experiences to our country and making them accessible to all.

As a significant employer, we bear a specific responsibility to enhance Myanmar's human capital. Our ambition is to provide our current and future employees with a respectful, safe, and rewarding workplace. We invest in building the capacities of our people to develop the skills they will need to move our country forward.

At Shwe Taung, this purpose leads us: shaping a better future for Myanmar.



**INSPIRING LIVES.  
SUSTAINING PROGRESS.**

# Our Corporate Governance Framework

Shwe Taung Group refers to different companies that share a common set of interests. All the companies that are part of the Group are fuelled by the same values and common purpose. Moreover, most of the companies that are part of our Group are owned, controlled, and managed by the same people<sup>1</sup>.

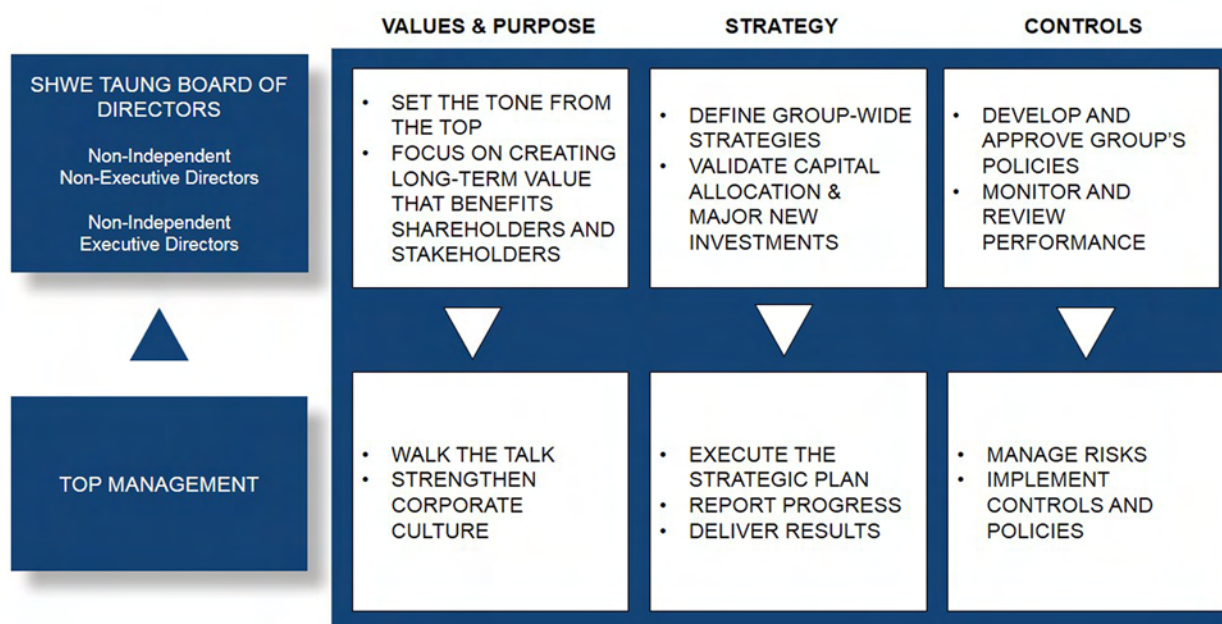
## Governance Framework

Our governance framework reflects our corporate structure. Elected by our shareholders, and led by our Chairman, our Board of Directors has the responsibility to oversee and ensure the relevance and sustainability of our business model. It is supported by boards and management committees in each of our Business Divisions.

The Group's Corporate Governance Manual covers the Group's corporate governance policies and processes. It includes:

- Group Board Charter<sup>2</sup> with the roles of the Board, the responsibilities of its directors, its working procedures. This document was approved by our Board of Director in June 2018,
- the Charters for its different committees to state their responsibilities, composition and working procedures,
- the Group's corporate policies including its code of conduct, its related party transaction policy and its conflict of interest policy.

The roles and responsibilities of the different bodies involved in our corporate governance, especially the relationship between the Board and the Management, are detailed in the following diagram:



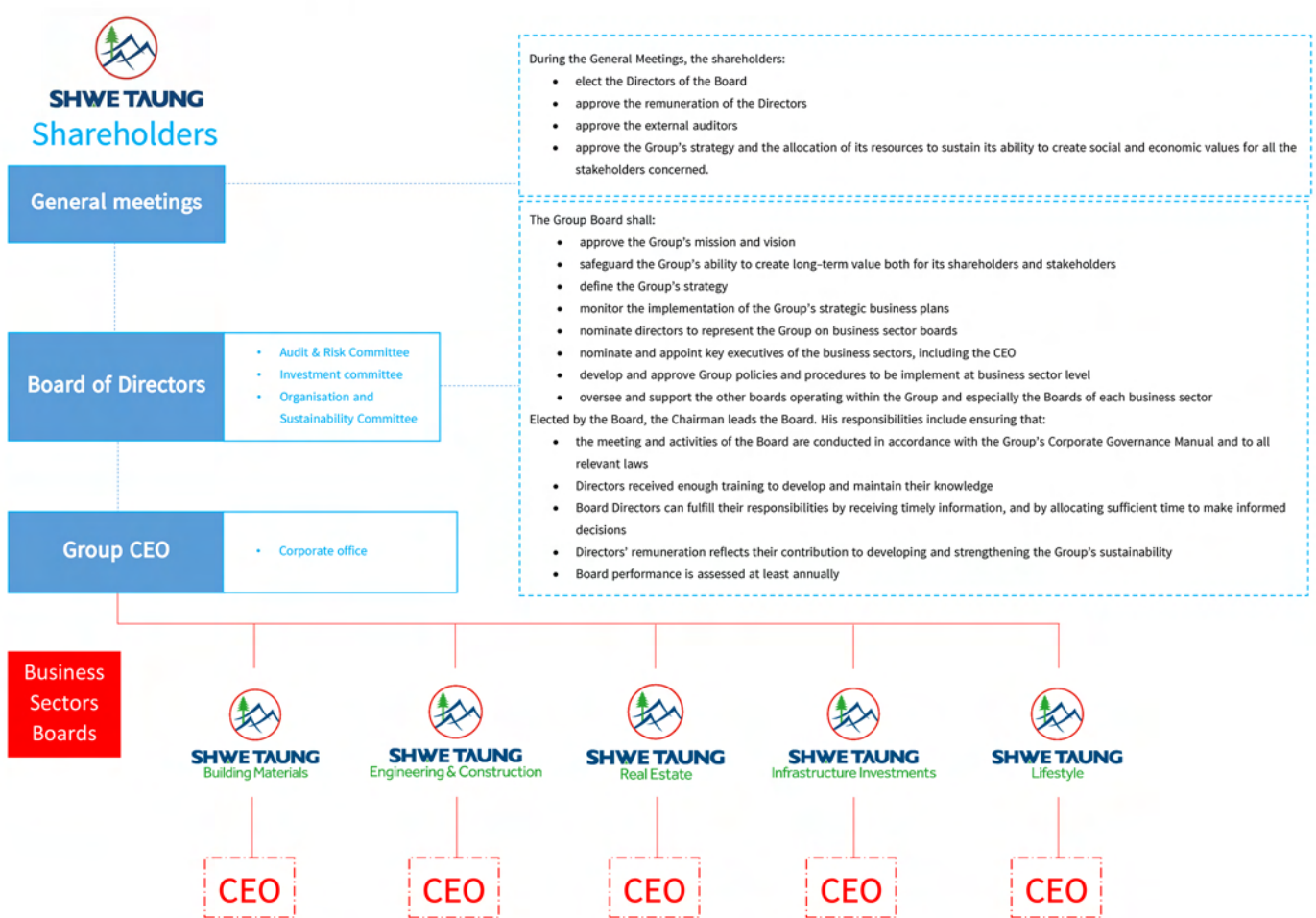
<sup>1</sup>The main beneficiaries of the Group are mentioned on our website:

<https://www.shwetaunggroup.com/about-us/corporate-structure/>

<sup>2</sup>See: [https://www.shwetaunggroup.com/wp-content/uploads/2019/02/Board-Charter\\_Shwe-Taung.pdf](https://www.shwetaunggroup.com/wp-content/uploads/2019/02/Board-Charter_Shwe-Taung.pdf)



More specially, our governance articulates the following bodies:

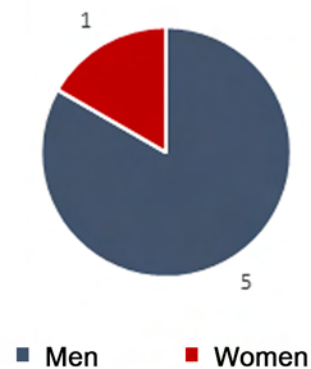


## Board Profile

Breakdown by Type



Breakdown by Gender



## Activities of the Board in 2020

We conducted 4 board meetings in 2020, chaired by Mr. Aik Htun, Non-Executive Chairman, and attended by all our Board members. Their profiles are available on our website. Their individual contributions are summarised below:

Directors	Role	Board Meetings: 4			
Mr. Aik Htun	Non-Executive Chairman	☐	☐	☐	☐
Mr. Aung Than	Non-Executive Vice-Chairman	⊙	⊙	⊙	⊙
Mr. Ye Myint	Non-Executive Vice-Chairman	⊙	⊙	⊙	⊙
Mr. Aung Zaw Naing	Executive Director	⊙	⊙	⊙	⊙
Ms. Sandar Htun	Executive Director	⊙		⊙	⊙
Mr. Win Htay	Executive Director	⊙	⊙	⊙	⊙

☐ - Meeting chaired

⊙ - Meeting attended

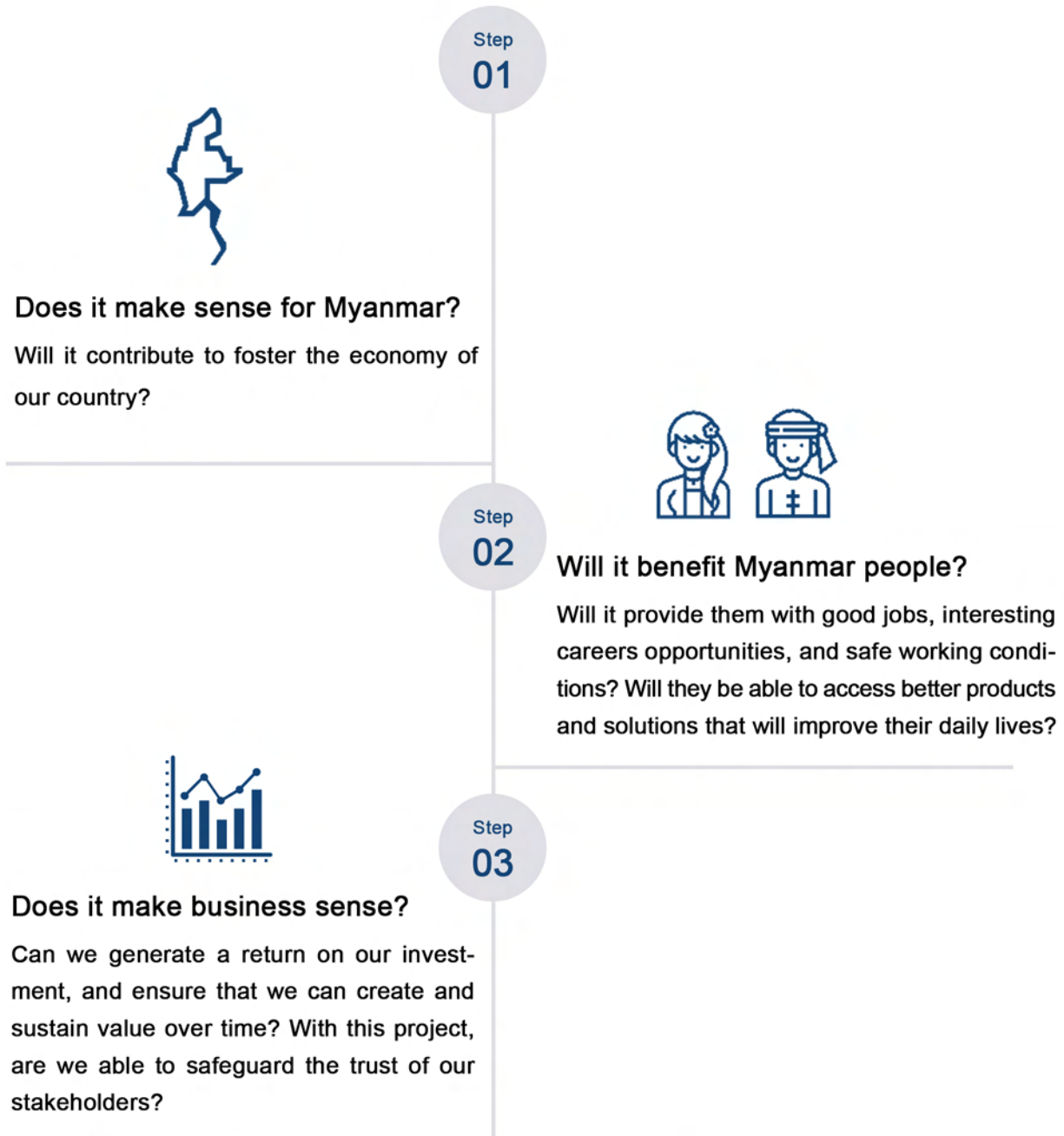
With the catastrophic health crisis in Myanmar caused by COVID-19, our Audit and Risk Committee, Investment Committee, and Organisation and Sustainability Committee did not meet in 2020. Their duties, detailed in our Board Charter, were assumed by the Board directly. The following table details the activities of the Board for 2020.

Topics Discussed	BOD meetings			
	1	2	3	4
Governance Updates	*			
Business Investment	*	*	*	*
Business Review	*		*	
HR Matters			*	
Capital Allocation	*	*		
Strategic Planning	*		*	*
Annual Report				*
Audit Plan	*			
Financial Report	*			*
Organisation Structure	*		*	

Attendees for all BOD meetings -  
Chairman and All BOD members

## Investing in projects that will benefit all our stakeholders

We consider the following factors when reviewing a project:



Our Board will only consider a project and make a decision if we can answer positively to the three questions above, as the project would then be aligned with our purpose. If we cannot answer positively to the questions but we still believe that the project is worth pursuing, we have to amend and update the project's impact and financials to pass this scorecard. As we are mainly purpose-driven, we can accept a lower economic return on investment if it maximises the value created for our stakeholders or if it significantly helps to reduce the impact of our operations on the community and environment.

## Structuring our approach to sustainability

With the firm belief that sustainability is a pre-requisite to long term business performance, we conducted a comprehensive review of our approach to sustainability at the Group level in 2019. We defined our sustainability universe, prioritised the issues that were important, and ensured internal alignment for successful implementation.

First, our sustainability team conducted an in-depth analysis to assess the trends. We considered various standards, such as the SASB or the DJSI, to ensure that we were screening the topics that were potentially relevant to our stakeholders and Shwe Taung. We settled on a list of 42 topics.

Second, we engaged with our stakeholders. Externally, we met senior executives from 12 organisations representing our suppliers, public authorities, business partners, and NGOs. Internally, 50 senior managers provided their feedback. From this extensive series of consultations, we identified 17 issues that are material both for Shwe Taung and for our stakeholders.

Finally, Shwe Taung's top management reviewed the results. We combined the 17 issues under 4 pillars to structure Shwe Taung's approach to sustainability. Ultimately, Shwe Taung Group's CEO and the chair of our Sustainability Committee approved the outcomes.

We believe that as a result of this process, and with the disclosure of this report, we comply with the spirit of AA1000AS standards and with various other international standards related to non-financial reporting (see page 46).

### Shwe Taung's Code of Conduct

We issued Shwe Taung Group's first Code of Conduct in 2017 which covers policies that include anti-corruption and anti-bribery, conflict of interests, human and labour rights, non-discrimination, sustainability, whistleblowing, occupational health and safety, respectful workplace, stakeholders' grievance and dispute resolution, among others.

The Code of Conduct applies to all employees and directors of Shwe Taung Group, and all related entities and subsidiaries. We have consistently updated the policies to ensure their relevance and the last revision was in August 2020.

In 2020, we received 16 complaints related to our Code of Conduct and we have fully resolved the concerns raised in the complaints.



# Our Materiality Analysis

Out of our chosen 42 topics, we identified 17 issues that are material and critical both for our stakeholders and for Shwe Taung. Each issue pertains to a pillar of our strategy.

**Committed Company**

**+** To serve its clients, the Group is committed to reinventing itself, innovating and developing new solutions to support Myanmar's development. To do so, the Group relies on its stakeholders' ecosystem, especially its suppliers and partners, with whom it wants to create shared value.

**Respectful workplace**

**●** For us, respecting our people is the cornerstone for delivering on our promises and for building a vibrant corporate culture. We invest in developing their talents and in providing them with a fair, rewarding, and safe working environment. Their passion will drive our ability to deliver long-term results.

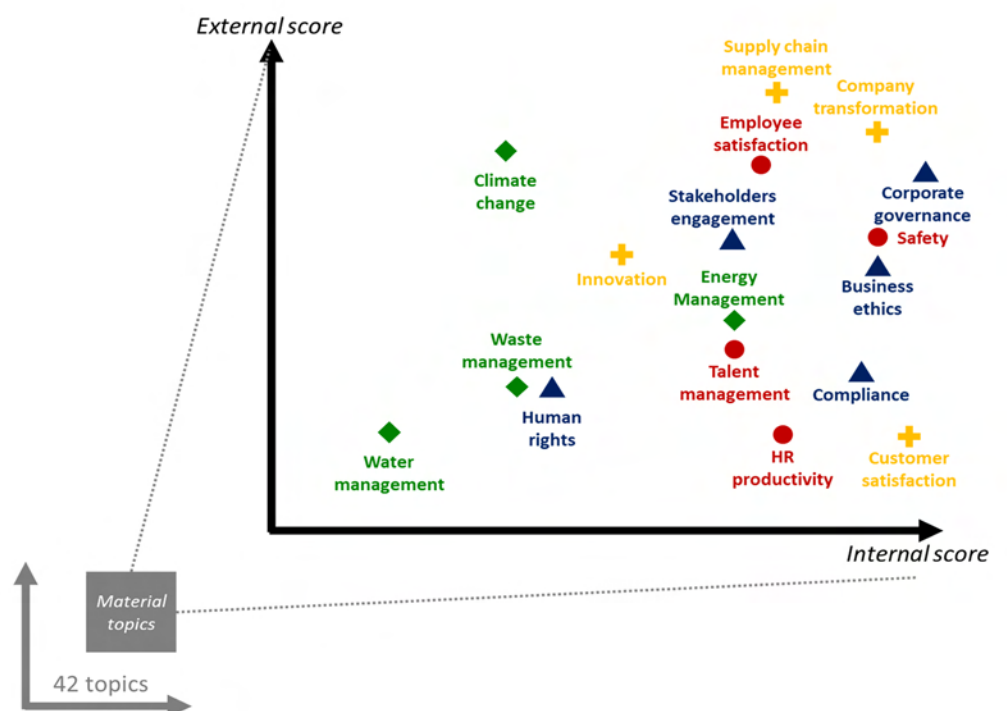
**Responsible industrial player**

**◆** Climate change is a pressing issue that affects not only Myanmar but the whole world. At Shwe Taung, we strive to play our part and reduce the negative impacts of our operations. We aim to foster, wherever we can, the regeneration of natural ecosystems to build a desirable future.

**Good Corporate Citizen**






**▲** At Shwe Taung, we believe responsible business is key to building a better society. We are also of the view that our stakeholders' trust is our most critical asset to ensure our future. Therefore, we embrace the highest standards to shape our business ethics and transparency practices.

The result is our materiality analysis:



# 2020 Highlights

As a purpose-driven company, our strategy is focused on addressing the needs of our country and our citizens. Our Business Divisions are part of a common value chain, and we leverage on synergies across our Group. This integrated business model can benefit the nation and Myanmar people. It fosters economic development with positive impact while mitigating social and environmental impacts induced by our activities.

BUSINESS	RESULTS
 <p>We produce high-quality, low cost building materials locally, lowering the cost of national development.</p>	<ul style="list-style-type: none"> <li>• Focused efforts on continuing business operations in cement factory, concrete and precast businesses, in line with COVID-19 guidelines.</li> <li>• Completed Waste Heat Recovery System at cement factory, with zero accident. Testing and Commissioning started in September 2020 and finished in December 2020.</li> </ul>
 <p>We are building the future of Myanmar by creating international-quality housing, commercial developments, transportation, infrastructure and energy solutions.</p>	<ul style="list-style-type: none"> <li>• Operated existing projects in accordance with COVID-19 guidelines</li> <li>• Set up an Emergency Response COVID-19 Team, implemented extensive policies to prevent spread of COVID-19, and provided food and medical assistance to staff and labourers.</li> <li>• Accepted two solar projects as subcontractor Nyaung Pin Gyi and Aung Chan Thar.</li> </ul>
 <p>By taking a long-term perspective of the property landscape, we help create sustainable urbanisation solutions in Myanmar.</p>	<ul style="list-style-type: none"> <li>• Implemented retail tenant stimulus programme comprising rental reduction and assisting tenants to embrace digital platform such as live sales activities.</li> <li>• Strategic collaboration with Beehive, Shwe Taung's online sales platform, to assist tenants in listing and selling products on Beehive.</li> <li>• Crisis management team set up coordinate Covid-19 efforts, define and implement operating procedures and support staff.</li> <li>• Leveraged on assets (shopping centres, offices, social media platform) to help Myanmar spread the message on awareness on COVID-19 and preventive measures to be taken.</li> </ul>
 <p>Our investments in renewable energy and transportation infrastructure sustain the development of the nation.</p>	<ul style="list-style-type: none"> <li>• Completed solar projects that include Junction Square Multi-storey car park, Junction Nay Pyi Taw, and ParkRoyal Nay Pyi Taw.</li> </ul>
 <p>Transforming lifestyles in Myanmar, we fulfill the aspirations of a growing consumer class by bringing quality, new-to-market entertainment, retail and F&amp;B experiences.</p>	<ul style="list-style-type: none"> <li>• Actively pivoted to digital platform with introduction of mobile payment, electronic wallet and direct sales and delivery to consumers.</li> <li>• Put in place stringent guidelines to prevent spread of COVID-19 among employees as well as consumers.</li> </ul>



# SHWE TAUNG



We ranked 3<sup>rd</sup> in the 2020 Pwint Thit Sa report.



We are one of the founding members of BCGEA, and Ms. Mi Mi Khaing serves as Vice Chair of its Board.



We are the first company to be awarded group-wide EDGE Access Certification in South-East Asia.



We contributed 112 schools that benefit 100,000+ students nationwide every year.

# Committed Company

## Optimising organisational performance

As part of our commitment to support Myanmar's development, we have consistently transformed and prepared ourselves to seize new opportunities with our stakeholders. The process of innovating and developing new solutions allow us to ensure Shwe Taung's sustainability in the future.

We started our journey of strengthening our group a few years ago, with the objective of building a lasting company with strong corporate governance and optimised organisational performance.

Strengthening Shwe Taung's business culture was a key focus for us in 2019 as we recognised that culture is one of the best competitive advantages a company could have. We engaged our employees at every level, communicated the mindset shift that was required and articulated the need to deliver sustainable performance in line with each pillar of our strategy.

The performance indicators and scorecard that we developed for our people allowed us to discuss, validate and reinforce our culture with them in 2020. We managed their behaviours and reinforced the values and norms that we expected to see.



At the corporate level, the organisational changes made in 2019 better prepared us to manage the business disruptions caused by the COVID-19 pandemic. The consolidation of our financial data gave a better view of the performance of our assets.

The various IT solutions implemented provided better data and information for decision making, especially during prolonged lockdown in Myanmar. Due to our enhanced corporate structure and processes, we had more tools to make better-informed decisions when confronted by the challenges posed by COVID-19.

## **Trusted partner for stakeholders**

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Shwe Taung's robust corporate governance framework, risk management system, and our focus on building a sustainable future enabled us to transform Shwe Taung into a partner of choice for international partners.

We were able to build strategic business alliances with international partners because of their confidence in us.

We are one of the few companies in Myanmar to partner international financial institutions such as the IFC. We have built strong relationships with international banks including with Singapore's OCBC.

### **First Green Loan in Myanmar**

In February 2020, Singapore's OCBC Bank provided Shwe Taung Group with a US\$ 44 million green loan, issued under Shwe Taung's green loan framework in accordance with the Green Loan Principles issued in 2018 by the Loan Market Association and the Asia-Pacific Loan Market Association. The green loan was made possible by Junction City Shopping Centre's attainment in January 2020 of the internationally recognised Green Mark certification issued by the Building and Construction Authority of Singapore.

By partnering OCBC Bank in this landmark green loan in Myanmar, Shwe Taung hopes to catalyse the growth of green financing in Myanmar and encourage other companies to embrace the sustainability agenda.

# Supporting Myanmar's sustainable development

As an entrepreneurial Myanmar company with strategic partnerships with international industry leaders, we aim to bring cutting-edge technology to Myanmar that can support the country's sustainable development.

## Considering the value of our assets over their lifespan

As a responsible company committed to a sustainable future of Myanmar, we consider the impact of our projects and assets throughout their lifecycles. Certain features of a project might appear costly at their initial stage but would bring additional value later. For example, Myanmar has a strong potential for solar power, but it also requires upfront investment to reap future benefits.



Shwe Taung firmly believes in building a cleaner future through renewable energy. In August 2020, PARKROYAL Nay Pyi Taw installed a 357 kWp of ground-mounted solar PV system with 940 pieces of 380W monocrystalline solar panels. The on-grid solar power system would be able to generate 514 MWh units of electricity annually, reducing power utilisation from the country's utility grid and from the hotel's diesel generator. The new solar system has an environmental impact equivalent to 200 tonnes of coal savings, 500 tonnes of carbon dioxide reduction, and planting 27,700 trees.

Besides PARKROYAL Nay Pyi Taw, Shwe Taung's solar energy portfolio also includes Junction City Yangon, Junction Square Yangon, and Junction Nay Pyi Taw. The total installed solar energy capacity is 1.5MW.

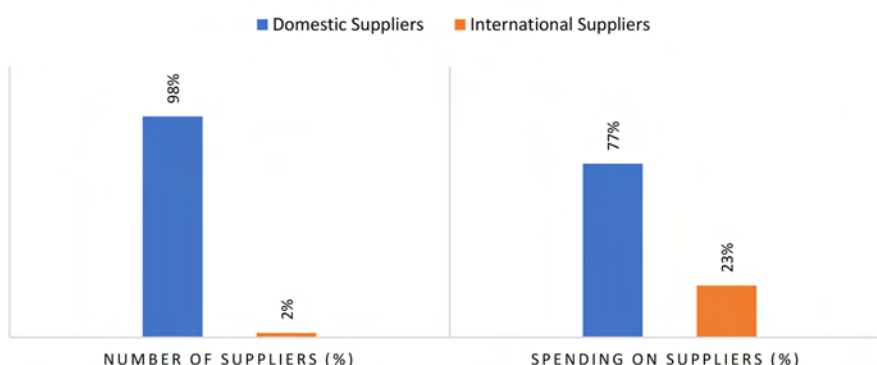
Shwe Taung Real Estate introduced the first solar energy system townhouse in Myanmar, using a hybrid solar system at its Malikha Townhouse project. A total of 24 pcs 315W solar panels were installed, with total capacity of 7.56 kWp. The state-of-the-art technology allows home owners to enjoy uninterrupted power supply within 0.01 second for backup loads, and easy control and programming via a Smart Mobile phone.

## Enhancing our value chain

Our suppliers and contractors are one of our key stakeholders, without whom we would not be able to deliver our products and services to our customers. Across our Group, we work with more than 3,900 companies, of which 98% are Myanmar-based companies (see chart 1).

With our extensive network of Myanmar-based suppliers, we enable and support the creation of thousands of jobs in the local economy, as well as contribute to the government budget through taxes paid. Our approach with suppliers is to establish long-term relationships built on trust. We work closely with our main suppliers to raise their standards in safety and business ethics. We support them by awareness building and communication of our expectations, before sanctioning them if any of them are found to be in breach. We are grateful for the opportunity to contribute to the raising of standards of the supply chain in Myanmar.

Chart 1 - Our Suppliers' Base





## Striving to satisfy our customers

Customer service is a key priority for all our business divisions. Part of Shwe Taung's commitment is to offer our customers a flawless experience when dealing with us.

With the COVID-19 pandemic badly affecting Myanmar in 2020, one of our key focuses was to ensure that we can ride out the pandemic together with our customers. Shwe Taung Real Estate launched a tenant stimulus programme to help retail tenants in the shopping malls cope with declining sales. The programme included rental rebates and helping to showcase tenants' products at live sales events hosted by Junction Centres.

The imposition of social distancing and lockdown measures meant that businesses needed to pivot to digital platforms to survive and to safeguard the health and safety of customers and employees. We launched Beehive, an e-commerce platform that allows sellers to showcase their products to consumers. With an extensive range of product offerings that include food and beverage, apparel, beauty, wellness, electronics and grocery, Beehive provides a convenient avenue for our tenants to list their products with us for sale.



Shwe Taung Lifestyle's BreadTalk successfully launched an e-store that allows direct sales to consumers. For the convenience of consumers, consumers can choose to make payment via Visa, Mastercard, MPU, KBZPay, OnePay, MPTMoney, CBPay, and AyaPay. BreadTalk also works with other online platforms GrabFood, FoodPanda, FoodMall, and Beehive.

## Key Data



# Respectful Workplace

## Becoming an employer of choice

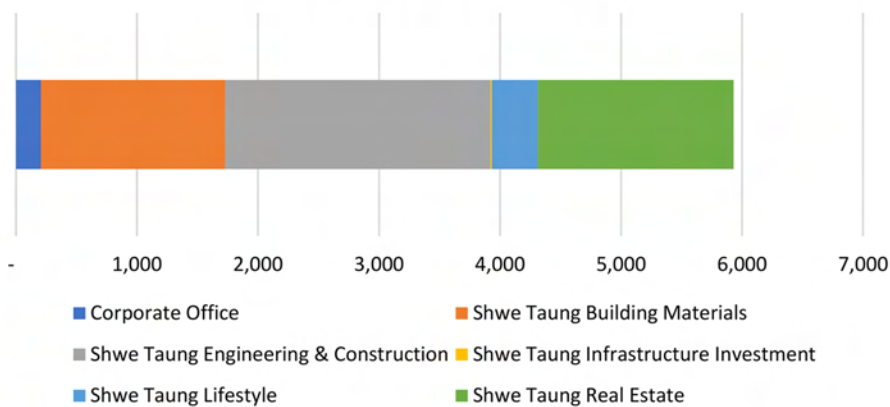
One of our key competitive advantages is our human capital. We believe our employees are pivotal to our success and are committed to developing an inclusive and respectful workplace to strengthen our position as an employer of choice. We embrace a zero-tolerance approach to discrimination and strive to develop and implement best-practice human resource policies.

Our 6,000 strong workforce helps deliver sustainable performance for our company. (Please refer to the breakdown of our workforce in Chart 2). We are committed to providing them with a safe, respectful, and fulfilling workplace. Group policies in the areas of business ethics, human capital development, and safety are determined at the Board level by our Organisation and Sustainability Committee. Our Human Resource team is responsible for implementing our human capital policies and ensuring our compliance with all relevant laws and regulations. Safety falls within the responsibility of our Health, Safety and Environment (HSE) team.

COVID-19 presented a challenging environment for our human resource team who needed to work on business continuity and on supporting our employees as they try to cope with the pandemic. In 2020, we structured our operations such that employees were equipped to work from home. We made available essential supplies such as sanitizers and masks for employees who needed them. If any employee tested positive for COVID-19, our support for the employee included delivering food and medicine. At our Pyi Nyaung site, we established a quarantine centre for employees to quarantine themselves when conducting intra-city travels.

Shwe Taung's Workers Grievance Committee (WGC) was established to inform our employees of their rights, reinforce our grievance mechanism procedures, and provide training. We aim to create an empowering working environment where employees feel respected and feel comfortable to speak up. In 2020, WGC received 16 complaints from our employees. We resolved 100% of the complaints submitted.

Chart 2 - Breakdown of our headcount



## Offering equal opportunities to all

Shwe Taung believes creating an inclusive and diverse work environment is key to enhancing business performance and achieving long term sustainability. We are committed to offering a respectful workplace and equal opportunities to our people.

In 2018, Shwe Taung was the first company in Myanmar and the only company in Southeast Asia to be awarded a group-wide EDGE (Economic Dividends for Gender Equality) Certification, in recognition of our efforts in creating equal career opportunities for women and men. EDGE is the leading global assessment and business certification for gender equality.



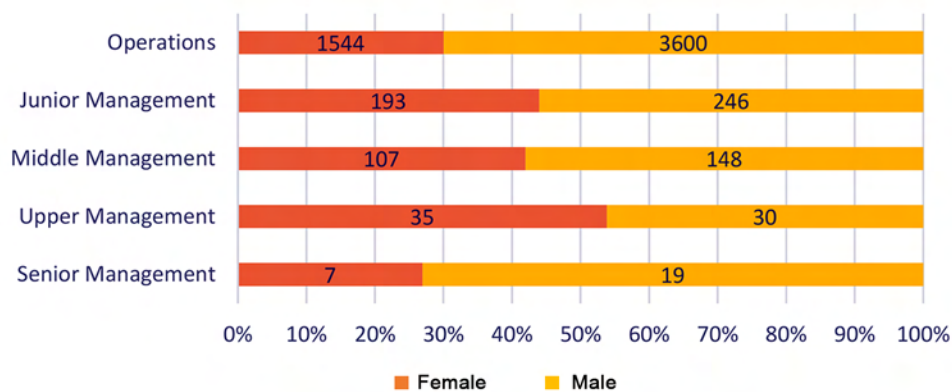


We are a founding member of the Business Coalition for Gender Equality, a non-profit association and a coalition of companies that are committed to promoting gender equality in the work place in Myanmar. Shwe Taung Real Estate's Deputy CEO Ms. Mi Mi Khaing is the Vice-Chair of the association.

In 2020, we welcomed more than 1,000 employees into the Shwe Taung family. Our remuneration is based on performance, and there is no pay gap between men and women. 27% of our workforce was female and 37% of our engineers are females (See Chart 3). 40% of employees promoted to managerial positions were women. We remain committed to gender equality and will continue our efforts in offering equal opportunities to all.

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Chart 3 - Breakdown of our headcount by gender and level



As a member of the UN Global Compact, we prioritise diversity and inclusion and are always striving to build better workplace in line with the UN Guiding Principles on Business and Human Rights. Shwe Taung, together with Business Coalition for Gender Equality and Myanmar Centre for Responsible Business, joined the IDAHOT Campaign 2020.

Celebrated globally on 17 May, the International Day Against Homophobia, Transphobia and Biphobia (IDAHOT) seeks to advance human rights and equality for LGBTI persons. Shwe Taung is proud to stand with like-minded stakeholders to raise awareness and visibility on the discrimination experienced by the LGBTI population worldwide.





In collaboration with the IFC, BCGE hosted a webinar on "Building Safe and Respectful Workplaces During COVID-19" on 2 December 2020. The webinar covered how businesses could build safe and respectful workplaces during the pandemic and how to address the increasing risks of gender-based violence. Shwe Taung, together with Yever Consulting and Alpha Power Engineering, supported the campaign by sharing a business case.

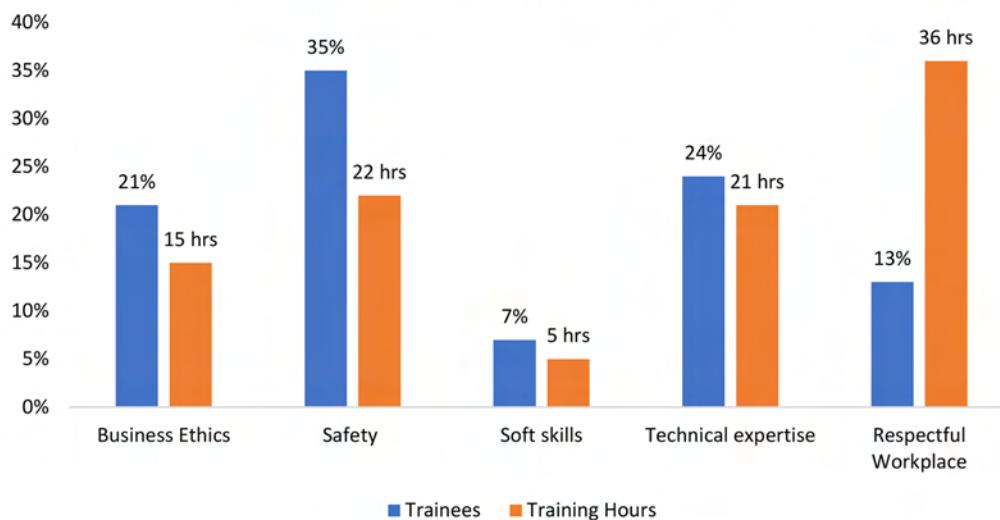


## Developing the skills of our people

With 44% of our workforce below the age of 30, we believe in training and development so as to develop their skills. These employees are the future of Myanmar and would be able to contribute to the development of our country.

Despite the COVID-19 pandemic in 2020, we provided 68,000+ hours of training to our employees in. Areas of training focus included respectful workplace, health, safety, security and environment, technical training, code of conduct, and computer skills. 3,977 employees were trained on health, safety, security and environment; and 1,121 employees were trained on our grievance mechanism.

Chart 4 - Breakdown of our training efforts



# Making safety our common responsibility

As safety is one of our most important priorities, we have set ourselves a simple yet ambitious goal – zero harm in our workplace.

To conduct our operations and complete our projects, our employees are at times required to engage in activities that pose higher risks, and we have the obligation to guarantee them a safe working environment. Our goal of zero harm in the workplace not only assures our workforce, but also reinforces to our suppliers and contractors that safety of our people is of paramount importance to us.

We work proactively with our stakeholders to achieve zero harm in our workplace. We strive to ensure that our safety ethos is deeply embedded into Shwe Taung and our stakeholders. Across the Group, we communicate that everyone is responsible and accountable for our safety performance. All our job descriptions include a component related to safety. Each employee's performance scorecard includes a specific safety component which affects the calculation of their performance bonus. Our HSE policies has been updated to ensure compliance with the new Myanmar Occupational Health and Safety Law.

## Key Data

	We trained 1,121 persons on our grievance mechanism
	We recorded 49 lost-time accidents and had zero fatalities
	We aim to reach zero accidents in our workplace
	3,977 employees were received safety training

We invested a total of 13,410 hours on health and safety, and another 1,807 hours specifically on fire safety.

We recorded 49 lost-time accidents, 30 related to our employees, 18 to our contractors and suppliers, and 1 to a visitor. We investigated the incidents thoroughly and implemented corrective actions. As a Group, we are fully committed to aiming for zero harm in our workplace.

Chart 5 - Number of lost-time accidents

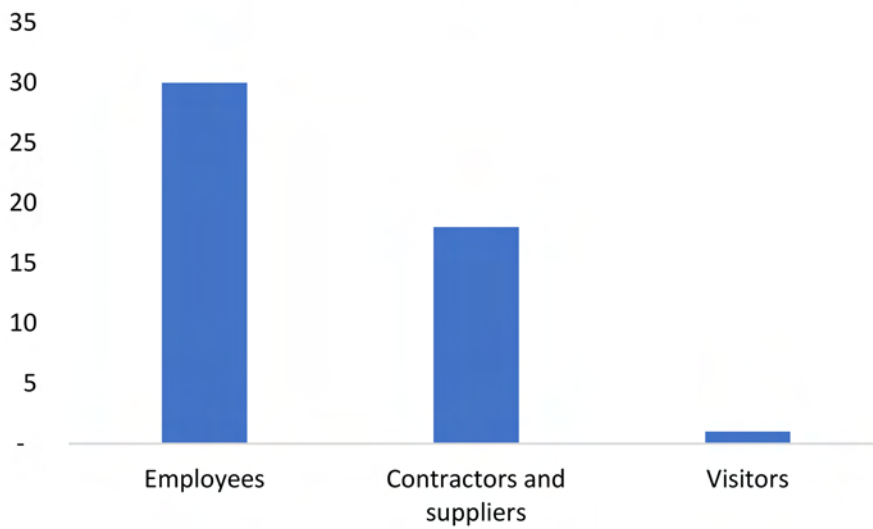
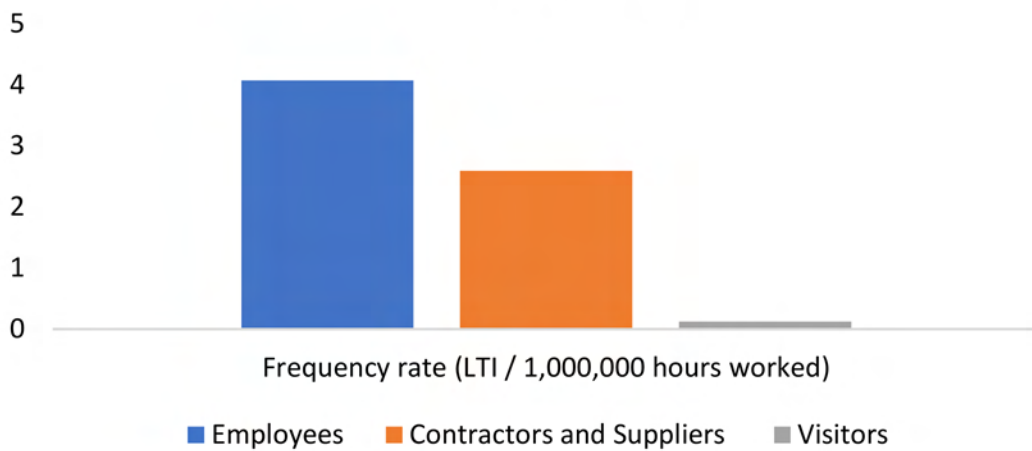


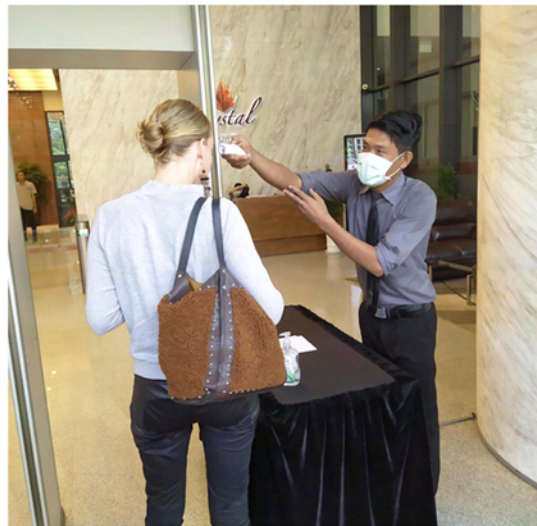
Chart 6 - Safety Performance



## Instilling a safety culture in our fight against the COVID-19 pandemic

With the global outbreak of COVID-19, we started training our employees in COVID precautionary measures in early 2020, before official confirmation of the first cases of COVID-19 in Myanmar.

Implementing safety protocols was especially crucial for business divisions with consumer-facing businesses such as Shwe Taung Real Estate. We put in place measures to safeguard the health and safety of our tenants, guests, and visitors. These measures included temperature screening, making available hand sanitizers and increased frequency in cleaning common areas, and deep cleaning of our malls and offices in addition to our regular and frequent cleaning and sanitising schedules.



As employees in operations could not work from home, we imposed rigorous safety and protection measures including wearing of masks, physical distancing and implementing work schedules for different teams for business continuity.

We also played our part in disseminating messages relating to prevention of COVID-19 to the public. We posted COVID-19 preventive measures on our social media pages, and on the LED screens of our malls.

## Key Data



We resolved 100% of the 16 complaints submitted by our employees



6,000 people work with us



No pay gap between men and women



1,000+ People joined Shwe Taung in 2020



We delivered 68,000+ hours of training to our employees



40% of the people promoted to managerial positions in 2020 were women



We have 1 person with a disability in our workforce



# Responsible Industrial Player

## Embracing our responsibility

As a group of companies with interests in building materials, engineering and construction, and infrastructure, among others, we are acutely aware that our activities impact the environment, especially our power-intensive cement-production plant.

We are in full compliance with Myanmar law and regulations, as well as with the IFC Performance Standards. We work closely with our local communities to ensure that we act as responsibly as we possibly can. Biodiversity conservation is at the heart of what we do. We support biodiversity conservation areas of approximately 7,300 hectares which offsets the impact of our mining operations. We obtain mineral supplies only from suppliers that are responsible and licensed. We have installed a 8.8MW waste heat recovery system that reduces electricity used from the grid. In all our future projects, we are committed to design them with the best practicably available sustainable technology.

### Decarbonising our energy mix

In 2020, we consumed 2245 GWh of energy of which 98% was consumed by Shwe Taung Building Materials. Shwe Taung Lifestyle and Shwe Taung Real Estate consumed 1.51% and 0.5% of the total, respectively (Chart 7).

Unfortunately, 91% of our energy consumption comes from coal, which is used exclusively at our cement plant (Chart 8). We are very mindful of the need to find alternatives to power our operations as burning coal causes substantial CO<sub>2</sub> emissions. We acknowledge that decarbonising our energy mix is key. To that end, we are working on the following:

- Develop and operate carbon-efficient power plants. Shwe Taung Engineering & Construction generated 225.47 GWh of power from renewable sources in 2020.
- Invest in optimising and reducing the energy intensity of our operations. Shwe Taung Real Estate's Junction City has been awarded 3 Green Mark Gold Awards from Singapore's Building and Construction Authority, as well as the Green Building Award at ASEAN Energy Awards 2020. The integrated development used a variety of green features that contributed to energy sustainability. For our cement factory, we strive to lower our carbon footprint through the use of more alternative fuels and renewable sources of energy. The installation of a 8.8MW of waste heat recovery system is a step in the right direction, enabling us to reduce our coal consumption.
- Take action to avoid unnecessary energy use. We actively encourage personal responsibility in reducing energy usage. Shwe Taung Engineering & Construction has an energy policy to help our personnel reduce their energy consumption through guidelines on room temperature, lighting, and other factors. Through proactive measures taken, we hope to reduce both our energy consumption and its associated costs.

Chart 7- Breakdown of our energy consumption in 2020 by business sectors

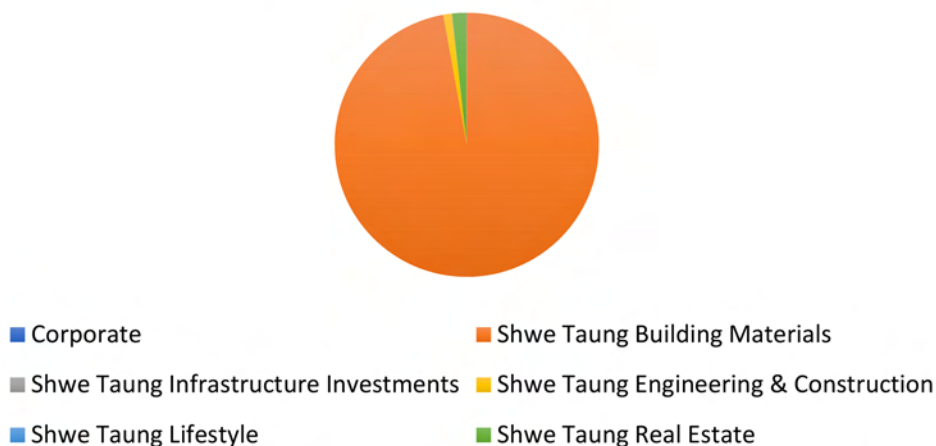
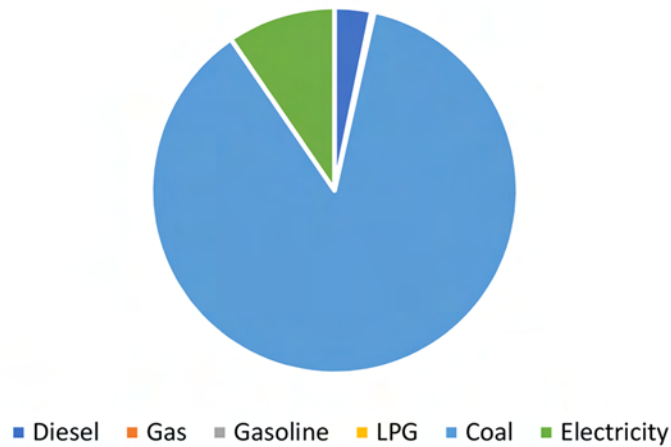


Chart 8 - Breakdown of our energy consumption in 2020 by source



## Limiting our carbon footprint

Forests play an important role in the carbon cycle. When trees grow, they capture carbon in the air which reduces the rate at which carbon accumulates in the atmosphere, thereby reducing the rate of climate change. In our Group, two business sectors actively plant trees to encourage carbon sequestration – Shwe Taung Building Materials and Shwe Taung Engineering and Construction. Shwe Taung Building Materials is in full compliance with Myanmar regulations by planting trees equivalent of 20% of the land we rent for our activities. Since FY 17/18, we have planted 88,000+ trees on 92.3 acres, representing an equivalent offset of 5,866 tonnes of carbon equivalent. We protect 97 hectares of forest around Baluchaung 3, and estimate that this initiative captures 1,293 tonnes of CO<sub>2</sub> equivalent annually.



## Junction City integrated development awarded 3 Green Mark Gold awards in 2020 for Pan Pacific Hotel, Junction City Office Tower and Junction City Shopping Centre

Singapore's Building and Construction Authority's BCA Green Mark Awards recognises developers, building owners and individuals who have made outstanding achievements in environmental sustainability in the built environment. In 2020, Shwe Taung's world class integrated development Junction City Yangon obtained Green Mark Gold Awards for all 3 components – Pan Pacific Hotel, Junction City Office Tower, and Junction City Shopping Centre.

Junction City is a leader in environmental sustainability in Yangon for its extensive use of green features. It incorporated a standalone soil and waste-water treatment Membrane Bio Reactor plant with sludge dewatering system and grey-water recycling rate of 40m<sup>3</sup> per day; regenerative drive for lifts; and an auto condenser tube cleaning system to allow the chillers to maintain good heat transfer with constant cleaning of the condenser tubes, hence improving efficiency of the chillers. The chiller plants in the development operate at efficiency of between 0.613 kW/RT to 0.642 kW/RT. Internationally certified sustainable building products were used extensively throughout development. A covered link bridge from Junction City is equipped with disabled-friendly facilities such as chair/handicap lift. Native plant species are used for more than 50% of the landscape.

At Pan Pacific Hotel, heat recovery from the heat pump is used to heat water for the hotel's open-air swimming pool. A non-chemical cooling tower used is for water treatment at the hotel. Energy efficient jet fans coupled with CO sensors are used in the basement carpark of Junction City Tower and Junction City Shopping Centre. A light well at Junction City Shopping Centre's atrium harvest daylight, reducing artificial lighting load during daytime. 117 kWp Polycrystalline PV panels were installed to generate around 125,000 kWh of energy yearly.



On 19 November 2020, Junction City was awarded the First Runner-up in the Green Building Category (Large Building) at the ASEAN Energy Awards 2020.

Shwe Taung Real Estate submitted the application for the ASEAN Energy Efficiency and Conservation Best Practices Awards 2020 jointly with the Ministry of Planning, Finance and Industry's Energy Efficiency and Conservation Department and received the First Runner-up in the Green Building Category (Large Building) for Junction City. The Green Building Category is awarded to projects for energy efficiency and conservation best practices.



The ASEAN Energy Awards is presented by the ASEAN Centre for Energy (ACE) to promote environment improvement, energy saving and the use of clean technology to contribute towards energy sustainability, and to help develop benchmark and best practices in energy development in the region.



Shwe Taung Development Co., Ltd was selected as a top winner of the Business for Nature Challenge organised by WWF, the world's leading conservation organisation.

Shwe Taung Group participates in the Earth Hour Campaign annually. In 2020, all our shopping centres, Eskala Hotel & Resorts, Corporate Office and Engineering & Construction Head Office joined one of the campaign activities in switching off non-essential lights in their premises for an hour.

## Key Data



We produced 208,727 tonnes of waste last year



We resolved 100% of the grievances submitted in 2020 by our external stakeholders

# Monitoring our environmental impact

## Air

As our cement production plant emits various pollutants into the atmosphere, we regularly monitor air quality for compliance with Myanmar regulations as well as other international standards and guidelines. The results of our monitoring are shared with the Environmental Conservation Department (ECD) of MONREC, the department which regulates and oversees our environmental performance. We also monitor the air quality at nearby communities at Pyi Naung and Kupyin villages.

## Ensuring air quality: a common good

To mitigate air pollution, and to implement the recommendations from the ECD as per the approved Environmental Impact Assessment, Shwe Taung Building Materials is taking a multi-dimensional approach which includes the following:

- First, engineering controls and design. For example, to lower the emission of dust into the environment, we installed an enclosure on our belt conveyor.
- Second, procedures. Rear trucks transporting various materials should be covered to avoid air pollution.
- Third, specific mitigation action. We spray water around our facility to prevent as much dust emission as possible. We sometimes record high ambient particle concentrations in the air around our cement plant. Other activities managed by other stakeholders also impact air quality: forest fires near our factory have an impact and contribute to air pollution as well.

## Biodiversity

In December 2018, Shwe Taung Building Materials signed a Letter of Intent with the Forest Department of the Ministry of Natural Resources and Environmental Conservation with the objective of offsetting the environmental impacts of our coal mine and quarries. Together with a Biodiversity Management Plan (BMP), we established three policies that support biodiversity - Biodiversity and Ecosystem Services Policy, an Anti-illegal Logging Policy and a Zero-Tolerance Policy for the Possession of Wildlife and Forest Resources.



## Water

We recognise that water is a vital resource and effective water management is of paramount importance.

In 2020, we consumed 640,000+ cubic metres of water. We are conscious of the need to reduce water consumption where possible. We frequently monitor the quality of nearby water sources around our sites and assets, in line with ECD regulations. We did not record any anomalies and did not have any environmental accidents.

Where possible, we try to incorporate environmentally sustainable technology in our projects. For example, in Junction City, we used a standalone soil and waste-water treatment Membrane Bio Reactor plant with sludge dewatering system and grey-water recycling rate of 40m<sup>3</sup> per day.

## Waste

Sustainable waste management is one of the key ways to help reduce the negative environmental and social impacts of the modern consumer-based society. Besides recycling, reducing waste is equally important in creating a sustainable future for Myanmar.

At Shwe Taung, we are able to capitalise on our consumer reach to raise awareness about waste and the importance of lowering the quantity of waste we place on the market. In 2020, we supported Thant Myanmar in its plastic waste reduction campaign. Thant Myanmar's mission is to reduce waste and its impact on the environment through a community led movement. We screened Thant Myanmar's awareness commercial on the LED screens of Shwe Taung Real Estate's Junction Centres and office towers for 3 months.







# Good Corporate Citizen

## Doing business responsibly

At Shwe Taung, we believe that engaging our stakeholders is essential for establishing mutually-beneficial partnerships. To achieve our goals, we rely on the trust of our stakeholders. Trust is an essential asset for building Shwe Taung's future that shapes our social license to operate and conditions the economy of our projects, which in turn enable us to create value that benefits the country and people. This is how we aim to live up to our corporate responsibility: by conducting our business ethically, embracing transparency, and being a good corporate citizen.

As a leading company in Myanmar, we believe we must embrace ambitious standards to demonstrate that business here is as responsible as anywhere else.

At Shwe Taung, every employee is expected to abide by our Code of Conduct, with no exceptions. Our ability to comply with our Code defines who we are, and how trustworthy we can be. The Code of Conduct Compliance Committee monitors the implementation of our Code of Conduct, and a dedicated team assesses the complaints submitted.

In 2020, we received 16 complaints, which were all related to grievances submitted by our employees. All of them were resolved during the year.

Shwe Taung has ranked third in the 2020 Pwint Thit Sa/ Transparency in Myanmar Enterprises (TIME) Report issued by the Myanmar Centre for Responsible Business (MCRB) and Yever.

The 2020 report assesses online disclosure of 260 Myanmar companies, including listed, public, private companies and state-owned economic enterprises. In its sixth edition now, the Pwint Thit Sa Report is the most comprehensive report on the state of corporate disclosure in Myanmar. Ranking third in the 2020 Pwint Thit Sa report is a strong affirmation of Shwe Taung's commitment to transparency, strong corporate governance and sustainability.



## Safeguarding our social licence to operate

Trust is the foundation for which we derive our social licence to operate. At Shwe Taung, we are responsive to concerns raised by the communities around us, and actively engage them so as to ensure them that we will operate in an accountable, and socially and environmentally acceptable manner.

We built a community centre next to our cement plant so as to facilitate information sharing and engagement with the community. We encourage villagers to freely share their concerns with us. Before COVID-19, we used to invite medical professionals to the plant three times a month so that they can monitor the health of the villages. With COVID-19, we were limited by the activities we could carry out, but we remained available if villagers wanted to reach out to us.

## Giving back to the society

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Shwe Taung is committed to improving the lives of the Myanmar people. Since our inception, we have supported various philanthropic activities across the country, in areas that include education, social advancement, healthcare and disaster relief. In June 2018, we formally registered Shwe Taung Foundation as our dedicated philanthropic entity to consolidate our corporate philanthropy activities and to provide a structured approach for our activities moving forward.

Shwe Taung Foundation is chaired by U Ye Myint, who also sits on Shwe Taung's Board of Directors. The Foundation has 12 Management Committee members who frequently review requests submitted by people who are looking for our support.

In 2020, Shwe Taung dedicated MMK 895 million to fund the Shwe Taung Foundation. On an annual basis, more than 100,000 school students benefit from the schools donated by our Foundation.

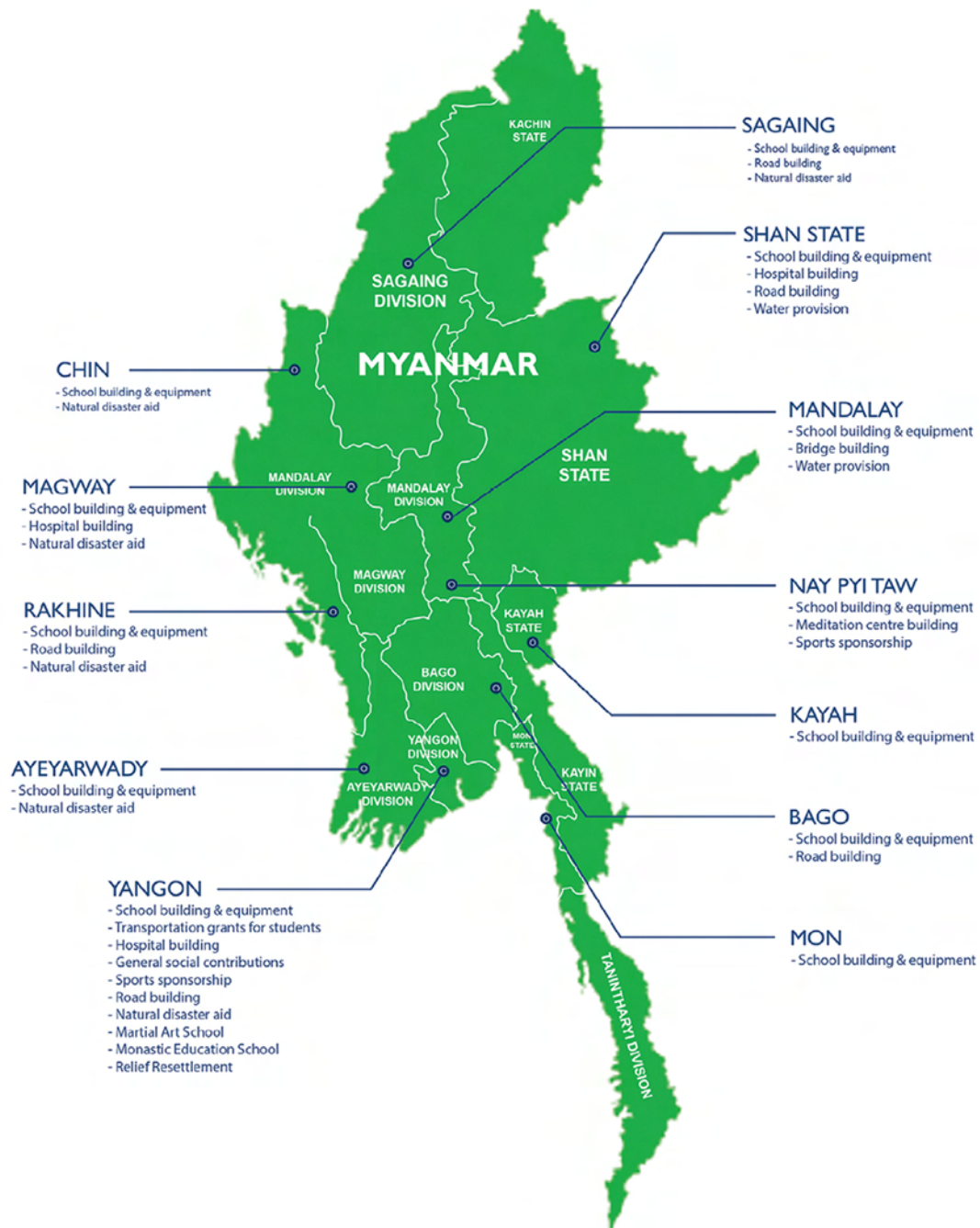
The Foundation focuses on the following areas:

- Supporting the education sector for the development of Myanmar's youth
- Providing relief to people and areas affected by disasters
- Creating better livelihoods in disadvantaged areas

As part of our commitment to transparency and accountability, Shwe Taung Foundation issued a report in 2019 that provides details of our philanthropic efforts. We donated more than US\$ 27 million between 1995 and 2019.



To date, we have supported countless projects all across the country (see below map).



# Transparency

## Perimeter

The perimeter of this report consolidates all the activities by Shwe Taung Group and its 5 Business Divisions: Shwe Taung Building Materials, Shwe Taung Engineering & Construction, Shwe Taung Real Estate, Shwe Taung Infrastructure Investments, and Shwe Taung Lifestyle.

All the data included in this report have been reviewed by our management. In this sustainability report the quantitative data cover the calendar year 2020, unless stated otherwise. The data disclosed in this report have not been audited by a third party.

By convention, we may use Shwe Taung Group or the Group interchangeably.

Accountability is essential for trust-building, which is why we will commit to reporting our progress every year. Our approach to non-financial reporting reflects our willingness to embrace international best practices and to provide the public with material information on our performance.

# Standards

We have aligned our non-financial reporting framework with the following standards:



UN Global Compact



GRI Standards



Sustainable  
Development Goals

## SDG

While we consider all the UN's SDGs goals as critical, we focus our efforts on the following ones:

### Environmental Goals



### Social & Economic Goals



## AA 1000 Standards

We use the principles described in the AA 1000 Standards to structure our approach to identifying and prioritising the expectations of our stakeholders. The results are assembled in our materiality matrix (see page 16), demonstrating our adherence to the principles of inclusivity and materiality. As a responsive business, we have disclosed our UNGC COP report every year since 2013, and we will update our sustainability report on a yearly basis.

## GRI Standards

Our non-financial reporting is aligned with the Global Reporting Initiative (GRI) Standards, and we consider that this report has been prepared in accordance with the GRI Standards.

The following GRI material topics are considered relevant to our non-financial reporting:

### ECONOMIC

Economic Performance	<b>GRI201</b>
Indirect Economic Impacts	<b>GRI203</b>
Procurement Practices	<b>GRI204</b>
Anti-Corruption	<b>GRI205</b>
Tax	<b>GRI207</b>

### ENVIRONMENTAL

Materials	<b>GRI301</b>
Energy	<b>GRI302</b>
Water and Effluents	<b>GRI303</b>
Biodiversity	<b>GRI304</b>
Effluents and waste	<b>GRI306</b>

### SOCIAL

Employment	<b>GRI401</b>
Occupational Health & Safety	<b>GRI403</b>
Training & Education	<b>GRI404</b>
Diversity & Equal Opportunities	<b>GRI405</b>
Non-discrimination	<b>GRI406</b>
Human Rights Assessment	<b>GRI412</b>
Local Communities	<b>GRI413</b>
Customer Health and Safety	<b>GRI416</b>
Socio-economic compliance	<b>GRI419</b>

## Myanmar Sustainable Development Plan

By doing our business responsibly and transparently, we are contributing to the following strategies of the Myanmar Sustainable Development Plan (MSDP): 1.4, 3.2, 3.3, 3.6, 3.7, 4.1, 5.1, 5.2, 5.4, 5.6.



## Dashboard

KPIs	Values	GRI Standards	UNGC principles	SDG
<b>Committed Company</b>				
<b>Innovation</b>				
R&D capital expenditures (millions MMK)	715	201-1		9
_ of which Environmental capital expenditures (millions MMK)	314	201-1	9	9
<b>Tax</b>				
Tax paid to the government for fiscal year 19/20 (millions MMK)	13,545	207-4		16
<b>Suppliers</b>				
Number of suppliers	1657	204-1		12
- Number of local suppliers	1620	204-1		12
<b>Philanthropy</b>				
Donations (millions MMK)	895	203-1		9
Number of yearly beneficiaries	100,000	203-1		9
Number of events	0	413-1	1	
<b>Respectful Workplace</b>				
<b>Headcount</b>				
Headcount	5,930	102-8	6	8
<b>Split by gender</b>				
Number of female employees	1,610	405-1	6	5, 8
Number of male employees	4,320	405-1	6	5, 8
<b>Split by age</b>				
Number of employees below 30	2,612	405-1	6	5, 8
Number of employees between 30 and 50	2,837	405-1	6	5, 8
Number of employees above 50	482	405-1	6	5, 8
<b>Split by status</b>				
Number of permanent employees	3,798	102-8	6	5, 8
Number of employees with a different type of contract	2,132	102-8	6	5, 8
<b>Training</b>				
Training expenditures (millions MMK)	142	201-1	6	2, 5, 9
Number of training	725	404-1	6	4, 8
Number of trainees	12,160	404-1	6	4, 8
Number of training hours	68,980	404-1	6	4, 8
Average number of hours per trainee	6	404-1	6	4, 8
<b>Career</b>				
Number of engineers	929	405-1	6	5, 8
- Number of female engineers	344	405-1	6	5, 8
- Number of male engineers	585	405-1	6	5, 8

## Dashboard

KPIs	Values	GRI Standards	UNGC principles	SDG
% of female managers and engineers	38%	405-1	6	5, 8
<b>Number of employees in top management</b>	26	405-1	6	5, 8
- Number of female employees	7	405-1	6	5, 8
- Number of male employees	19	405-1	6	5, 8
<b>Number of employees in senior management</b>	65	405-1	6	5, 8
- Number of female employees	35	404-3	6	5, 8
- Number of male employees	30			
<b>Number of employees in middle management</b>	255	404-3	6	5, 8
- Number of female employees	107	404-3	6	5, 8
- Number of male employees	148	404-3	6	5, 8
<b>Number of employees in junior management</b>	439	404-3	6	5, 8
- Number of female employees	193	404-3	6	5, 8
- Number of male employees	246	404-3	6	5, 8
<b>Number of employees in operations</b>	5144			
- Number of female employees	1544	404-3	6	5, 8
- Number of male employees	3600	404-3	6	5, 8
<b>Number of people promoted to top management</b>	1	404-3	6	5, 8
- Number of female employees	0	404-3	6	5, 8
- Number of male employees	1	404-3	6	5, 8
<b>Number of people promoted to senior management</b>	1	404-3	6	5, 8
- Number of female employees	0			
- Number of male employees	1	404-3	6	5, 8
<b>Number of people promoted to middle management</b>	15	404-3	6	5, 8
- Number of female employees	4	404-3	6	5, 8
- Number of male employees	11	404-3	6	5, 8
<b>Number of people promoted to junior management</b>	31	404-3	6	5, 8
- Number of female employees	15	404-3	6	5, 8
- Number of male employees	16	404-3	6	5, 8
<b>Working conditions</b>				
Total number of hours of absence due to sickness and occupational disease	15,199	403-10	6	8
Absenteeism rate	9%	401-1	6	5, 8
Total departures	1,129	401-1	6	5, 8
<b>New employee hires</b>	1049	401-1	6	5, 8
- Number of female employees	365	401-1	6	5, 8
- Number of male employees	684	401-1	6	5, 8
Turnover rate	26%	401-1	6	8
Number of people with disability	1	405-1	6	5, 8

## Dashboard

KPIs	Values	GRI Standards	UNGC principles	SDG
Pay gap between male and female	0	405-2	6	8, 10
<b>Social dialogue</b>				
<b>Number of grievances received by WGC</b>	16	406-1	6	5, 8, 16
- Number of grievances solved	16	406-1	6	5, 8, 16
- Number of grievances pending	0	406-1	6	5, 8, 16
<b>Safety</b>				
<b>Number of lost-time accidents</b>	49	403-9	6	8
- involving STG's employees	30	403-9	6	8
- involving STG's contractors and suppliers	18	403-9	6	8
- involving STG's visitors	1	403-9	6	8
<b>Fatalities</b>	0	403-9	6	8
- involving STG's employees	0	403-9	6	8
- involving STG's contractors and suppliers	0	403-9	6	8
- involving STG's visitors	0	403-9	6	8
<b>Fatality rate</b> (fatalities/million hours worked)	0	403-9	6	8
- for STG's employees	0	403-9	6	8
- for STG's contractors and suppliers	0	403-9	6	8
- involving STG's visitors	0	403-9	6	8
<b>Frequency rate</b> (accidents/million hours worked)	5.77	403-9	6	8
- for STG's employees	3.82	403-9	6	8
- for STG's contractors and suppliers	2.12	403-9	6	8
- involving STG's visitors	0.12	403-9	6	8
<b>Severity rate</b> (lost workdays per million hours worked)	39.65	403-9	6	8
- for STG's employees	20.24	403-9	6	8
- for STG's contractors and suppliers	19.41	403-9	6	8
<b>Responsible Industrial Player</b>				
<b>Waste</b>				
Quantity of waste produced (t)	208,727	306-1	8	12
Quantity of waste recycled (t)	795,725	306-1	8	12
<b>Resource Management</b>				
Kiln fuels (t)	237	306-1	8	12
Total raw materials for clinker produced (t)	2,616,524	306-1	8	12
<b>Water</b>				
Quantity of water consumed (m <sup>3</sup> )	646,630	303-1	7, 8	6
Quantity of water recycled (m <sup>3</sup> )	13,552	303-3	8	6, 12
Total water withdrawal (m <sup>3</sup> )	522,776	303-2	8	12



## Dashboard

KPIs	Values	GRI Standards	UNGC principles	SDG
Water discharge (m <sup>3</sup> )	312,531	306-1	8	3, 6, 12, 14
<b>Biodiversity</b>				
Number of endangered species with habitats in areas affected by operations	0	304-4		7, 8, 9
Number of acres protected/restored	112	304-4	7, 8, 9	
<b>Pollution</b>				
Number of spills/accidents	0	306-3	89	12, 14
<b>Energy</b>				
Energy consumed (GWh)	2,245	302-1	7, 8	12, 13
Quantity of renewable energy produced (GWh)	227	203-1	7, 8, 9	5, 7, 9
Energy saved (GWh)	12	302-4	7, 8	7, 8, 13
<b>Good Corporate Citizen</b>				
<b>Business ethics</b>				
Number of complaints received by the Code of Conduct Compliance Committee	16	205-3 406-1	6, 10	5, 8, 16
- Of which number of complaints received by the Workers' Grievance Committee	16	205-3 406-1		
- Other types of complaints	0	205-3 406-1		
Number of complaints resolved	16	205-3 406-1		
- Of which number of complaints received by the Workers' Grievance Committee	16	205-3 406-1		
- Number of contracts terminated	0	205-3 406-1		
- Number of actions taken to answer employees' concerns	14			
Fines paid for non-compliance issues (millions MMK)	0	419-1		16
Number of SIA/EIA/HRIA submitted to the government	1	412-3	3	
<b>Stakeholders management</b>				
Number of complaints received from customers	222	416-2		16
Number of grievances received	4	103		16
- Number of grievances solved	4	103		16
- Number of actions taken to respond to communities' concerns	2	103		16
Number of partnerships signed with Myanmar organisations	7	102		17





**SHWE TAUNG**

Ahlon Tower, River View Garden Housing,  
Strand Road, Ahlon Township, Yangon, Myanmar

PH: +95 1 231 4567

[info@shwetaunggroup.com](mailto:info@shwetaunggroup.com)

[www.shwetaunggroup.com](http://www.shwetaunggroup.com)