



# OUR CORE VALUES

6 January 2022

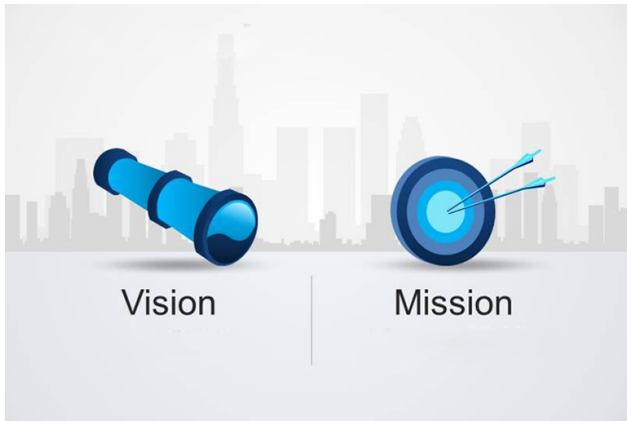
## COMMUNICATION ON PROGRESS

Implementing UN Global Compact 10 principles in the N-STAR Company Limited 2022-2023 and we are committed to strongly support UN Global Compact until we survive.

This year we also change our logo with new goals.



N-STAR COMPANY LIMITED  
MYANMAR.



## **Introduction**

I am pleased to confirm that N-STAR Company 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. As you know, 2020-2021 is the biggest struggle for every business in the world with COVID-19 Pandemic. No matter how hard it is, I'm strongly committed to make the UN Global Compact 10 principles.

In this our annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations. We are also committed to share this information with our stakeholders using our primary channels of communication. And I'm proudly submitted this COP this year 2022, because we can produce more benefits for both employee and company this year. We can establish our subsidiary company in United States and we are already running this company remotely. And we are more committed to support UN Global Compact 10 principles this year.

Yours sincerely,

Mr. Yan Naing Myo  
CEO  
N-STAR CO.,LTD.

## **N-STAR Company Limited**

N-STAR CO.,LTD was founded in July 2005, in order to making the growth of Retail Business in the Country , our stakeholders , employees and to support the society with our newest technologies.

## **The Company has two main tasks**

- To support our clients, customers with excellent service who are not getting full service in retail business in the countryside. And to develop the business sector in the region.
- To help and support our employee, young people, our members to meet their current challenges and the challenges of the future with fair competition, new technology, services and other essential things to be successful in their business and lives.



## **Our approach to the 10 principles**

We still support the UN Global Compact 10 principles this year. In August 2015 N-STAR CO.,LTD become a member of UN Global Compact program. At that point we could define three major stakeholders, which could guide the direction of our CSR policy - where we wanted to make a difference within the natural context of our business.

These are:

- People (employees and members)
- Society (locally)
- Society (globally)

In this connection we decided to implement our initiatives in two stages. The first stage would thus concentrate on implementing initiatives within the Secretariat to ensure that all members of staffs understood UN basic principles and ensure the willingness to implement sustainable solutions throughout the organization. The second stage would hereafter be directed at initiatives outside the secretariat, first towards our members, and later toward society, locally and finally globally.



To make sure that all initiatives were employee borne, we set up a CSR committee, which became responsible for choosing and implementing the internal initiatives within stage one.

And here are some activities of our CSR program for our Society in 2020-2021. We also contributed to some Orphanages and some philanthropic organization. And also we are still donating a building at our local temple. We also delivered some of our best employee for educational trip to Hong Kong and Thailand at 2019. Also we are planning to support our best performance employee to integrate into our Board Of Organization in Company Limited.



During this COVID-19 Pandemic, My company fully support every employee for more than 8months with 100% salary even though in business



contractions. We also provide Vitamins to every employee for their health and fitness purposes.







## 1. Human Rights

Our Company goal is to influence that our employees and all our business partners respect the Universal Declaration of Human rights and environmental protection. Based on our commitment we have set up a code of

conduct, published on our website, to make our position clear for all our suppliers, employees and partners.

Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations. We have published and actively informed all our suppliers, partners and employees of our commitment and encouraged them to commit as well. An internal system is in place where the employees are trained in regards of our commitment.



## 2. Labour

N-STAR Co.,Ltd believes that all employees have the right to individual freedom of expression and opinion. This is upheld by regular meetings between management and employee groups and monthly meeting. Also this year we provide Employee Education Program on every Sunday.

We have conducted a work place assessment, which showed a few areas of employee discontent. The findings were acted upon immediately to improve the satisfaction of the employees.

In having a good working environment, lies also having good health. A bad working environment affects the health of the individual and vice versa and both have an impact on employee well being and motivation.

Some of the initiatives we have implemented thus aim at promoting and protecting our employees' physical well being. The employee rights therefore include home working, ergonomic work place assessment, a private health insurance, and annual sports and social activities.

We also create the future benefits of our employee. The company will welcoming the new share partners from our excellent employee in future . So, they have the brightest future in our company.



### **3. Environment**

N-STAR support the UN Global Compact principles on the Environment. Our company is only Retailing and Services Company so we are not highly effect to the environment. But anyway, we always scope for prevent our environmental. We have therefore adopted a green purchasing policy, in which environmental considerations are essential.

With regards to lighting, we chose low-energy solutions wherever possible, buying energy efficient light bulbs and purchasing electricity. Also we use a lot of Solar system in our Main Showrooms.

### **4. Anti-Corruption**

We work strongly against corruption in all its forms, including extortion and bribery.

Our CSR guidelines and Code of Conduct include our policies on anti-corruption and respond to incidents. We have a system in place for whistleblowing for any Code of Conduct or CSR guideline violation.

### **Measurement of outcomes**

In the year of 2020-2021, we can stable our productivity during this pandemic and we can maintain our strong support continuously to our employee and our customers, society. This is the best outcome that we can make under this UN Guidelines.

We still continuing to create the system in place that encourage employees,

clients and partners to report back if they suspect any wrongful doing in regards to our CSR guidelines, Our Human Rights policy, Labour, Environmental process and Code of Conduct.

We are proudly produced that “No” reports have been filed since the system has been implemented. We committed that we will keep this forever in our company and we will always support United Nation Global Compact.

**THIS IS OUR REPORT FOR 2022-2023 COMUNNICATION ON PROGRESS.**

**Mr.Yan Naing Myo**

**CEO**

**N-STAR Company Limited.  
1/A, BLOCK (3), MDY-LASHIO ROAD,  
PYIN OO LWIN TSP, MANDALAY,  
MYANMAR.**