



BEST INDUSTRIAL COMPANY LIMITED.

NO.: 107-A/42, INDUSTRIAL ESTATE, SHWEPYITHA TOWNSHIP, YANGON, MYNANMAR.

TEL: 665048, 664804 FACTORY: 610510, 612591 FAX: (951) 663550

EMAIL: bestind@mptmail.net.mm

January 11, 2022

H.E Antonio Guterres
Secretary- General
United Nations
New York, NY 10017
USA

Dear H.E. Secretary-General,

I am pleased to confirm that Best Industrial Company Limited reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. In Best Industrial third annual Commitment on Progress, we continue to improve the integration of the Global Compact and its principles into our business strategy and daily operations.

Sincerely yours,



KHINE KHINE NWE
MANAGING DIRECTOR
BEST INDUSTRIAL CO.,LTD.



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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 right abuses.

Assessment, Policy and Goals

We strongly respect and support the human rights with applicable international and national practices, including the Universal Declaration of Human Rights, the International Labor Organization's Core Conventions and the ten Principles of United Nations Global Compact (UNGC). The protection of Human Rights is embedded in our numerous operating processes and control mechanisms.

Implementation

- Under this policy, we strongly prohibit improper behavior, including discrimination or harassment in any shape, and any breaks will result in corrective action, inclusive of termination or release.
- Best Industrial Co., Ltd does not discriminate based on gender and promotes equal pay for equal work of equal value for both women and men.
- The average wages for both genders are solely based on job responsibility and will remain the same.
- We have created good conditions for people with disabilities. The Best Industrial Company respects the rights of clients through the provision of objective information about their products / services. In production, we utilize exclusively high-quality raw materials from leading producers.
- Considering the wishes and demands of our clients, we constantly improve the character and increase the variety of our products.
- To make sure that no complicit in human right abuses within all activities
- Give more opportunities to local community and other potential worker to joint with the company aligned with company's labor needs fulfillment and their skill/knowledge
- Continuing to socialize and implement the company's regulation regarding the Human Rights, Labor and Environmental Policies to the employee



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Measurement of Outcomes

Semi-annual review completed by the senior management team.

Labor 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 form of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation

Assessment, Policy and Goals

Best Myanmar Industry strongly emphasizes:

- Company policy to maintain the freedom of association and collective bargaining
- The encouragement of each employee to talk about problems they come across with their higher management. (Whistle-blowing)
- No child labors
- No use of forced labor
- slavery and human trafficking in any of our operations
- Employee rights, responsibilities, compensations and benefits (Yearly Renewed Workers' Manual)

- Regular staff training and training for employee growth
- Written company policy—provided to all employees
- Educate our staff on the fact that our company supports and adopts the 10 principles of the UN Global Compact. - Help out in emergency response for safety
- Right to desirable work and to join trade union
- Right to Rest and Leisure
- Respect disability and responsible business

Implementation

Our people are our most valuable asset. We believe in investing in our workforce and developing our employees to their fullest potential. The Best Industrial Company supports the wellness of workers and the prevention of occupational diseases by taking out compulsory medical tests. We operate under the direction of experienced masters and



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specialists. We raise the level of employee engagement and hold more regular communication sessions with employees. Our company organized more dialogue sessions to improve management-staff communication. Various staff engagement initiatives are organized throughout the year to enhance communication between management and staff.

Best Industrial Company trains workers at the with funding set aside for training purposes. We take aim with the objectives of development and further self-preparation of actors through the planning of educational leave. We strongly do not admit the use of individuals below 18 years of age and has partnered with companies that do not employ child labor. We follow National law on working hours, overtime payment. We give a paid holiday on every Sunday according to the law as well as every public holiday and compensate overtime work with double the rate of pay. Total employees across all locations comprised of females. Females are represented widely at the executive as well as management positions, with 80% of females in management positions. All employees are trained in discrimination, harassment and disciplinary policies. Best Industrial Co., Ltd prohibits any form of forced labor including child labor, human trafficking and modern slavery across all business activities including in our supply chain. Regular supplier audits are conducted to ensure that social and environmental standards are maintained by our suppliers. There were no cases of child labor in our operations and suppliers. Best Industrial Co., Ltd promotes a strong work safety and well-being culture to ensure business activities run smoothly and risks of hazards are minimized. There were zero cases of injuries and fatalities across all locations in Year 2020~2021. Whereby we committed to support the abolition of child labor by ensuring that there are no children in the working areas. To ensure that there are no children in the working areas which will potentially lead to child labor, some actions have been taken. There is currently no Union within the Company. As signatories to the UN Global Compact, we recognize the employees' right to belong to unions, and we also follow the local Law in this regard.

During 2020-21, health initiatives are focused on the fight against the COVID-19 pandemic. We provide health equipment, e.g., hand sanitizers, face masks, etc. The company also conducted COVID-19 awareness programs for employees and local communities by promoting improved environmental health in local communities.

Measurement of outcomes

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Environment Principles

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

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

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

Assessment, Policy and Goals

- Mindful of its responsibility for the conservation of the environment, the company has committed to properly discard of waste and not contaminate the soil.
- Reduce waste materials, i.e., paper, water, plastic, etc.
- Went through an electronic text file management system to reduce paper use.
- Recognizes the harmful effects (if any) used technology on the environment and monitors.
- Even care of vehicles, generators and machines for safety and environmentally friendliness

Implementation

The Best Industrial Company informs laborers about environmental issues and its impact on health in regards to the company. We go to the factory campus clean and encourage throwing waste into bins. We also endorse the projects of organizations that distribute information on environmental protection and implement specific projects on environmental security. This information includes: indicators and their dynamics, reflecting the impact of the measures on the improvement of the environment; investments in fixed capital to the objects of environmental protection, by type of resources (water, earth, air, etc.); dynamics of pollutants emissions reduction; indicators of specific consumption of resources and reduction; gross amount of unused waste; greenhouse gas emissions; reduction of polluting emissions of substances; amount of pollution of the claims of the environment; cost money spent on the training of personnel in the field of ecology; and number of environmental and amount of financing projects. This information is taken from internal reports and external audit reports. Continuous socialization of the company's regulation regarding Environment Policies to all employee.



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Measurement of outcomes

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Anti-corruption Principles

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

Assessment, Policy and Goals

Policy elements combating corruption:

- Financial regulations and orders regarding Gifts, Social costs and deductions for executive costs
- Procurement Regulations
- Regulations on paying or taking bribes (anti-corruption)
- Regulations in regard to charitable deposits

Implementation

The company does not pay money for protection by any institution, individual or group. In the company, there are strict rules regarding charitable contributions. The company has developed a program to combat corruption. Employees are informed about this policy. Employees are allowed to provide anonymous notice of violation of ethical corporate principles and all forms of corruption. The company monitors the anti-corruption activities of companies in order to take from them. The company has joined forces with similar enterprises in the industry and stakeholders. Workers are paid wages officially in full and the company pays taxes regularly. Best Industrial Co., Ltd does not tolerate any form of corruption and bribery in all its business activities as well as dealings with suppliers. Best Industrial Co., Ltd prohibits any form of discrimination based on race, color, religion, or political inclination that could have impaired equality of opportunity or treatment in employment or development opportunities. No corruption incidents occurred at all locations during the 2019-2020 fiscal year.

Measurement of Outcomes

Semi-annual review completed by the senior management team.