



United Nations
Global Compact



Communication on Progress

2022

Human Right

Labor Standards

Environment

Training Programs

PANELLIST BUSINESS SERVICES AND UNITED NATIONS GLOBAL COMPACT

Panellist Business Services established in 2018. We specialize in HR solutions & Training services for companies who aim to build a strong & efficient workforce for achieving company goals & vision. With the use of modern and efficient techniques our qualified HR professionals & certified trainers deliver the solutions which have great impact in the organizational working environment. We have committed ourselves through Corporate Social Responsibilities (CSR) to bring a positive impact to our organization, community and Myanmar. We align global processes and technology standards to market needs and local regulations.

“Tenacity Academy”, a nonprofit organization founded by Panellist Business Services in 2018, which gives “Employability Skills Development Programme (ESDP)” for underprivileged children, university students, fresh graduates and young adults who need support in Myanmar. One of our missions is to reduce high levels of unemployment and a shortage of job seekers with critical skills. This program helps individuals to create meaningful conversations, understand people in a better way, be emotionally intelligent that ultimately strengthens the decision-making capabilities in different spheres of life and most importantly helps young professionals to manage work-life balance smartly.

We pursue to be a responsible corporate citizen; we invest part of our revenue in the training programs each year. Recently, some of our clients have decided to help sponsor this scheme. We are truly grateful for this support and consider ourselves fortunate to be in a position to help others in this small way. We are confident that we will be able to incorporate the Ten Principles of the Global Compact progressively into our business practices.

STATEMENT OF CONTINUED SUPPORT BY MANAGING DIRECTOR

Panellist Business Services has committed to fulfill our corporate social responsibilities (CSR) by implementing the ten principles in the areas of human rights, labor standards, environment and anti - corruption advocated by United Nations Global Compact (UNGC) to achieve sustainable development of our society. Our CSR initiatives seek to collaborate with all of our stakeholders, government and civil communities to create a better future for everybody.

We understand that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles.

Our Company extended our support to over 1500 young people through schools, Universities. Besides, we got sponsored partially. In some recent cases we have been part of many events across Myanmar by engaging ourselves to help those to improve their skills & train them to use their maximum potential within themselves.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact principles into our business strategy, culture and daily operations. We are also committed to share this information with our stakeholders.

Sincerely Yours,

Htoo Thant Sin

Managing Director

HUMAN RIGHTS PRINCIPLES

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Make sure that they are not complicit in human rights abuses.

Our Human Resource policies, programs and practices are aligned with the Universal Declaration of Human Rights (UDHR), which requires us to treat one another fairly with respect, regardless of our race, gender, nationality and religion.

Management, through the human resource department, pays close attention and randomly checks that all employees enjoyed equal working benefits and social welfare programs as per HR Policy.

In education, we contributed training programs for internal employees and many benefits to external employees.



Welfare Party

Measurement of Outcomes

We believe that as a result of these measures, there were no employees regarding any violation of Human Rights. We monitor and evaluate performance through improvement planning. From this survey we measure the temperature of how the employees regard working in **PanellistBusinessServices**.

Human Rights for Students



Group Photo of Training



Lunch Donation during Training

LABOUR PRINCIPLES

Principle 3: Businesses should uphold the freedom of association and effective recognition of the right to collective bargaining,

Principle 4: The elimination of all forms 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

Panellist Business Services is in full compliance with the Labor Laws, Standard and Regulations in our areas of operation, fair employment (employees are hired on the basis of their merit) and do not support any form of discrimination against employees.

Employee's performance will be grade, monitored and up-skilled through periodic trainings in technical, management modules and planned career development. All employees understand about the company's vision, mission, and objectives; effective communication between Management and Staff on working together and achieving our goals through monthly meetings where every employee has freedom of speech.

Human resource department takes care of all employees' social welfare and to encourage proactive participation, monthly awards for the best service employee were implemented. Monthly group birthdays of our employees were celebrated at all local offices.



Employee Welfare and Donation

Measurement of Outcomes

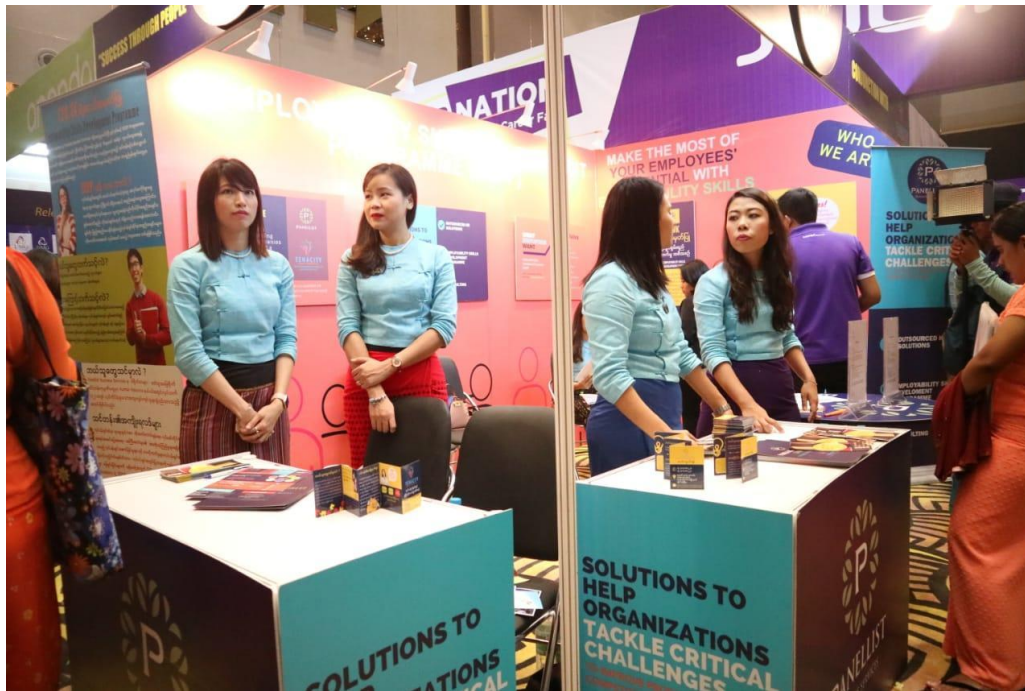
No complaints were reported during this reporting period. It treats all its employees with dignity and respect, and not uses corporal punishment or threats of violence or other physical or mental abuse.

ENVIRONMENTAL 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.



1. Job Recruitment Event

We will continually strive to lower the environmental burden of our business activities. By doing so, we will continue working together with our stakeholders in the global value chain including our customers, partners and suppliers to shape a sustainable and prosperous society.

Measurement of Outcomes

In our continuous effort to improve our environmental performance we are pleased to report that **Panellist Business Services** has accomplished the following over the past year:

- Distributed our monthly donation to the environment.
- Participated in a job recruitment programme for youth in Myanmar.



2. Monthly Donation

ANTI-CORRUPTION

Principle 10: Businesses should work against all forms of corruption, including extortion and bribery

We are fully committed to integrity and fair dealing and adopt corporate good governance practices with zero tolerance for corruption and bribery. Management sets stringent policies and procedures that do not allow any corruption and bribery regardless of the level of management positions. All employees have to strictly adhere to the company's policies and procedure and any gifts or presents must be reported.

Our Management team always emphasizes transparency and openness in communication with customers, suppliers and encourages information sharing between employees. Monthly meetings between management and staff to build a culture based on trust, honesty and openness and explain about management's direction.

In case of any incidents of corruption, our in-house inspection team will investigate, deliberate on the evidences collected before coming to any conclusion and action will be taken accordingly on the individuals concern.

Training Program for Skill and Career Development



ESDP Training



Snack Prizes.



Full training materials.



Prizes for their effort

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Training Programs