



Peace Myanmar Group Co., Ltd.



PEACE MYANMAR GROUP CO., LTD.

UN Global Compact Communication on Progress



1st March, 2022

Peace Myanmar Group Company Ltd.

No.1, Corner of Zawtika Lane & Bayint Naung Main Road,

Ward (4), Kamayut, Yangon, Myanmar

Tel: +95 (01) 538412, 538413 Fax: +95 (01) 510553

Website: www.pmg.com.mm

Statement of Commitment

H.E. Ban Ki- Moon
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

On behalf of my organization, Peace Myanmar Group Co., Ltd., I am pleased to acknowledge that we support the Ten Principles of the United Nations Global Compact, in the areas of Human Rights, Labor, Environment and Anticorruption.

With this communication, we express our intent to advance those principles within our organization and our stakeholders. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. Peace Myanmar Group Co., Ltd. will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes how we effort to gradually development and maintain the ten principles of the United Nations Global Compact. It includes, how we practices ten principles to integrate our company policies, organizational culture, and structure.

Sincerely yours,

Mr. Tun Linn

Managing Director

Peace Myanmar Group Co., Ltd.

HUMAN RIGHTS PRINCIPLES

Principle 1: Business should support and respect the protection of internationally proclaimed human rights;

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

PMG has been a member of UNGC since 2016. We strongly respect and adhere the Universal Declaration of Human Rights. We are all equally entitled to our human rights without discrimination. Our company are embedded in our numerous operating processes and control mechanisms above all of our departments and each level of the organizations by “Human Rights”. We ensure that our business practices are not complicit in any human right abuses throughout the entire organizations at all levels from senior management to entry level operations.

PMG aims to be a top quality producer of bottled drinking water & Alcoholic Beverages. It will ensure that its resources are optimally utilized and its production process continually improved. We were pioneers in quality standards by becoming one of the first ISO 9001 certified consumer goods companies in the country. Its operational procedures will be in compliance with the quality management system requirements of ISO 9001:2015.

We are manufacturing & trading company and we believe that employees are our key assets and we are most proud of the growth in our people after fulfilling their career planning and development. Human Resource regulations and policies set up by the Head Office is implemented with same standards at all factories & branch offices on working hours, overtime wages, support on health, education and personal development benefits with no discrimination. We coach and train our employees not only for company benefit but also for their career and life. We provided with the necessary knowledge and skills to perform their day to day jobs; for example induction training for new employee, on the job training, in house training and external training are provided. We support professional growth of our employees by encouraging individuals’ creativity, innovation and development, creating brain storming session which enables each individual to build his/her skill sets.



We have an open policy with our employees. Policies on human rights is shared amongst all employees and monitored by assigned team and middle management level to follow and act accordingly. It is our policy to maintain a model workplace which is free from harassment and other forms of discrimination based on race, color, religious, sex, age, disability and sexual orientation. We inform our employees internally about new projects and seek the views of community and respect the right to information and participation.

Company provides employment and fair wages to workers and supports right to work, to adequate standard of living. We assign work to each employee to fit with their skills and to get more experiences for their career. We give fair wages to our employees at the start of every month and we close all the public holidays announced by Government.

Our employees are provided health care and we contribute to the right to health. For the health of employees, vaccinations of anti B hepatitis virus vaccinations of Covid-19 coordinated with government authorities. And medical checkups conducted. Blood donation at the national bank is also our proudly CSR effort. Since 2014, we have been engaged in 18th blood drives. We give all our employees a chance to give back to the community by donating much needed blood supplies at the Myanmar National Blood bank. At the moment, our employees and friends of the company have donated over 4000 blood bags. While this hugely benefits the community, these blood drives also create bonding and workplace happiness for our employees. They get their blood checked (for example, an employee discovered he had Hepatitis C and the company has contributed significantly for his medical expenses to get treatment) and they enjoy a day of free.

A Committee has been formed for Safety and Prevention of Accidents and ear plugs are given to be worn to prevent damage to the ears due to noise; masks also have to be worn to prevent damage to the lungs due to dust and ashes and other safety equipment have been provided. The private clinic with a nurse is placed at the company and we can give urgent treatment to employees if the accidents are happened. Our management also made for safety of employees by organizing Fire safety committee and safety trainings are also given to employees.

Beside from CSR activities, our company holds annual charity activities according to Myanmar Traditional and culture. The Warso occasion, Thadingyut offerings, Kahtina robe offering and donation to monastic education are example for events of charity activity.

LABOR PRINCIPLES

Principle 3: Business should uphold the freedom of association and the 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.

PMG Company upholds the freedom of association and the effective recognition of the right to collective bargaining. We created a Workers Manual with standards from the Ministry of Labors for the responsibility of employers and employees. Our Human Resource department states clear written policies of employee rights and responsibilities for compensation & benefits, rules & regulations. Our policies requires our business partners and suppliers to adhere to our labor policies when hiring staff and working with our employees. We do not practice torture, child labor, forced and compulsory labor within our organization or within the practices of any of our business partners and/or supplier.

During the Covid-19 pandemic, PMG Co., Ltd really care and consider for the safety of staffs and workplace. We developed the Business continuity plan and we reduced our numbers of staffs coming to office to one-third and rotated with shift-assign to work from home plan. For our employee health and safety to working at office, we strictly follow the rules and regulation for safety workplace by our Ministry of Health and Sports and we provide Masks, Face shield, Hand Sanitizer to all employees, daily disinfection procedures, social distancing procedures and notices for prevention measure to Coronavirus transmission and temperature assessment to all staffs.

So we were adhered the rules and regulation by Ministry of Health and Sports. We announced and shared all update information from Ministry of Health and Sports. We put on the basin used by foot at the entrance of office, outside of the lunch rooms and male/female toilets. We worked with other people by using social distancing. We performed at the entrance of the office,



1. Before entering to office, all the people must wear mask,
2. To accept measure with infrared thermometer on your forehead,
3. Over 38 Degree Celsius and above, wait 5 minutes in a rest and measure second time,
4. On second time, if you had still 38 Degree Celsius and above, you were reported to Human Resource Department Manager,
5. After measuring the body temperature, wash your hand with soap or hand sanitizer,
6. People who had over 38 Degree Celsius and above, we placed them to isolation room and then contact to respective township head departments,
7. Employee before coming to office or work or factory if you will feel sick, cough, bronchitis, you need to stay at home until recovery.
8. If your family member was suspected on coronavirus covid-19, you must reported to your respective Manager.
9. If you had over normal body temperature, sneeze, cough, tired and hard to breath symptoms, you will bring at isolation room by PPE wearing person and report to respective town head department.
10. Remain employees often wash their hands with soap and water for at least 20 seconds. If soap and water are not available, they should use hand sanitizer contain with at least 60% alcohol.

Thus, we follow the rules to keep you and your environment safe.

And also we were guided on employee personal hygiene and prevention of current respiratory diseases Coronavirus Covid-19. In general case, do hand wash systematically and frequently and wear mask. Things that performed in PMG Co., Ltd , if you feel sick reported to concerned departmental Manager, must cleaned daily on door handle and public use table by disinfectant, put hand sanitizer at public area. During the process of Coronavirus Covid-19, all employees do not eat lunch together in group and take a lunch individual.

Increase circulation of outdoor air as much as possible by opening windows and doors if possible. Identify work an common areas where employees could have close contact (within 6 feet) with others – for example, meeting rooms, break rooms, check-in areas, waiting areas and routes of entry and exit. Maintain social distancing of 6 feet between employees, where possible. Remind employees that people may be able to spread COVID-19 even if they do not show symptoms. Consider all close interactions (within 6 feet) with employees, clients, and others as a potential source of exposure.



We also emphasize on company policy to uphold the freedom of association and collective bargaining. We practice 44 hours' work week and 2 times overtime allowances for extra hours

in our company's Workers Manual clearly. We create favorable workplace with the fresh air, cleaning dining room. We also have open door policy with our employees. We have no form of forced labor. We do not practice child labor; our employment policy is personnel above 18 years old.

All the employees can work in large space happily together without discrimination and working closely with managers and colleagues of different backgrounds can have teamwork. Top and senior management of the company takes full responsibility of the protection of labor rights within our organization. We also encourage employees to support each other as a family, protect and educate each other to understand and stay aligned with company labor policies and become good performance and responsible persons in the company.

We follow the law of the Labor Union of Myanmar and then we welcome them to educate our HR department and attend the training and workshop held by the Labor Union of Myanmar. HR departments share update information to the management and employees internally.

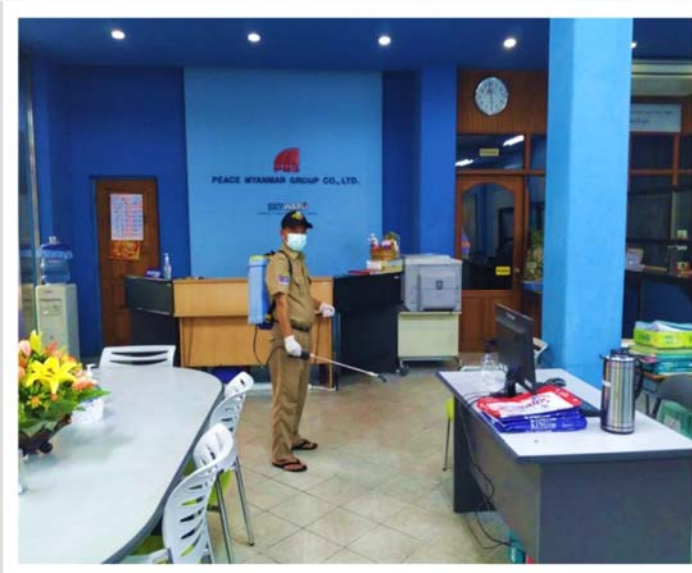
Our general HR benefits are as follows: monthly salaries & overtime allowances, travel and meal allowances, transportation provision, Social Security Insurances at Social Security Board

for the employees, yearly leave entitlements; 6 days of casual leave, 10 days of earned leave, 14 weeks of maternity leave, 15 days of paternity leave, 30 days of fully paid medical leave are clearly expressed in Workers Manual of our company. Apart from these leaves, our company also allow to employees to get 7 days of Leave for Funerals and Bereavement which is not mentioned in labor law. All of our offices close accordingly with all gazette holidays and national holidays.

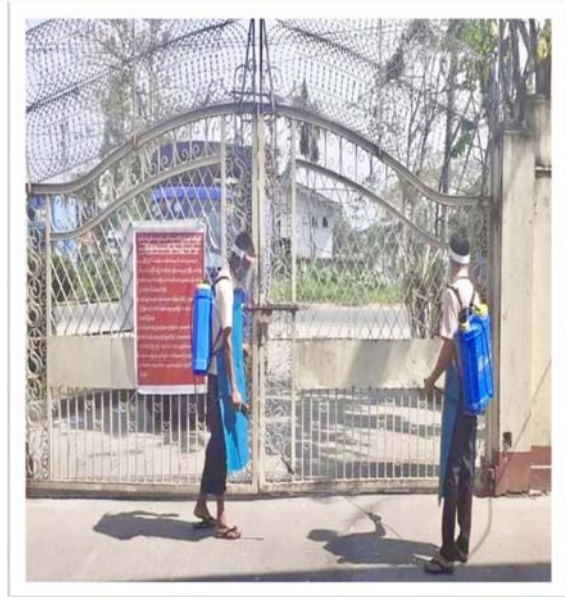
There is opportunity for each individual regardless of race, color, gender, religion, national or ethnic origin, disability, marital status, veteran status, or any other occupationally irrelevant condition. In our employment program, we strongly emphasize non-discrimination on workers and among workers. Then we have a good gender balance in PMG, female also have equal opportunity to male. We give fully maternity leave to pregnancy according to law and we do not discriminate against women and violate the right to work for female. Moreover, all workers have right to believe and practice their religions.

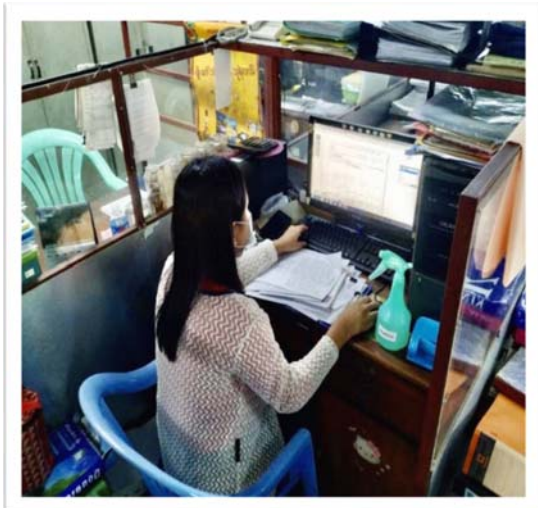


Peace Myanmar Group Co., Ltd.











We have a systematic reviewing system by senior management on the company's labor policy to ensure that our organization is acting within accordance of the law. We are continually assessing and reviewing on previous records if any handlings of these policies to evaluate how we can improve our company policies.

ENVIRONMENT PRINCIPLES

Principle 7: Business should support a precautionary approach to environment challenges;

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

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

Although the State had officially fixed the programs for Conservation of Natural environment, the Company with its own awareness has been carrying out the cleansing of waste water project beginning from May 2005 to till in stages and is now carrying out the 6th project with amendments.

The wastes from the factory are disposed systematically.

Today, plastic pollution is making the environment worse. Plastic waste does not decompose, and if it decomposes, it can cause soil damage and water pollution. We have always given priority to the plastic reduction process. PMG water bottles are 20% less plastic than ordinary water bottles, so they can be easily disposed of and provided for environment. There are ways to reuse it in recycle, even if it is not disposed of.

Other waste water are sent to the sedimentation ponds and the clear water is allowed to be cool in the underground tank in stages and at the last stage the filtration of the clear water is done exclusively and then disposed into the river by concrete pipes. To reduce the water resources and not to lose fertility and topsoil, water is used systematically and the used water is recycled and waste to the drain by concrete pipe.

To reduce the electricity, we used the Spark Proof Lights and energy saving LED Light in our company. A fish pond with a small garden and other flowering plants and shady trees has placed in the compound to ensure greenery and relieve the people from mental fatigue.

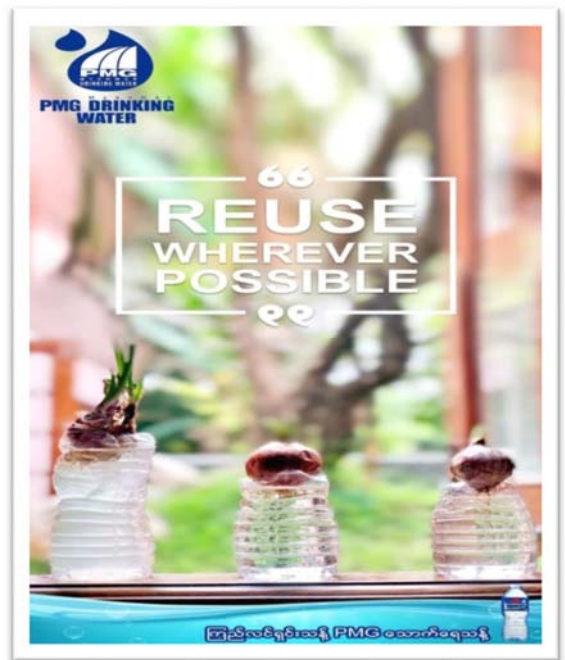


Regular educating the managers, supervisors and employees are done to be responsible to protect the environment and support on company's policy. Middle management level have to share to their teams to be responsible by organizing knowledge-sharing activities among the employees to understand and improve methods to reduce waste and protect the environment.

Then, we also reduce the paper using by using the two sides of paper in copying and our departments are connected with local network and we distributes the customer order form, meeting minutes, work instruction with the e-mail or office outlook instead of using paper.

Mini-Garden with green plants and lake filled with recycle water







Peace Myanmar Group Co., Ltd.

PMG DRINKING WATER

Small Cap & Thin Bottle = LESS PLASTIC

KEEP GREEN TOGETHER

"Good for NATURE Good for YOU"

PMG DRINKING WATER

PURIFIED DRINKING WATER

Crush!

PMG DRINKING WATER

နိုင်ငံတကာစံချိန်စံညွှန်း
ISO 9001:2015 ခြုံငုံညွှန်ချက်လုပ်ငန်းစဉ်
ဆုရရှိသည့်အချိန်မှစ၍ Monde Selection
Grand Gold ဆုကို လွှတ်ချက်ရရှိထားသော
PMG သောက်စေရသန့်.....

PMG DRINKING WATER

PURIFIED DRINKING WATER

Crush!

ISO 9001:2015 CERTIFIED COMPANY

MONDE SELECTION 2019 GRAND GOLD QUALITY AWARD

သောက်စေရသန့်အတွက်
ပလတ်စတစ်ပိတ်ခွန်း
၂၀% လျော့နည်းစေသည်

PMG DRINKING WATER

သစ်၏ကျန်းမာရေးနှင့် ကမ္ဘာ့ပြေစိအနာဂတ်ကိုစောင့်ရှောက်ဖို့
“ပလတ်စတစ်ဘူးအပါးကို သုံးကြဖို့”

PMG DRINKING WATER

PURIFIED DRINKING WATER

Crush!

သောက်စေရသန့်အတွက်
ပလတ်စတစ်ပိတ်ခွန်း
၂၀% လျော့နည်းစေသည်

ကြည်လင်ရှင်းသန့် PMG သောက်စေရသန့်

PMG DRINKING WATER

GOOD FOR NATURE
GOOD FOR YOU

PMG DRINKING WATER

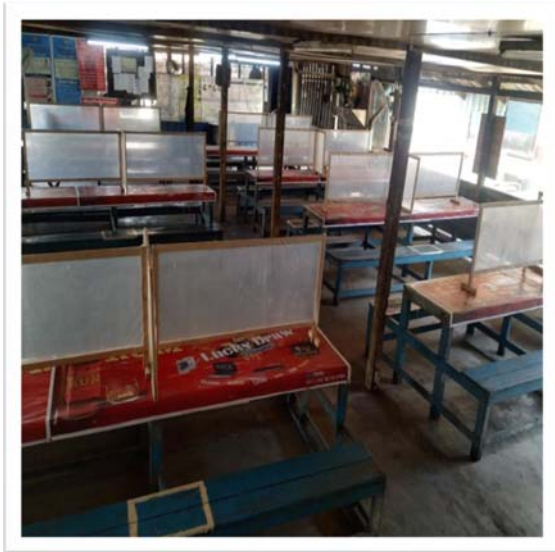
PURIFIED DRINKING WATER

Crush!

ISO 9001:2015 CERTIFIED COMPANY

MONDE SELECTION 2019 GRAND GOLD QUALITY AWARD

သောက်စေရသန့်အတွက်
ပလတ်စတစ်ပိတ်ခွန်း
၂၀% လျော့နည်းစေသည်





Cleaning and Safety activities

WASTEWATER TREATMENT PLANT LAYOUT (PMG DISTILLERY)



PMG DRINKING WATER

PURIFIED DRINKING WATER
Crush!

PMG DRINKING WATER
Crush!

PMG DRINKING WATER
Crush!

PMG ဆောက်ရေသန့်ကို ဆာကြောင့် ရွေးချယ်သောက်သုံးသင့်သည်။ ?

SINCE 1963
MONTHLY SELECTION
2019
GRAND GOLD
QUALITY AWARD

ကြည်လင်ရှင်းသန့် PMG ဆောက်ရေသန့်



Peace Myanmar Group Co., Ltd.







ANTI-CORRUPTION PRINCIPLE

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

We clearly state our employees and business partners of our company values to avoid for any form of extortion or bribery. We highlight our expectations on our ethics and values related with anti-corruption. Provide continued education for all level of employees up to about corruption, as well as what to do if one should encounter it. Commitment is made in compliance with all relevant laws, including anti-corruption laws within the company and among the stakeholders.

We do not tolerate any activities where people within our organization or business affiliates are affecting our community's anti-corruption policies. The risk of bribery and corruption within our country is one of the main concerns. We will alert at all time of these risks and make clear to all stakeholders to respect these values.

We instruct our employees not to engage in corrupt practices. We feature articles on corruption and bribery to let the people know the destructive consequences on society, and we promote transparency as a way to help in anti-corruption. Again, we educate to new employees, existing employees and business partners though our anti-corruption policy to ensure that the entire company's activities are acting in accordance of these rules.



We guide our employees on what is considered malpractice in terms of bribery and extortion so they are aware of it when it is being practiced. Any incidences must be informed to HR and senior management upon finding out about situation where extortion or bribery may have occurred within company activities. The company anti-corruption policy are circulated amongst all stakeholders: employees, customers, business partners and its affiliates, to ensure that the entire company’s activities are acting in accordance of these rules.

Internal Audit within each department will be conducted yearly by top management and owners, to ensure that they all adhere to the anti-corruption policies. Our audits make audition to each department within our company monthly, quarterly and yearly not only the procedures to meet the ISO 9001:2015 standard but also practices to ensure there is no bad practices in accordance with the anti-corruption policy. Then, the report of each department directly goes to top management for any presence of bribery. If there is any practice that violates the anti-corruption policy, these are reviewed and taken necessary action.

Peace Myanmar Group Ltd is proud to be a member of UNGC and we fully support and adhere the 10 principles of UNGC guidelines. We are committed to an ethical and socially responsible company management.





Peace Myanmar Group Co., Ltd.

ISO 9001: 2015 Certification of PMG Co., Ltd.





CERTIFICATE OF REGISTRATION

This is to certify that
Peace Myanmar Group Co. Ltd.
 No: 1, Corner of Zawtika Lane and Bayint Naung Main Road,
 Ward 4, Kamayut 11041,
 Yangon,
 The Republic Of The Union of Myanmar.

has been audited and found to meet the requirements of standard
ISO 9001:2015 Quality Management System

Scope of certification
 Production of Quality Bottled Drinking Water and Alcoholic Beverages to
 Local and Overseas Customers.

Certificate number: 2333
 Issue number: 2017-01
 Certificate effective date: 4 November 2014
 Certificate expiry date: 3 November 2019
 Date of initial certification: 4 November 2013

Robert Veitch
 Robert Veitch
 Executive Vice President Fire & Building Products
 Element Materials Technology



Appendix A
 The network of participating sites shown below is included in the scope of certification shown on certificate number (2333)

Branch	Address
Drinking Water Factory	No. (42/140)(2A), Set Hmu Street, Industrial Zone (1), Shweyithar Township, Yangon, The Republic Of The Union of Myanmar.
Bottle Cleaning & Checking	No. (64/90-93), Twin Thin Thee Won U Hmu Hgo Street, Shweyithar Industrial Zone (3), Insein Township, Yangon, The Republic Of The Union of Myanmar.
Distillery	No. (42/63-64), Set Hmu (1) Street, Industrial Zone (1), Shweyithar Township, Yangon, The Republic Of The Union of Myanmar.

Page 2 of 2




REGISTRATION CERTIFICATE

Certificate Number: 2333
 Date of initial registration: 4 November 2014
 Date of last renewal: 3 August 2017
 Date of expiry: 3 November 2019

BM TRADA certify that the Quality Management System of


Peace Myanmar Group Co. Ltd.
 No. 1, Corner of Zawtika Lane & Bayint Naung Main Road
 Ward (4), Kamayut 11041
 Yangon
 The Republic of the Union of Myanmar

complies with the requirements of ISO 9001:2008

Scope of Certification
 Production of Quality Bottled Drinking Water and Alcoholic Beverages to Local and Overseas Customers

Karen Prendergast
 Signed on behalf of BM TRADA Certification Ltd
 Karen Prendergast, Group Director



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Karen Prendergast
 Karen Prendergast
 Sector Director - Certification
 Exona BM TRADA

