



ရသာချိုစက်မှုလုပ်ငန်းလီမိတက်



United Nations
Global Compact

Communication On Progress (COP) 2021



Period covered by
From 07 March 2021 to 07 March 2022





March 07, 2022

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

Dear Mr. Secretary-General,

I am honored to confirm that the ten principles of the UN Global Compact with respect to human rights, labor, environment, and anti-corruption. With this commitment, we express our intent to advance these principles within our sphere of influence, and will make statement of this commitment to our stakeholders and the general public. We also pledge to take part in the activities of the UN Global Compact where appropriate and feasible-through, participation in country and local networks, involvement in specialized initiatives and work streams, engagement in partnership projects, and reviewing and providing commentary to participating companies on their Communication on Progress.

I am honored to confirm that Yathar Cho Industry Limited has committed to fulfill our corporate social responsibilities (CSR) of the United Nations Global Compact the Ten Principles in the area of Human Right, Labor, Environment and Anti-corruption . In Yathar Cho Industry Limited Annual Commitment on Progress, we continue to improve the integration of the Global Compact and its principles into our business strategy and daily operation.

Sincerely yours,

**Daw Yu Mon
Director
Yathar Cho Industry Limited**



Human Rights Principles

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

Assessment, Policy and Goals

We are strongly support and respect the protection of internationally proclaimed human rights. Our Company strictly implements the consistent health of our employees in accordance with the Coronavirus disease (Covid-19) guidelines issued by the Ministry of Health and Sports.

Implementation

Yathar Cho Industry has regular Clinic head by a registered doctor is provided at the office and the factory.

We arrange for the providing doctor and clinic at the company/factory for the employees.

Holding health forum once every (2) months.

We are providing health care through social security hospital/clinic and other hospital.

The employees with completion of (1) year service are inoculated with hepatitis (B) and up to the completion of Booster Course, Urine, stool, blood examination and treatment are provided for the employee at a company recognized laboratory once a year.

Every two years, medical examination performed for the disease TB. We are providing ferry, welfare, free lunch, and tea break to employee.





“We are strongly provided employee's health care”

Measures of Outcomes

Medical checked up for every employees. Company insured for fire, life, car once a year by Insurance Company.

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

Assessment, Policy and Goals

We are strongly respected and support the human rights with applicable international and national practices including Universal Declaration of Human Rights and the ten Principles of United Nations Global Compact (UNGC). We've also followed the consumer protection law. The protection of Human Rights is embedded in our numerous operating processes and control mechanisms.



Implementation

Yathar Cho Industry Limited has practiced “No Workplace Discrimination”. We strongly prohibit improper behavior, including discrimination or harassment in any form, and any breaches will result in disciplinary action, inclusive of termination or dismissal. We don’t discriminate based on Religion, Ethnicity, Race, Gender, Age or against Vulnerable Groups in our employment process. Yathar Cho Industry limited does not support child labor (under 18 years old) and is in full compliance with the labor laws and regulations in the area that we operate in.

Management must ensure that all employees have equal access to human rights policy and social welfare security benefits through the Human Resources Department. Yathar Cho Industry Limited respects the rights of clients through the provision of objective information about products and services. Taking into account the wishes and needs of our customers, we constantly improve the quality and increase the assortment of our products.

“We strongly prohibit improper behavior, including discrimination or harassment in any form, and any breaches will result in disciplinary action, inclusive of termination or dismissal.”

Measures of Outcomes

Quarterly review completed by senior management team.



Labor Principles

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

Assessment, Policy and Goals

We are strongly followed our national labor rules and regulations. We are freely upholding the freedom of association by labor negotiating committee. We are paying for Income Tax and for all taxes regularly.

Implementation

Yathar Cho Industry Limited has labor negotiating committee between employee and employer. Workplace Coordinating Committee is responsible for improving the relationship between employers and employees; Working conditions; Negotiation of regulations and safety of workers in the workplace. To improve the relationship between the employer and the employee or the labor organization. Negotiating working conditions; Mediation has been set up to promote productivity. Workers can file a grievance with the Coordinating Committee. Complaints will be resolved on a monthly basis. Negotiations will be documented and maintained.

**“We are freely upholding the freedom of association
by Workplace Coordination Committee.”**

Measures of Outcomes

Recorded meeting minutes and get signature for agreement from both employee and employer's sides.



Yathar Cho Industry Limited has involve employer and employees and participate in social activities and seasonal festivals. During the covid-19 period at Cho Cho Industry Limited employees were provided with rice , oil , food and health related iteams.



Providing rice and oil food to staff during the covid-19 period.



Company provides Thidingyut Package to employees



Kahtain Donation Moment

Principle 4: The elimination of all form of forced and compulsory labor.

Assessment, Policy and Goals

We have contracted with employee followed by the labor law.

Implementation

Yathar Cho Industry Limited has employment contract between employee and employer. We are strongly given employment equality to every employee. Our company signs an employment agreement with both parties. We compliance by the labor law.

“We are strongly given employment equality to every employees”



Measures of Outcomes

Three sets of recorded Employment Contract between employee and employer. And we are also reconstructed after two years successfully employed.

Principle 5: The effective abolition of child.

Principle 6: The elimination of discrimination in respect of employment and occupation.

Assessment, Policy and Goals

We strongly emphasize:

- Company policy to uphold the freedom of association and collective bargaining
- The encouragement of each employee to discuss problems they encounter with their higher management. (Durbar)
- No child labor
- No forced labor
- Employee rights, responsibilities, compensations and benefits
- Regular staff training and education for employee development
- Written company policy according to Myanmar Labor Law – provided to all employees
- Help out in emergency response for safety
- Practice 6S policy
- Followed ISO 9001:2015, HACCP, and GMP



Implementation

Yathar Cho Industry Limited with the Coronavirus disease (Covid-19) prevention and control guidelines issued by the Ministry of Health and Sports. Everyone Employees entering Factory in the workplace Hand washing , Disposable mask , Install Face Shield and it is designed to be a safe workplace by measuring the temperature.



Company provides employees with a disposable mask to ensure workplace safety. Medical supplies such as Face Shield are provides.

Yathar Cho Industry Limited provides Covid-19 protective equipment to its employees in accordance with MOHS Guidelines. Medicines and medical supplies; Provides staff with seasonal influenza vaccination and Covid-19 vaccination.



All employees are vaccinated against seasonal flu



All Employees are vaccinated against Coronavirus disease Covid-19.

Yathar Cho Industry Limited discusses the epidemic with expert doctors and human resources teams to ensure that employees in the workplace can be prevented from contracting the virus in the Covid-19 factory.



Coronavirus Disease (Covid-19) Prevention Zoom

Yathar Cho Industry Limited supports the health of workers and the prevention of occupational diseases by carrying out compulsory medical examinations. We also care about pregnant mother who is working in our company. We care the pregnancy mothers since they are pregnant. Yathar Cho Industry Limited trains workers for their development continuously by the company.

We also train with the objectives of development and encourage self-training of workers through the provision of educational leave. We strongly do not accept the employment of persons under 18 years of age. We follow National Labor Law on working hours, overtime payment and etc. For the benefit of the employees, we have scholarship program, Education Development Program, for the outstanding children of our employees. We've practiced 6S policy in every process of the factory and defined policy to follow in the production process for employees to be safe from accident and their health.



Covid-19 Prevention Inspection in accordance with Covid check list to avoid health hazards in the workplace.



“We supports the health of workers and the prevention of occupational diseases by carrying out compulsory medical examinations.”

Measurement of outcomes

Collect and analyze Employee Satisfaction Survey for their benefits. To measure the development after training and the satisfaction over the training, we're analyzing training evaluation and survey.

Environment Principles

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

Assessment, Policy and Goals

We strongly support a precautionary approach to environmental challenges. We strongly doing our environmental pollution control such as water, air, and land.

Implementation

Yathar Cho Industry Limited supports environmental control and preventive actions as a precaution. We have daily watching and checking environment such as to protect the husk flying to environment. We are keeping our factory compound and environment smelling clean. We do daily and weekly report, then preventive and corrective action. Waste disposal system doing by color coded bins. Rejected finish goods sold out to employee as welfare. Waste water management system is only prototype stage and retreat waste water to pour over plants. Product waste was recycling as an animal feeds.



“We supports environmental control and preventive actions as a precaution.”

Measures of Outcomes

Related department monthly checked and reported to Managing Director.

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

- Aware of its responsibility for the preservation of the environment, the company has committed to properly dispose of waste and not pollute the land.
- Reduce waste materials, i.e. paper, water, plastic, etc.
- Implemented an electronic document management system to reduce paper consumption.
- Regular maintenance of vehicles, generators and machines for safety.
- In order to reduce natural fuel resources, used husk boiler in the production process.
- Plant trees for the green environment.
- Clear the drainage drilling.
- Cleaning the factory compound and product line for safety and healthier products.
- Use LED fluorescent tube to save the electricity for whole premises
- Auditing internally at the end of each quarter.



Implementation

Yathar Cho Industry Limited informs laborers about environmental issues and its impact on health in regards to the company. We keep the factory campus clean and encourage throwing waste into bins. According to Yathar Cho Industry Limited plastic policy in 2020, by refusing, reducing, reusing and recycling plastic

- Reduce environmental pollution;
- Plastic substitutes, metals; Replacing materials such as glass can reduce air and water pollution and make it safer and more efficient. Long lasting Create a safe work environment.

Yathar Cho Industry Limited is continuously implementing environmental development and sustainable development programs. By implementing an environmental management system, organizations can continuously improve their environmental performance by adapting processes and procedures. Yathar Cho Industry Limited informs laborers about environmental issues and its impact on health in regards to the company. We keep the factory campus clean and encourage throwing waste into bins. We are planting trees every semiannually. We have cleared the drainage drilling around the outside of our factory for not polluting in the environment and cleaned the factory compound and product line daily for product safety and health. Moreover, we've replaced our fluorescent tube with the electricity saved LED fluorescent tube in our factory. Every processes and procedures and audited quarterly and so each and every process are safe and do not harm our customers, employees and the environment. We are certified ISO 9001:2015 , HACCP , and GMP Company.

Measures of Outcomes

Quarterly review completed by senior management team. Accepting and welcoming every internal and external complaint upon the internal and external environment and take necessary corrective action.



Anti-corruption Principles

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

Assessment, Policy and Goals

- External financial audit
- Inform about anti-corruption to employees

Implementation

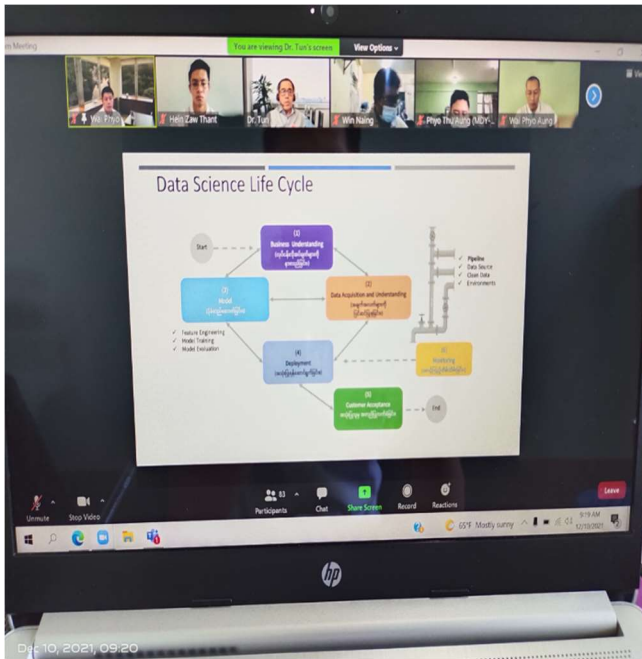
The company does not pay money for protection by any institution, individual or group. Employees are clearly informed about the perception of the management on anti-corruption. Workers are paid wages officially in full and the company pays taxes regularly. Moreover, the external audit team is yearly checking the financial report of the company. We have attended the seminar of anti-corruption at UMFCCI.

“Employees are clearly informed about the perception of the management on anti-corruption.”

Measures of Outcomes

Quarterly review completed by senior management team.

Training Program for Skill and Career Development



Artificial Intelligence , Machine Learning & Data Science Awareness Training



Basic Concepts and Applications of Statistics Awareness Training

Safety Induction Training

This Training purpose to improvement of safety awareness and safety sense in workplace safety. Moreover, we would reduce near miss , unsafe action and condition in workplace area.

Safety Induction Training (SIC) Activities in YTCI Factory Premises

Security Training Instruction from Safety Manager



Inspection Safety Knowledge Training



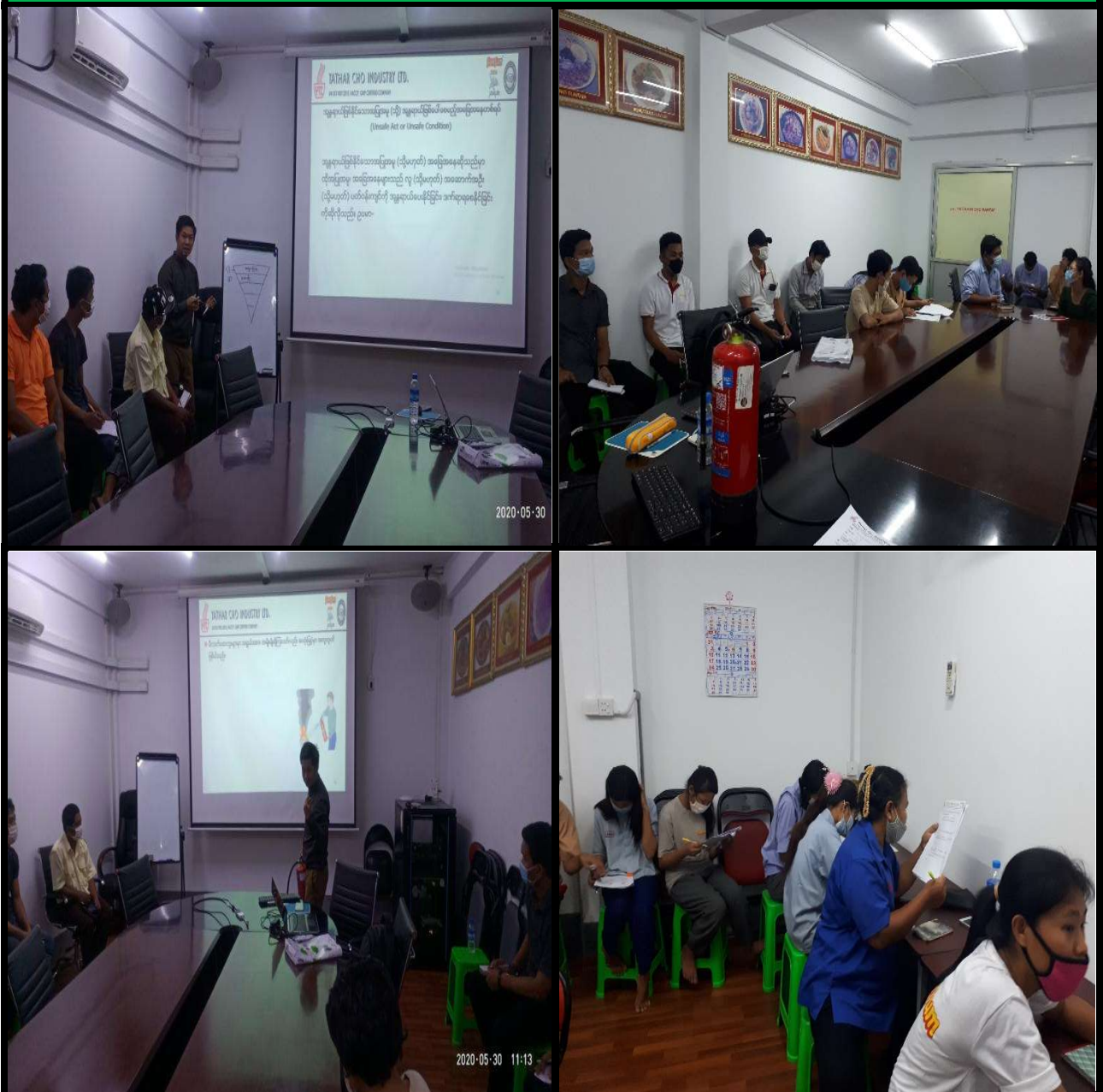


Safety Induction Training and Refreshment Training

This Training purpose to improvement of safety awareness and safety sense in workplace safety. Moreover, we would reduce near miss , unsafe action and condition in workplace area.

Safety Induction Training (SIC) and Refreshing Training Activities in YTCI Factory Premises

SIC Training Instruction from Safety Manager





Fire Equipment and Fire Extinguisher Inspection Awareness Training

This training propose are to improvement of fire safety equipment inspection and fire safety awareness in fire prevention requirement. We would apply fire safety knowledge for fire safety manager class finished person in Myanmar Fire Services Department (MFSD) .

Fire Equipment and Fire Extinguisher Inspection Awareness Training

