



## New Starlight Construction Co., Ltd

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To Our Stakeholders,

I am pleased to announce that New Starlight reaffirms and supports the Ten Principles of United Nations Global Compact through our daily business activities with our valued community, customers and employees. New Starlight supports in the areas of Human Rights, Labor, Environment and Anti-Corruption issues.

New Starlight, while working towards our vision of “Promoting enhanced modern urban lifestyle”, also considers sustainable development of the region, job opportunity for the people, and prosperity of the country.

In our 6<sup>th</sup> annual Communication on Progress, we describe our activities to continuously improve the integration of the Global Compact and its principles into our business strategies, work culture and environment, and in our daily activities. We are committed to openly share all this information with our customers, employees and stakeholders.

Yours Sincerely,

Kyaw Kyaw Win

Chairman

## **HUMAN RIGHTS PRINCIPLES**

- Principle 1: Business should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses Assessment, Policy and Goals

### **New Starlight's Position**

New Starlight is committed to developing an organizational culture which supports internationally recognized human rights and avoid any involvement in the abuse of human rights. New Starlight practices fair employment including the right to equal opportunity and non-discrimination, and we are also committed to ensuring that all our employees receive fair treatment.

### **Implementation**

We have made our employees aware of their rights by carrying out workshops and disseminating information via our employee handbook. We encourage our employees to communicate with us whenever they have any issues. Our employee handbook is reviewed and revised on an annual basis to up to date with labour principles to better reflect the rights of employees.

We frequently hold seminars and workshops by inviting speakers and trainers from various disciplines to educate our employees to achieve career development.

## **Measurement of outcomes**

Human Resources department served as primary communication for employees to address issues related to human rights violations.

By having HR department for consultation, conducting social security benefit awareness workshops to employees and ensuring awareness of how company monitors and evaluates performance, there were no employees' complaints of violation of Human Rights. We have reviewed and updated the existing processes and practices with consideration for the human rights principles. We hold management meetings on annual basis to review our labour policies based on all suggestions made.

## **LABOUR 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 forms of forced and compulsory labour
- Principle 5: The effective abolition of child labour; and
- Principle 6: The elimination of discrimination in respect of employment and occupation

## **New Starlight's Position**

New Starlight strives to create a rewarding working environment for our employees. Our handbook covers policies concerning our employee rights and compensation and responsibilities. An open door policy has been established where employees can report grievances to their upper management and the HR department or even the Managing Director.

The principles of non-discrimination, no forced labour, no child labour (under 18 years old) are highly respected by New Starlight. As such we do not employ any form of forced labour and

child labour because we consider that as the fundamental violation of human rights. All job applications went through detailed screening by our Human Resources personnel. All employees in New Starlight are given equal opportunities; hiring and promotion of employees are based on criteria like academic qualifications, skills and track record.

## **Implementation**

New Starlight put great emphasis on employees' welfare and has established several welfare policies in the employees' handbook. Employees are made aware of the employee handbooks and provided orientation trainings on the first day of the work. Employees are encouraged to attend trainings and workshops conducted on a regular basis by prominent trainers. Weekly meetings between head of departments are held to ensure human resources issues and other work related issues are handled appropriately.

As part of social welfare program, recreational activities, performance based bonuses, seasonal cultural ceremony events, and other activities were organized. In recognizing employee contributions to company, performance are reviewed annually and awarded accordingly.

Following are examples of policies New Starlight developed and implemented:

- Employees are given paternal and maternal paid leaves.
- Employees are not required to work overtime. Should there be a need to do so, they are compensated either financially or compensatory time off.
- During recruitment, age verification is conducted with national ID cards and underage people are not employed.
- Employees from other parts of the country are provided with accommodation, transportation and meal allowance.

## **Measurement of outcomes**

All employees are treated with dignity and respect. Management carried out periodic review to abide by the country labor law. Employees are provided direct access to HR department to resolve labour violations. We have numerous communication groups for the employees to raise and address their concerns. Zero complaints from employees regarding company employees' handbook and there is no child labor and force labor during the report period.

## **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.

## **New Starlight's Position**

As one of the leading developers in the country, New Starlight is conscious of the environmental risks and threats to our environment and is motivated to protect and make a positive impact on the environment. We are committed to support a precautionary approach to environmental challenges and undertake initiatives to promote greater environmental responsibility.

## **Implementation**

To minimize paper usage within the office, New Starlight has asked employees to limit their paper usage and keep printing records within each department. We have established

various communication groups, thereby reducing the needs for printing and informing about the activities of various departments. Another way we are limiting the paper usage is using company email accounts and encouraged employees to correspond and communicate via email.

New Starlight, put a great emphasis on environment. Water treatment and recycling, landscaping and other environmental friendly measures are essential parts in our developments. In Mingalar Mandalay and Muse Central Business District projects, we have separate drainage systems for rainwater and waste water. Waste water is treated prior to disposal.

With regards to project development and its impact on society and environment, we have conducted Environmental Impact Assessment and Social Impact Assessment (EIA/SIA) prior to each development. We have shared EIA/SIA findings with government officials and public by organizing public consultation events. So that community will understand the benefits and impacts of the development and raise out concerns if any.

### **Measurement of outcomes**

New Starlight, being one of the first companies in upper Myanmar to conduct EIA/SIA study prior to developments, positive and negative impacts created by the development and mitigation plans are shared with neighbouring community which has built trust for the company.

## **ANTI-CORRUPTION PRINCIPLES**

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

### **New Starlight's Position**

To keep New Starlight's vision of being a socially responsible business while operating as a leading developer in Upper Myanmar, we manage our businesses with dignity, fairness, transparency and are committed to be responsible to all stakeholders. New Starlight will not tolerate any act of bribery for purposes of obtaining or retaining favors or any improper advantages.

### **Implementation**

We believe that the basic needs of the employees and their families should be well taken care of to prevent any misconduct, corruption and bribery. As such management pay close attention to the well-fare of our employees. All financial claims are checked on various levels before being submitted to finance department as to promote transparency and accountability in implementing our anti-corruption commitment.

### **Measurement of outcomes**

Internal and external audits are conducted regularly to monitor and identify irregular payments or financial transactions. There have been no reported cases of attempted bribery or conflict of interest and no disciplinary taken action on any of our employees. We will keep practicing the transparent reporting system and aim to improve our anti-corruption principles