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VISĀKHĀ FOUNDATION

**Statement of continued support
by the President of the Visakha Foundation**

The Visakha Foundation is proud to align its goals and operations with those of the United Nations Global Compact guidelines and principles. As a local non-governmental organization, our mission is to support the overall development of healthcare, education, and socioeconomic status of families from underprivileged communities. We strive to work towards our goals by creating opportunities for orphans and youth in vocational training, basic education, and other skills that will enable them to find employment opportunities in the near future. We also work with international foundations, local universities, and healthcare organizations to provide healthcare and eye care services to people from underprivileged backgrounds that need it most. Through these activities, the Visakha Foundation hopes to build a sustainable future that is in alignment with the Sustainable Development Goals.

In this annual Communication on Engagement, we explain the activities implemented by the Visakha Foundation over the past year in order to support the Ten UNGC Principles and work towards the SDGs. We thank all the volunteers, members, workers, partner organizations, and other stakeholders involved in our daily efforts and operations in order to align with the UNGC Principles.

Sincerely,
Dr. Su Hla Han
President
Visakha Foundation

UN Global Compact COE Report 2019-2020

The Ten Principles of the United Nations Global Compact

Human Rights

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 rights abuses

The Visakha Foundation is strongly dedicated to upholding and protecting the human rights of individuals in the community.

Assessment, Policy and Goals

- We do not support any form of discrimination within our organization and at any of our partner organizations.
- Our hiring and recruiting procedures to enter our membership, vocational training, basic education, healthcare, and other programs are not biased by race, gender, religion, disability, and other traits. All applications receive a fair opportunity.
- The organization cultivates a working environment where volunteers, members, partner organizations, and stakeholders are able to freely express their values, opinions, and culture without judgment (unless it goes against the United Nations Human Rights Principles).
- Sexual harassment and other forms of harassment are not tolerated.
- We continue to donate to charitable causes and philanthropic efforts that respect and align with the United Nations Human Rights Principles.
- We implement eye care projects (e.g. cataract surgery) for people in the poorest communities in Myanmar where they have no access to basic healthcare in order to improve their livelihoods.

Assessment of Human Rights related risks and impact in industry sector and country/countries of operation (see Risk Assessment Report at www.humanrightsbusiness.org)

- There is a shortage of skilled and qualified labor in Myanmar. Therefore, we invest in vocational training programs that aim to build the capacity and develop the careers of individuals and families from underprivileged communities.
- Myanmar is a country that has an underdeveloped healthcare system with no universal healthcare coverage in place. Therefore, we provide appropriate and necessary healthcare to volunteers, underprivileged communities, and individuals from poor backgrounds.

Implementation

- We share this COE to our volunteers, members, workers, and partner organizations in order to share our mission and support the Human Rights goals.
- Our NGO conducts hiring practices and promotions in an unbiased manner without any discrimination.
- We collect feedback from our volunteers, members, workers, and partner organizations on how we can improve our policies to find better solutions to promote Human Rights.
- The organization implements a sexual harassment policy where any violations will be dealt with in a fair and prioritized manner.
- The NGO fosters an environment where people are able to express their cultural values and practice their religion without judgment.
- The organization holds various vocational training programs to build the capacity and develop the careers of individuals and families from underprivileged communities.

Measurement of outcomes

- Any incidence that violates Human Rights and/or goes against our policies are reported to the HR Department in order for them to be dealt with appropriately.
- The HR Department and high-level personnel and members at the NGO collaborate to assess the demographics of our organization in order to see if there can be any improvement for diversity.
- The annual assessment of our monitoring systems is used to understand how our policies can be improved for future use.

Labour

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.

The Visakha Foundation is operating in alignment with the Labour Principles of the UNGC. The NGO puts effort to protect its volunteers, members, partners, and workers from discrimination, forced labor, and other practices that go against the UNGC Labour Principles. We also urge our partners to respect the labour rights of their workers in order to build a sustainable future.

Assessment, Policy and Goals

- Visakha Foundation does not support or practice child labour, forced labour, or compulsory labour within the NGO or at any of its programs.
- The NGO adheres to Myanmar labor laws in order to provide volunteers, members, workers, and students with the appropriate benefits, compensation, rights, and responsibilities.
- All volunteers, workers, and students are compensated according to Myanmar labour laws.
- Visakha Foundation endorses and practices hiring procedures in a fair and just manner without bias or discrimination. We also encourage our partners to conduct the same

practices to align with the UNGC Labour Principles.

- We foster a harmonious, open, and positive environment within our NGO and at our training programs so that discrimination does not take place.
- Visakha Foundation is proud to hold vocational training programs such as nurse aid, security, hair care, and sewing programs that are in alignment with the UNGC Labour Principles.

Implementation

- The Visakha Foundation has labour policies that are regularly updated in order to adhere to the national labour laws of the country so that all volunteers, members, workers, and students are protected.
- If our policy on labour rights is revised, HR issues a memo so that everyone is notified about the update.
- Visakha Foundation provides training courses and seminars to bring awareness of labour rights, discrimination, forced labour, and relevant topics in order for our workers, members, and students to understand the importance of the UNGC Labour Principles.

Measurement of outcomes

- Visakha Foundation implements an annual assessment on organizational statistics to see how our labour practices can improve (e.g. gender, pay scale, sick leave, health coverage, training, diversity).
- We do not tolerate violations of the UNGC Labour Principles within our NGO and at any our partner organizations. If there is a violation by one party, we will assess the situation in order to assess whether we should terminate all ties with the party in question.
- The HR Department closely monitors the labour policies of our organization to adhere to national labour laws.
- The HR Department conducts an annual assessment of any past violations to see if any action or improvement can be done for future reference.

Environment

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

Visakha Foundation is strongly committed to the UNGC Environmental Principles because the organization believes in reducing waste and going green in order to protect the environment and build a sustainable future.

Assessment, Policy and Goals

- Our NGO will not participate in any activities that will significantly increase the carbon footprint and violate the national environmental laws of Myanmar.
- Our NGO implements awareness programs to volunteers, members, workers, and students regarding the environment so that they can learn ways to recycle and reduce waste.
- HR Department regularly holds activities to promote environmental responsibility, teach participants about current challenges, and encourage methods to reduce waste.

Implementation

- Visakha Foundation encourages volunteers, workers, and members to engage in practices that reduce wastage and protect the environment (e.g. paperless communication, electronic data storage, reduce electricity usage, etc.).
- Our awareness programs address current environmental challenges in the world and ways to reduce waste in order to create a better and more sustainable future.
- The HR Department regularly stays up to date with the national environmental laws so that the NGO can adhere to these standards.

Measurement of outcomes

- The Visakha Foundation monitors the carbon footprint of the NGO through various means (e.g. monthly electricity bill, purchase of paper, gasoline bills, recycling, water bill, etc.).
- We monitor our operations to assess where we can reduce wastage.
- We conduct annual assessments to understand how we can improve our activities to reduce wastage and protect the environment.

Anti-Corruption

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

Visakha Foundation believes that all organizations should work toward eradicating any form of bribery, corruption, extortion, and other unethical practices.

Assessment, Policy and Goals

- Visakha Foundation does not tolerate any form of extortion, bribery, or corruption within our NGO or partner organizations. Any partner, member, worker, volunteer, or student involved in these unethical practices will be dealt with in an appropriate manner.
- We do not endorse any practices that will violate the UNGC Anti-Corruption Principle.
- The organization invests in bringing awareness to our members, workers, students, and volunteers to recognize any form of corruption if it is taking place.

Implementation

- We have established protocols to inform the HR Department if a volunteer, student, member, or partner organization discovers a situation involving bribery, extortion, or other forms of corruption.
- The NGO's anti-corruption policy is made aware to all volunteers, partner organizations, members, and students so that they understand how to act in accordance to these regulations.
- We conduct audits so that no corruption, bribery, malpractice, or extortion is being conducted in our workplace.

Measurement of outcomes

- The HR Department works closely with high-level personnel and members at the NGO to handle any situation that is related to corruption in the NGO or if we are affected by a partner organization.

- Reported incidents will be dealt with by evaluating prior actions and punishments.
- The HR Department works closely with high-level personnel and members to evaluate the current anti-corruption standards of the organization so that they can be improved for future use.
- Every department is audited regularly to ensure that no corruption is taking place at our NGO.

Concluding Statements

The Visakha Foundation is proud to put its efforts into aligning with the Ten Principles of the UNGC. We are extremely proud of the progress that the NGO is making in its effort to build a sustainable future for our local community. In addition, we are proud to play a role in the local and global community to work towards the SDGs. We encourage all volunteers, members, students, and partner organizations to act in alignment with the Ten Principles of the UNGC in order to build a socially responsible world. Again, we thank all the people involved in our efforts and daily operations to align with the UNGC Principles.