

Communication on Progress

14 September 2022

CEO Statement of continued support

Information Matrix believes that we shall be successful not only by the profit, but also by the commitments to the responsible ways of working embedded in the way of doing business since it was founded in 2000.

We have been an active subscriber to the UN Global Compact since 2013. In our experience, our continued commitment to the ten principles in the areas of Human Rights, Labor, Environment and Anti-Corruption of the UN Global Compact into our strategy and operations.

We strive to implement initiatives in line with the latest United Nations Sustainable Development Goals. And we also committed to share this information with our stakeholders and the general public and to the submission of our annual communication on progress to the United Nations Global Compact.

Thaung Su Nyein

Chief Executive Officer

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

Information Matrix emphasizes to support the Universal Declaration of Human Rights. The protection of Human Rights is embedded in our numerous operating processes and control mechanisms.

We made further progress implementing Information Matrix's commitment to respect human rights as set out in our position on human rights, in line with the UN Guiding Principles on Business and Human Rights and Children's Rights and Business Principles.

Implementation

Given the nature of our business as a multi business company, we recognise that we have a great number of potential human rights impacts.

We have initiated work streams in our working environment where we can and should do more, in 2015 we made significant progress. We have used the UN Guiding Principles Reporting Framework as a tool to drive continuous improvements in our human rights management.

We continued to use the Internal Information System (IIS) for all employees to submit their complaints and/or issues with regards to unfair treatment. These complaints are revised by top management and discussed immediately.

We seek to ensure a healthy and safe working environment for all employees regardless of where they work. We have a zero injury mindset.

Measurement of outcomes

We carried out periodic review of results by senior management and the results show there is no cases of human right violations, complaints and breached during this report period.

Labour 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 labour; Principle 5: the effective abolition of child labour; and Principle 6: the elimination of discrimination in respect of employment and occupation.

Assessment, Policy and Goals

Information Matrix strives to ensure that the freedom of association and the right to collective bargaining are upheld, that the company does not engage in forced and compulsory labour and child labour, and that the company works to ensure diversity and non-discrimination in respect of employment and occupation.

We kept on watching the ways of improvement regarding the employee responsibilities, welfare and benefits every quarter.

Implementation

We encourage all stakeholders to respect human rights including labour rights, as described in the UN Guiding Principles on Business and Human Rights.

Non-discrimination and equal opportunities are the foundation for our approach to promoting diversity, which focuses on gender and nationality.

These priorities are reflected in our diversity policy and internal and external business processes.

Measurement of outcomes

We carried out periodic review of results by senior management to abide by the local labor law.

There were no complains from employees regarding company employee's handbook and there was no child labour and force labour during the report period.

Environment Principles

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

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

Respecting the environment is the key to our approach to sustainable development.

UNGC environmental principles are incorporated in our Code of Conducts and Business Ethics.

Implementation

Information Matrix prioritizes safety of the employee as well as the environment.

In the working environment, the management committee regularly conducts safety training for all employees to be responsible for the environment and the communities.

Management committee also takes actions by setting up the operation procedures for practicing the waste management hierarchy – reduce, reuse and recycle.

Measurement of outcomes

No cases of impacts on the environment and no complaints are reported during the report period.

Anti-Corruption Principles

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

Assessment, Policy and Goals

Information Matrix supports the 10th UN Global Compact Principle on anti-corruption and we are committed to anti-corruption and maintaining high business ethics standards.

The broad scope of business ethics in Information Matrix covers anti-corruption, fraud, bribery, off-label promotion, and transparency.

Implementation

We are fully committed to fair and open business conduct in our business society. As a signatory to the United Nations Global Compact, we are actively engaged with other companies and nongovernmental organizations in the fight against corruption. We always have open and transparent dealings with our stakeholders, and it supports our commitment to conducting our business with integrity.

Reporting, Monitoring and Education components that we always train our employees to avoid anti-corruption status. Through our training and guidelines, our employees are made aware of their responsibility to act with integrity at all times. We take this responsibility seriously and commit to upholding these standards.

Measurement of outcomes

No disciplinary action was taken on any of our employees.