

United Nations Global Compact: Communication on Progress

3 October 2021 to 1 October 2022

Zeya & Associates Company Limited

Tax ID : 194825072

Energy, Healthcare, Industry & Reforestation

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Date: 1 October 2022
Ref: 001/ UNGC/ 2022

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017

Dear Mr. Secretary-General

We, Zeya & Associates Co., Ltd. (RGK + ZNA Group) support the ten principles of the UN Global Compact on human rights, labor, environment, and anti-corruption. With this communication, we express our intent to implement those principles. 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 goal of the United Nations, particularly the Millennium Development goals. Zeya & Associates Co., Ltd. (RGK + ZNA Group) will make a clear statement of this commitment to our stakeholders and the general public.

This is the eighth Communication on Progress as we have joined since 7 October 2014.

We have been pursuing the rules, regulations and notifications on COVID 19 Epidemic besides keep on supporting healthcare sector and people who are facing difficulties. We have awareness of advancement of responsible business practices is essential for recovery from the COVID-19 pandemic and long-term corporate competitive advantage.

We will keep continuing our best to blend the Global Compact and its principles into our business strategy, culture and daily operations. Moreover, to fight global warming and climate change, we start reforestation to rebuild habitats and degradation.

We are pleased to share this information with our stakeholders using our channels of communication.

Sincerely yours



Zeya Thura Mon
Chairman/ CEO

United Nations Global Compact Human Rights Principles

“At Zeya, we believe that discrimination and equal opportunities are great important things to the management of our employees in real life. Our obligation to non-discrimination in human right policies applies to all aspects of employment, including advertisements, recruitment and selection programmes, access to training, promotion, disciplinary procedures, redundancy and dismissal.”

We also commit to provide a safe and healthy working environment for all employees and our visitors.

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

Assessment, Policy and Goals

We strongly respect and support the **human rights** with applicable international and national practices. We do act with due diligence to avoid infringing the rights of others. We persist to enforce our Standard human right policies that safeguard non-discrimination or equal opportunities to the management of our employees based on equal access to benefits and fair treatment.

We support **Social Rights** which are the rights a person should expect from living in a society, such as the right to healthcare and education, food, water, housing. We have awareness that Human Rights starts from birth and cannot be taken away.

We strongly believe that discrimination and equal opportunities are great important things to the management of our employees in real life. Our obligation to non-discrimination in human right policies applies to all aspects of employment, including advertisements, recruitment and selection programs, access to training, promotion, disciplinary procedures, redundancy and dismissal.

We also pursue The Social Security Law which was enacted in 2012 in Myanmar. According to Social Security Law, 2012, we enforce to enjoy more security in social life and health care for our employees who are major productive force of the Company and State.

We commit to provide a safe and healthy working environment for all employees and our visitors.

We have a practice on assisting Cultural Rights, which encompass many activities such as right to eat, wear clothes, marry, celebrate events and so on.

Implementation

The main business stream of Zeya is Engineering, though, 31% of our workforce is women and the pay level and structure of workforce is depend on their respective skills and merits regardless of gender, giving equal opportunities to the women workforce for promotion, transfer and training and also increasing the opportunities for women to participate in management level to implement “Gender Equality as a Human Right”.

To develop skills requirements of our people, we provide educational assistance and financial supports to the every employees in our company, their families members and the families those who are in difficulties.

We make sure that all staff understand that safety is everybody’s responsibility. We provide all employees with Health & Safety workplace training programs to cover both general and function specific Health and Safety knowledge. We also take care not only health and safety of our employees but also clients, contractors and visitors to our offices and events. We follow the instructions from WHO on ways to protect employees and prevent the spread of COVID-19. Furthermore, staff and families have been properly vaccinated.

We work with governments, law firms and NGOs to institute policies to help better protect individual’s right to privacy. We closely perform with Hospitals, Health Care organizations, Charity Organizations, Border Areas Development Association and local societies.

We keep on assisting Border Areas Development Association (BDA). BDA has launched a Microfinance Company and supporting farmers in Upper Myanmar.

We has signed Memorandum Of Understanding (MOU) with AYA Bank for AYA HOME LOAN SCHEME in which all staff from our organization could purchase home with special rate since 2 April 2018.

We spent more than MMK **357,840,337.00** and USD **48,709.97** for donating Hospitals, Clinics for healthcare and improvement activities between November 2020 and end of May 2021. We donated cash, PPEs, medical equipment, air-conditioning systems to COVID-19 Quarantine Centers, Hospitals and Health care Centers.

Besides, we have provided a 6-storey building and Lotus Guest House with 16 rooms as a temporary residence for front line doctors and health care professionals who are fighting against COVID-19 epidemic.

Donation for prevention and control of COVID – 19 in Myanmar (April 2020 to Sept 2022)



No.	Description	Amount
1	National-Level Central Committee on Prevention, Control and Treatment of Coronavirus Disease 2019 (COVID-19) via UMFCCI	MMK 130,000,000
2.	Ministry of Health & Sports	MMK 417,128,756
3.	Ministry of Electricity and Energy	MMK 80,391,500
4.	Public Health Laboratory (Bio Safety Level 2+)	MMK 45,000,000
5.	Ayeyarwady Foundation	MMK 61,150,000
6.	Myanmar Football Federation	MMK 5,000,000
7.	University of Medicine 1 & 2, Yangon	MMK 13,828,140
8.	Others including Quarantine Centers	MMK 108,376,559
	TOTAL	MMK 860,874,955



Donation of Doctors' House

RGK+Z&A Group donated a 6-storey building, Shwe Hnin Si House with 21 rooms and Lotus Guest House with 16 rooms (2 people stay in one room) as a temporary residence for frontline doctors & healthcare professional who are fighting against COVID-19 during COVID-19 period. Besides, we provided the maintenance of that building in July 2022, which was MMK 20,000,000.

Total donation amount - MMK 311,500,000



COVID-19 Antibody Blood Donation Campaign

Zeya & Associates families and friends have successfully implemented the campaign of COVID-19 Antibody Blood Donation under the leadership of Chairman from 10-09-2021 at National Blood Bank. Under this campaign, the members of Z&A will donate blood on every Saturday.

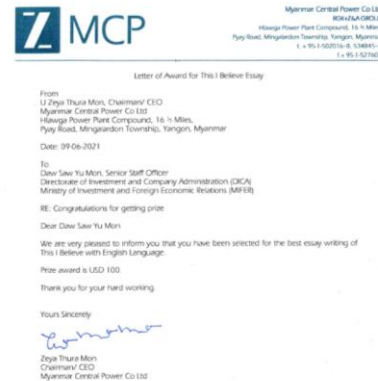


Supported for Capacity Building Program organized by Directorate of Investment and Company Administration (DICA)



U Zeya Thura Mon, Chairman and Daw Khine Khine Myint, Deputy Managing Director of Zeya & Associates Co., Ltd supported for Capacity Building Program organized by Directorate of Investment and Company Administration (DICA) from 17-05-2021 to 19-05-2021. U Zeya Thura Mon provided training for Leadership Capital and Negotiation Skill and Daw Khine Khine Myint provided training for Human Resource Management and Development.

We provided 2 awards for the best essay writing of "This I Believe" and 3 consolation awards. Total awarded amount is USD 275.



Measurement of outcomes

We accomplish periodic review of results by management team and the results show there is no case of human right violations, complaints and breaches during this report period. The areas reviewed were Working Condition and Hours, Employment Status, Employee Benefits Programs, Training Development, Performance. And the period is October 2021 to end of September 2022.

In order to keep RGK+Z&A Group a COVID-19 disease free workplace, we have formed a Z&A COVID-19 Fight Team since 29 March 2020. **100%** of staff have been vaccinated, besides apart from travelers, all of them have been jabbed booster doses.

We have the awareness of right to education, thus our Education Supports for 2022 - 2023 Academic year have been provided.

Actual Cost for 14th Education Support (2022-2023 Academic Year)/ Rev01 Dated on 28.06.2022

A	B	C	D	E	F	G	H	I	J	L	M	N
No.	Items	Students	Cash		Materials				Materials Cost, MMK/ Student (F+G+H+I)	Total Materials Cost, MMK (J*C)	Supporting Cash + Materials, MMK (E+K)	Supporting/ Student MMK
			Cash Support/ Student, MMK	Total Cash amt., MMK	Book (3 dozs)	Pencil (1 doz)/ Ballpen	Lunch box + Bottle	Face Mask				
1	KG	12	250,000	3,000,000	-	-	7,800	-	7,800	93,600	3,093,600	257,800
2	Grade 1	19	200,000	3,800,000	-	-	7,800	-	7,800	148,200	3,948,200	207,800
3	Grade 2	16	200,000	3,200,000	-	-	7,800	-	7,800	124,800	3,324,800	207,800
4	Grade 3	6	200,000	1,200,000	-	-	7,800	-	7,800	46,800	1,246,800	207,800
5	Grade 4	9	200,000	1,800,000	-	-	7,800	-	7,800	70,200	1,870,200	207,800
6	Grade 5	8	200,000	1,600,000	-	-	7,800	-	7,800	62,400	1,662,400	207,800
7	Grade 6	2	200,000	400,000	-	-	7,800	-	7,800	15,600	415,600	207,800
8	Grade 7	8	200,000	1,600,000	-	-	7,800	-	7,800	62,400	1,662,400	207,800
9	Grade 8	14	300,000	4,200,000	-	-	7,800	-	7,800	109,200	4,309,200	307,800
10	Grade 9	3	300,000	900,000	-	-	7,800	-	7,800	23,400	923,400	307,800
11	Grade 10	10	300,000	3,000,000	-	-	7,800	-	7,800	78,000	3,078,000	307,800
12	University - 1st Yr	1	400,000	400,000	-	-	7,800	-	7,800	7,800	407,800	407,800
13	University - 2nd Yr	2	400,000	800,000	-	-	7,800	-	7,800	15,600	815,600	407,800
14	University - 3rd Yr	2	400,000	800,000	-	-	7,800	-	7,800	15,600	815,600	407,800
15	University- 4th Yr	0	400,000	-	-	-	-	-	0	0	-	
	Total	112		26,700,000						873,600	27,573,600	MMK

Grand Total Cost KG ~ University Fianal Yr.

14,904.65 US\$

United Nations Global Compact Labor Standards Principles

“The long-term sustainability of our company is heavily dependent on our people and our people is a key source of competitive advantage and ultimately, profitability. We do need to ensure that our workforce has the right mix of people, with appropriate skills and experiences, allowing the business to compete effectively and innovatively. We view our people as a business asset, rather than just a cost.”

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 labor;

Principle 5

the effective abolition of child labor; and

Principle 6

the elimination of discrimination in respect of employment and occupation.

Assessment, Policy and Goals

Zeya supports freedom of association and, where applicable, recognize the right to collective bargaining. We make disclosure of standard operating procedures and job descriptions through our employee handbook, create an open and a favorable work environment. We have an obligation to respect, protect and fulfill economic, social and cultural rights. Staff members want to work for an organization that encourages and respects individuals, and this is one of our core values across the Zeya network. We have a strict policy regarding with not employing child labor. Our organization prohibits sub-contractors not to employ child labor. Our Company's Human Capital Manual clearly reveals that it covers policies concerning employee rights and responsibilities, compensations and benefits.

Implementation

We understand that by putting effective anti-discrimination and anti-harassment procedures in place in business, we can improve productivity and increase efficiency.

We uphold a dignity at work policy which aims to foster an atmosphere of mutual respect in which staff can feel accepted, able to work with dignity and to their full potential and embrace the benefits which diversity can bring.

We have been finding out the opportunity to deepen implementation of the Women's Empowerment Principles and strengthen their contribution.

We do not recruit any person who is under the age of 18.

We also send staff abroad to attend trainings regarding technical, management and secretarial skills. We support the staff who are learning Post Graduate Diplomas, Degrees such as Diploma in Business Law, Diploma in International Law, ACCA, Master of Business Administration, Master of Banking and Finance and so on.

We perform financial support for homes for employees as well as health care. According to rules and regulations, we allow staff to take maternity leave, paternity leave and so on. Employees can go to the hospitals (Victoria, Asia Royal, SSC, Aung Yadanar, Grand Hanthar) for their health care and they can re-claim the expenses according to the principles. We do not execute any discrimination on the basis of racial or ethnic origin in relation. We do not assign any child labor (or) forced labor in our organization. We pursue equal employment standards, besides offering a healthy lifestyle workplace and appropriate requirement. We have an awareness that the adoption of labour laws and regulations is an important means of implementing ILO standards.

31% of our workforce is women and we give the same opportunities to our women workforce in respect of employment and occupation including advertisements, recruitment and selection programmes, access to training, promotion, disciplinary procedures, redundancy and dismissal.

Measurement of outcomes

We performed a 40% random check in all working sites including sub-contractor sites and there was no child labor and force labor. We found out that all employees are above 18 years old.

According to the feedback from the staff, they satisfy the health care system. Furthermore, staff jabbed 2 booster doses of COVID 19.

We view our people as a business asset, rather than just a cost. The below is the total training investment in our people up to the reported period.

Zeya & Associates has offers various Capacity Enhancement programs in 2021-2022 as follows:

Sr. No.	Capacity Enhancement Programs	Programs Date
1	Infusion pump(IP-7700) and syringe pump(SP-8800)	From 11-03-2021 to 12-03-2021
2	Service Training Basic Type Operation Table	From 23-03-2021 to 25-03-2021
3	The Program on Occupational Safety and Health Management and Work Environment Improvement	From 13-07-2021 to 09-09-2021
4	A New Kind of Leadership for Breakthrough Performance	From 05-03-2022 to 10-04-2022
5	ICM Single Subject Diploma in Business Management and Administration	From 03-04-2022 to 17-07-2022
6	Fundamental of Digital Marketing	From 18-06-2022 to 19-06-2022
7	Engine Repairing Course	From 16-07-2022 to 24-09-2022
8	5S & Kaizen Training	From 27-08-2022 to 28-08-2022
9	Trade Net 2.0	From 05-09-2022 to 09-09-2022

CARE Programs

Zeya & Associates always cares for our employees. The company distributed basic commodities as a “CARE PACKAGE” to all of the employees on 13-09-2022.



CFO's CARE for the happiness of employees



United Nations Global Compact Environmental Principles

“Our commitment is using our resources responsibly to support the long-term sustainability of our company and of the environment in which we and our clients live and operate. In the same way that humans and animals leave physical footprints that show where they have been, so Zeya tries to leave good evidence of our operations in the 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.

Assessment, Policy and Goals

We aim to be a paperless organization. Besides, we are trying to increase percentage of recyclable waste and encourage generating power (energy) from waste. We avoid using coal plant power generation which shall impact the environment. Besides, we support in environmental conservation by growing and maintaining trees. We reduce the usage of resources and practice the waste management system. We educate the cost and benefits of clean technology, besides utilize clean technology for Public Transportation in Yangon Region.

Regarding with the environment, we have awareness of embed sustainability into strategy and take action to secure a resilient future.

Implementation

We educate our employees about the environmental awareness frequently.

We are involved in Electric Power Generation and we have fossil-fuel power plants, located in Hlaw Gar, Yangon, however we do not use coal for power generation. Environmental and Social Impact analysis was thorough performed.

Furthermore, we educate not only employees but also natives about benefits of growing trees. We have grown trees in the area of 230 acres in Upper Myanmar, along the express way between Nay Pyi Taw (Capital) and Mandalay (238 miles). We also have been growing trees in Mingalardon township, where the power generation plant located.

In order to reduce electric power consumption, we installed special glasses in air-conditioned rooms. We do switch-off the unnecessary lights and electrical appliances.

We use low emission cars and travelling together instead of using individuals. We have started using EVs in order to reduce carbon emissions.

We try not to print out papers and reuse one-sided papers.

We encourage using electronic communication in order to obtain proficiency and conservation of environment. We maintain no leakage water system and save the water. In addition to this, we have installed reclaimed water system so that it will not harm environment.

We have preventive maintenance programs for all machines and we do regular maintenance, thus, it helps to reduce air pollution.

We have been supplying Incinerators that help environmental conservation.

As we are one of the founders of Yangon Bus Public Co., Ltd., we encourage using CNG for Buses.

We plan to establish "Waste to Energy Power Generation Plants" which are located in Nay Pyi Taw and Yangon. Those plants will run on Municipal Waste. That will help protecting air pollution, water pollution, besides we can obtain energy.

Measurement of outcomes

In accordance with Organization's policy, Environmental and Social Impact Assessments are conducted.

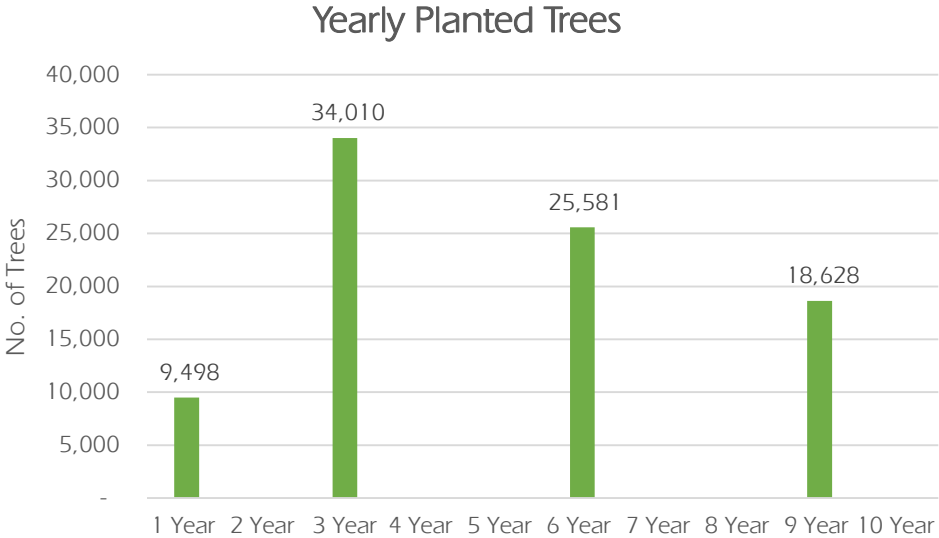
RGK + Z&A Group conducted Environmental GAP Analysis in our 50 MW Gas Engine Power Plant in Hlawga, Myanmar in June 2014. This analysis was done by AF-Consult Switzerland Ltd. This analysis was conducted according to IFC (International Finance Corporation) guidelines for IFC's Performance Standards on Social & Environmental Sustainability and IFC's Environmental Health and Safety Guidelines for Thermal Power Plants.

Our 50 MW Gas Engine Power Plant complies 5 numbers of Performance Standards (PS) on Social & Environmental Sustainability. Furthermore, 1300MW Natural Gas and Liquefied Natural Gas (LNG) based (11) Power Plants with overseas investments. Another milestone is that Myanmar's First LNG – to – Power Project started generating electricity for Yangon in August 2020.

Complied Performance Standards	Description
Performance Standard 1	Social and Environmental Assessment and Management Systems
Performance Standard 2	Labor and Working Conditions
Performance Standard 3	Pollution Prevention and Abatement
Performance Standard 4	Community Health, Safety and Security
Performance Standard 5	Biodiversity Conservation and Sustainable Natural Resource Management

We have been growing trees since 2013 between Nay Pyi Taw and Mandalay Expressway. The area is 230 Acres, which is located in Tat Kone Township (Nay Pyi Taw Region) The type of trees are Ironwood trees, Gum-Kino trees, Eucalyptus trees, Mahogany trees, Plat Fiber (White), Hardwood and Teak. Total number of trees are 90,948 including 2,701 of fruit trees and vegetables at the end of September 2022.

Total Number of Trees at 238 Miles (Yangon - Mandalay(Express Way - 90,948 (End of September 2022)



Planting Trees in **Myanmar Central Power** compound, Mingalardon Township, Yangon. No cases of impacts on environment and no complaints are reported during the report period.



Organic Fertilizer in ZNA Forestry

1. Through Brown Process by using dried leaf



2. Through Black Process by using cow dung



3. Bamboo Sharpening Activity



Chairman/ CEO's commitment on Reducing Carbon Footprint

The group chairman/CEO is using both of VOLVO Xc90 T8 Hybrid and 100% Electric Car, 2019 Hyundai Kona for his office transport.

1. VOLVO Xc90 T8 Hybrid

The hybrid Xc90 T8 Twin Engine are environmentally friendly. An efficient 2.0-litre four-cylinder petrol engine combined with a powerful electric motor, the Xc90 T8 achieves CO2 emissions of just 49g/km, helping reduce carbon footprint.

At the same time, Xc90 T8 Hybrid reduce fuel consumption and its consumption is 134.5 mpg.

2. 100% Electric Car, 2019 Hyundai Kona

The Hyundai Kona Electric is rated to have an environmentally damage index of 0.8 and a Green Score of 63 as per ACEEE (American Council for an Energy-Efficient Economy).

EPA range: 258 Miles, 28 kWh/100 miles, 132/108 MPGe

MPGe is the EPA-equivalent measure of gasoline fuel efficiency for electric mode operation.

This is the CEO's way of taking responsibility for our own future, social and financial safety nets by using fully Electric Car (EV).



United Nations Global Compact Anticorruption Principle

“We are committed to achieve a high standard of ethical behavior in everything that we do. Restrictions on accepting gifts prevent outside interests from giving things of value to employees. These restrictions prevent outside interests from exercising, an improper influence over decision-making.”

Principle 10

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

Assessment, Policy and Goals

We are committed to achieve a high standard of ethical behavior in everything that we do. Restrictions on accepting gifts prevent outside interests from giving things of value to employees. These restrictions prevent outside interests from exercising, an improper influence over decision-making.

Implementation

We provide Human Capital Manual which supports anticorruption commitment. Furthermore, we preserve internal accounting and auditing procedures related to anticorruption. We promote anticorruption environment within the organization's personnel. There is a restriction of accepting gifts in our organization. On the other hand, an employee may accept the promotional materials or souvenir or small gifts (not valuable). We effort with consultants, partners to promote Anti-Corruption Best Practices.

We are the provider of foreign companies such as GUASCOR POWER, Rolls-Royces Power Systems Company and so on. Thus, we are complying with the Foreign Corrupt Practices Act and Other Laws Restricting Bribes through those foreign companies. According to requirements, our company staff also attending training regarding with the Foreign Corrupt Practices Act and Other Law Restricting Bribes. Furthermore, our company will strive to obtain the certification to conduct that kind of training for our employees.

We will continue to promote and practice our principle and our high standards of ethics.

Measurement of outcomes

Monthly review accomplished by management team. We keep on monitoring for the breach of policies and no case was arisen. Our Company has both internal and external audit functions, thereby ensuring that records, processes, and financial statements are closely examined at regular intervals.

The other management members will strive to obtain the Certificates on FCPA Compliance as well.

In our company, Mr. Aung Thu Htoon/ Executive Director of Power Systems, Mr. Ravichandran Sabrinathan/ Associate Director of Supply Chain, Mr. Aung Kyaw Phyo/ EE, Mr. Maung Maung Soe/ EE and Mr. Tay Zar Lin/ EE have got their FCPA Compliance Certification from DRESSER-RAND on 7 August 2014.

We have also received **ISO 9001-2015** since 12 April 2017 which proves a quality Management System is implemented.

No disciplinary action taken on any of our employees as a result of any acts of bribery, corruption or extortion.

Furthermore, we cognizance **CFO Principles on Integrated SDG Investments and Finance**, which was recently launched by UNGC.

Moreover, we have been studying and preparing for a **New Communication on Progress 2023**.

Participation in Improving Doing Business Environment of Myanmar



RGK + Z&A Group participate in all of the 10 indicators task forces for improving Doing Business Environment of Myanmar.

RGK+Z&A Group is doing the following activities

- 1) Preparing and presenting Master Work Plan
- 2) Preparing and presenting Contributor Lists Report
- 3) Preparing and presenting Six Countries Comparison Report
- 4) Studying and presenting 10 indicators Survey Questionnaires
- 5) Supporting to obtain Model answers for 10 indicators Survey Questionnaires
- 6) Supporting to Secretarial Task Force of Doing Business
- 7) Regular attending Doing Business meetings and making presentations to improve Doing Business Environment of Myanmar.

