



**UN Global Compact Communication on
Progress
– Strategy First Education Group Ltd.**



25 October 2022

To our stakeholders:

I am pleased to confirm that Strategy First Education Group Ltd. – Strategy First University reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders through primary communication channels.

Sincerely yours,


Aung Chit Khin
President



Strategy First Education Group Ltd.

Human Rights

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

Principle 2 – Make sure Businesses are not complicit in human rights abuses

At Strategy First, all employees must treat each other fairly regardless of their personal demographic and have no workplace discrimination at any level. As a university, it is essential to encourage learning in the workplace and ensure that all employees get equal opportunities in the working environment. Learning and continuous personal improvement are fully supported at all levels, and we always provide opportunities for personal growth. Our Human Resource Department is always looking forward to improving our policies and resolving any social welfare issue of the employee.

Our Human Resources policies are designed to follow the labour law and regulations of the state and ensure there are no human rights violations. The policies are always reflected on an annual basis and improved to adjust and adapt to the changes in the PESTLE of the country. We have been able to adhere to Human Rights even in challenging situations like these days, whereas the country is in turmoil due to the Covid-19 and Military Coup.

Not only among staff members, students of Strategy First are also educated to be ethical, adhere to Universal human rights, and ensure no discrimination between students on religion, nationality or skin colour.

Strategy First Education Group also started Strategy First University Extension SFUx, as an inclusive education platform for all people to access quality education in 2020. More than 19,510 various SFUx courses worth 1 billion MMK are offered free of charge for students and professionals who cannot continue their studies due to the situation.

Labour

Principle 3 Businesses should uphold 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

Principle 6 Eliminated discrimination in respect of employment and occupation

Our Human Resources policies follow labour laws and regulations, including minimum employment age, wages and other employee benefits. We avoid any forms of forced and compulsory labour, including child labour. There is no discrimination against any employee, and all employment opportunities are based on individual merits.

We focus on providing necessary training for improving employee skills, personal development and career development at all levels. Communicating the organisation's vision, mission and values to all employees are crucial as collaborating to achieve organisational goals. New employees are given proper orientation and training before entering the workplace. Effective meetings are held regularly to enhance the communication and information sharing between management and employees

The policies are also ensured to take care of employees' every social aspect regardless of demographic values. Employment benefits are given to the employees by labour law and regulations and recognitions and awards for their contribution to the organisation's success.

Environment

Principle 7 Business Should support a precautionary approach to environmental challenges

Principle 8 Undertake initiatives to promote greater environmental responsibility

Principle 9 Encourage the development and diffusion of environmentally friendly technologies

Strategy First promotes the Triple Bottom-Line Principle PEOPLE, PLANET, PROFIT.

Businesses are communities that develop depending on society and the environment. Only businesses that are harmonious with society and the environment will last longer and be more profitable in the long term. At Strategy First, we always mentor and train our students not only to be able to succeed in business but also to be responsible people in their surrounding society and environment.

Strategy First always organised events such as Tree Planting events and waste collection events with all the staff and students almost annually. But due to Covid-19 and current country situations, these activities have been temporarily suspended.

Although we still cannot use entirely environmentally friendly technologies in our campuses, we always prioritise our campuses to be more environmentally friendly when buying new technologies for improvement.



Strategy First Waste collection events surrounding the campus areas



Strategy First Tree planting Pantapwint Mountain Mhaw Bi Township Yangon

Anti-Corruption

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

Strategy First University conducts itself legally and ethically and is committed to preventing fraud, bribery and corruption. We ensure that all staffs and students honestly conduct business at Strategy First University without using corrupt practices or acts of bribery to obtain an unfair advantage.

Bribery is a criminal offence, and a corrupt act exposes the University and its employees to the risk of prosecution, fines and imprisonment, and endangering the University's reputation.

Strategy First University operates a zero-tolerance attitude to fraud. It requires staff, students and our partners to act honestly and with integrity and report all reasonable suspicions of fraud.

Staff and students must not either directly or indirectly:

Offer, give, solicit or accept any bribe, either in cash or any other form of reward, to or from any person or company, wherever they are located and whether they are a public official or body, or private person or company

Give or retain any commercial, contractual or regulatory advantage through unethical or illegal means when conducting business on behalf of The Strategy First University or its subsidiaries.

Staff and students must always act with integrity and ensure their activities, interests, and behaviours do not conflict with this obligation, regardless of their seniority.