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Human Rights and Labour Rights Policy

August 2020 Issue

Introduction

Shwe Taung Group (the Group) is committed to being a good corporate citizen and contributing to the society of Myanmar within which we operate. We fully support the United Nations' Universal Declaration of Human Rights, to which every human being is entitled. As a company, we utilise the 30 articles from within the Universal Declaration of Human Rights as a common standard of achievement across all facets of our work. We acknowledge that the common understanding and compliance to these rights and freedoms are of the greatest importance.

We also understand and give full support to the principles of the International Labour Organisation's (ILO) Core Conventions and Principles. These cover the areas of freedom of association and common bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation.

Purpose

We strive to achieve an international standard on labour policies and will continue to develop tools to measure the outcomes of our policies and practices for greater advancement in this area. This leads us to adopt and operate a human resource strategy that goes beyond the national regulations.

Key Policy Areas

- a. All our policies and practices comply with the fundamental principles described in the Universal Declaration of Human Rights. This includes equal chance, right to life, liberty, security of person, as well as the freedom of thought, conscience, religion, opinion and expression.
- b. We are committed to addressing human rights risk, discovering incidents of human rights abuse within the Group and acting upon human rights related issues.
- c. We are an equal opportunity employer and have a policy of non-discrimination.
- d. We do not employ child labour and we strictly condemn forced labour.
- e. We respect our employee' rights to freedom of association and collective bargaining. We do not forbid the creation and the commitment to any trade union, and recognize the right to collective bargaining as long as it is done in accordance with the law.

- f. We operate in full compliance with applicable work hours, overtime and benefits prescribed by laws in Myanmar. We comply with minimum wage laws in Myanmar. In addition, we provide extra allowances for employees based in certain locations of operations.
- g. We are committed to providing a healthy and safe working environment for our employees. Our employees attend health and safety training and awareness seminars on a regular basis. We provide Personal Protective Equipment (PPE) to employees to ensure their safety during operations. Rules and regulations specific to different operations and projects by the Group are clearly laid out in the workplace in order to effectively communicate our safety measures and precautions to all employees.
- h. We prioritise equitable access to healthcare for all our employees. We employ Doctors (or) Medical Officers to work on remote sites to ensure that medical attention is received promptly. Depending on the requirements of the operations, we make sure our on-site clinics are fully equipped to suit the medical needs of our employees.
- i. We view talent as a key asset of our Group and we offer a comprehensive and competitive remuneration and welfare package for our employees.
- j. Further development of the workforce is our priority. The Group provides employees with on-going skills development and training opportunities, and conducts both internal and external training programmes. We invest in our employees as we understand that their development is the key to our country's success.

Compliance with the Policy

Our commitments are fully supported by our Board of Directors, with a detailed management system stating ongoing objectives and targets which provides the framework of delivery of this Policy. We expect our business partners, suppliers, contractors and stakeholders to respect the same principles.