



SHWE TAUNG

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Sustainability Policy

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Introduction

At Shwe Taung we thrive on earning and safeguarding the trust of our stakeholders in everything we do, because we aim to shape a better future for Myanmar. Sustainability has always been at the core of the Group's strategy. Our activities should:

- be guided by our corporate vision "Inspiring Lives. Sustaining Progress."
- contribute to our sustainability strategy.

Purpose

We are a purpose-driven organisation: the latest version of our purpose can be found at the beginning of this Code of Conduct, and on our website.

The following principles guide our approach to sustainability:

- a. We opt for a long-term plan when we are investing in and developing our business. We appreciate all the consequences of our activities and strive to have a net positive impact on the society, the environment and all people affected. Indeed, our business shall benefit all our stakeholders, and not just us;
- b. We are responsible for engaging our stakeholders: this helps us to focus our efforts on the most material aspects that will shape and inform the sustainability of our business;
- c. We champion accountability and business ethics: embracing demanding business standards is critical for shaping a better tomorrow and for earning the trust of our stakeholders to safeguard our social license to operate.

Key Policy Area

- a. Our sustainability strategy shall be aligned with our business strategy and create the conditions for operating Shwe Taung for the long-term.

The Sustainability Team is responsible for:

- (i) ensuring the relevance and consistency of its approach.

- (ii) managing and implementing the Sustainability roadmap Group-wide.
 - (iii) reporting the progress and results to the Organization and Sustainability Committee.
 - (iv) ensuring the compliance of the Group's disclosure with the relevant frameworks.
- c. The non-financial performance of Shwe Taung Group will affect the remuneration of top executives, managers and employees.
- d. The Group has identified 18 issues and structure is approached around 4 pillars: committed company, respectful workplace, responsible industrial player and good corporate citizen.

(1) Company transformation

The Group is committed to transforming the way it conducts its business to seize new market opportunities and mitigate adverse risks, to select the right partners, to finance this transformation and to create socio-economic value with and for all its stakeholders.

(2) Customer satisfaction

As the Group operates various kinds of business, it is essential to identify, for each business sector, the most important factors of success to (i) shape sound customer experience and (ii) anticipate market trends and (iii) the evolution of consumers/customers/clients' behavior.

(3) Innovation

The Group invests in fostering innovation across the organization either to acquire new technology or new management approaches.

Shared value

Through its activities, the Group can support creating a vibrant economic ecosystem as the company creates economic value which contributes to: jobs, income and commercial taxes, value for the investors and shareholders, positive impacts for the local communities

(5) Supply chain management

The Group and all its business sectors have to manage their supply chain carefully to:

- Manage the risks across the various value chains of its business sectors;
- Deliver safe, sound, and superior products and solutions to all its clients.

(6) Safety

Providing safe working conditions is fundamental, and the Group is committed to safeguarding the security and integrity of its employees.

(7) Talent management

The Group is committed to investing in the development of employees' skills and expertise and to retaining talented employees by offering them rewarding career paths.

(8) Working conditions

The Group aims to be a responsible employer and does not tolerate any form of discrimination.

(9) HR productivity

The Group is committed to enhancing the efficiency of its workforce.

(10) Energy management

The Group selects and promotes energy-efficient solutions and renewable energies for its operations, and its clients as well.

(11) Carbon management

The Group is committed to limiting the emissions of CO₂ to protect the environment and to secure the funding of its future projects.

(12) Waste management

The Group targets not to generate any waste from its operations and/or to be able to recycle/upcycle all its waste by developing a circular economy with its partners.

(13) Water management

The Group manages the water resource carefully to avoid any pollution and safeguards the acceptability of its operations wherever it needs water for its operations.

(14) Business ethics

Being ethical is key to build the Group's reputation, and to be able to partner with the right entities.

(15) Compliance

The Group aims to operate in compliance with all applicable laws.

(16) Corporate Governance

To transform its organization, the Group has to structure an effective decision-making process to

- (i) get the right inputs to enhance the quality of the decision made,
- (ii) allocate the resources of the company swiftly, and
- (iii) manage risks effectively. Moreover, like many family-owned companies, the Group has to plan carefully the succession of its key management people to safeguard its core assets.

(17) Human rights

The Group is committed to upholding human rights across its operations, by engaging transparently with local communities and by mitigating all potential impacts of its projects.

(18) Stakeholders engagement

The Group strives to build respectful and balanced relationships with local communities and public authorities.

Compliance with the Policy

The Group will disclose its progress annually in the Sustainability Report that will be accessible on its website. The Organization and Sustainability Committee will regularly review the results and outcomes of this policy.