



SHWE TAUNG

Shwe Taung Development Co., Ltd.

Ahlon Tower, Strand Road,

Ahlon Township, 11121

Yangon, Myanmar.

T +95 | 2314567, 2316643

+95 | 2316198, 2316741

F +95 | 2316044, 2316120

E info@shwetaunggroup.com

Whistleblowing Policy

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Introduction

Employees and stakeholders are encouraged to make good faith reports of suspected cases of bribery and corruption, or health and safety concerns, or any other breaches of the Code of Conduct within the Group.

Purpose

We are committed to conducting our business with accountability and we expect all staff to maintain high standards. The purpose of the policy is to eradicate unethical and unwanted behaviours by facilitating reports and by protecting the reporter from negative consequences (retaliation, etc.)

Key Policy Areas

- a. We encourage our employee who have knowledge of
 - i. violations or intent of violations of an applicable law by the employee,
 - ii. a hazard or potential danger to the health and safety of an employee or the public, including any bullying and sexual harassment, injury, illness or fraud,
 - iii. breaches or non-compliances of the Code of Conduct within the Group,to report to the Code of Conduct Compliance Committee or Respective Worker Grievance Committee (WGC) without fear of victimization, demotion, penalty or dismissal.
- b. We ensure full confidentiality of the whistleblower and conduct independent investigation of any reported incidents. We will maintain two-way communication with the whistleblower to follow up on the investigation.
- c. Employees who would like to report any incidents should contact their immediate supervisor if appropriate. In the event of any conflict of interests, employees can reach out to the Code of Conduct Compliance Committee or respective Worker Grievance Committee (WGC).

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.