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## **Myanma Awba Group**

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### **WORKPLACE RIGHTS POLICY**



## 1. PURPOSE OF THIS POLICY

The Purpose of this policy is to foster open and inclusive workplaces that are based on recognized workplace human rights, where all employees are valued and respected.

## 2. INTRODUCTION

We value the relationship we have with our employees. The success of our business depends on every employee across Myanmar Awba Group. We are committed to fostering open and inclusive workplaces that are based on recognized workplace human rights, where all employees are valued and respected.

Myanmar Awba Group's Workplace Rights Policy is guided by international human rights standards, including the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the United Nations Global Compact.

The Workplace Rights Policy applies to Myanmar Awba Group and all of the entities that it owns or in which it holds a majority interest. Myanmar Awba Group is committed to working with and encouraging our independent business units to uphold the principles in this Policy and to adopt similar policies within their businesses.

The Policy includes the following components:

- Freedom of Association and Collective Bargaining
- Forced Labor
- Child Labor
- Discrimination
- Work Hours and Wages
- Safe and Healthy Workplace
- Workplace Security
- Community and Stakeholder Engagement

## 3. POLICY DETAILS

### **3.1 Freedom of Association and Collective Bargaining**

Myanmar Awba Group respects our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment.

Where employees are represented by a legally recognized union, we are committed to establishing



a constructive dialogue with their freely chosen representatives. Myanmar Awba Group is committed to bargaining in good faith with such representatives.

### **3.2 Forced Labor**

Myanmar Awba Group prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor or slave labor.

### **3.3 Child Labor**

Myanmar Awba Group adheres to minimum age provisions of applicable laws and regulations. Myanmar Awba Group prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is required. Myanmar Awba Group's prohibition of child labor is consistent with International Labor Organization standards.

### **3.4 Discrimination**

Myanmar Awba Group values all employees and the contributions they make and has a long-standing commitment to equal opportunity and intolerance of discrimination. We are dedicated to maintaining workplaces that are free from discrimination or physical or verbal harassment on the basis of race, sex, color, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, training, compensation and advancement at Myanmar Awba Group is qualifications, performance, skills and experience.

### **3.5 Work Hours and Wages**

Myanmar Awba Group compensates employees competitively relative to the industry and local labor market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws. We offer employees opportunities to develop their skills and capabilities and provide advancement opportunities where possible.

### **3.6 Safe and Healthy Workplace**

Myanmar Awba Group provides a safe and healthy workplace. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks.

### **3.7 Workplace Security**

Myanmar Awba Group is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity.



### **3.8 Community and Stakeholder Engagement**

Myanmar Awba Group recognizes its impact on the communities in which it operates. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on workplace rights issues related to our business and within our sphere of influence. We believe that local issues are most appropriately addressed at the local level. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

## **4. AMENDMENT TO THIS POLICY**

4.1 Myanmar Awba Group reserves the right to amend this policy at any time. Nothing in this policy says or implies that a contract exists between the Company and its employees or that participation in this program is a guarantee of continued employment with Myanmar Awba Group.