

## **1. Human Rights Statement**

The KBZ Group of Companies recognizes and respects the principles contained in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. The KBZ Group of Companies' Human Rights Policy is a reflection of our commitment to conduct our business in a way that is consistent with these principles and to protect human rights within our sphere of influence.

The KBZ Group of Companies wishes to be at the forefront in Myanmar regarding responsible workplace practices and strives to conduct our business operations in a manner that is free from complicity in human rights abuses.

## **2. Scope**

This Policy covers the operations of the whole of the KBZ Group of Companies.

## **3. Human Rights Policy**

The KBZ Group of Companies' Human Rights Policy consists of three main principles:

### **1. Respect**

Allow for personal security; allow freedom from harassment or abuse; allow freedom of association

### **2. Equality**

Provide equal opportunity with respect to age, sex, race, color, religion, gender, gender identity, national origin, sexual orientation, disability, pregnancy status or any other characteristic protected by Myanmar Laws.

### **3. Dignity of Work**

Provide humane working conditions; provide worker health and safety; abolish any forms of forced or child labor.

#### **4. Roles and Responsibilities**

The KBZ Group of Companies will support and practice its Human Rights Policy by:

- Complying with laws and regulations in all jurisdictions where the KBZ Group of Companies does business and adopting and applying 's the KBZ Group of Companies' standards as set forth in this Policy where laws are less stringent;
- Completing due diligence as requested by the KBZ Group of Companies' Board of Directors (or applicable Committee of the Board) to avoid complicity in Human Rights violations;
- Regularly assessing Human Rights risks, policies, and impacts and providing visibility of the results to senior executives;
- Providing access to independent grievance mechanisms to raise concerns or identify adverse Human Rights impacts;
- Promptly investigating allegations and pursuing action to mitigate any adverse Human Rights impacts;
- Promoting continual improvement;
- Providing training that is included as part of the KBZ Group of Companies' Code of Conduct training, as part of new employee induction training and at any other such times as requested by the KBZ Group of Companies' Board of Directors (or applicable Committee of the Board); and
- Report annually on any cases of Human Right violations, actions taken to remedy such cases and any amendments made to this policy.

#### **5. Policy Review**

The policy is to be reviewed annually.

The KBZ Group of Companies' Human Rights Policy will foster greater awareness of human rights issues throughout the company and will enhance our capabilities to identify and manage human rights issues in four areas relevant to our business: employees, security providers, community engagement and suppliers. The policy also does the following:

- Reinforces our existing policies, processes and activities that support our human rights values and commitments, which include specific policies on labor relations, contracting and procurement, operational excellence, and security
- Identifies select new requirements for training and operations assessments specific to operating environments where human rights issues may be more prevalent
- Sets clear accountability for line management to implement the policy and for our Group of companies' commitment to providing management with the necessary resources, support and review. All employees of KBZ Group of companies are required to comply with this policy, whose key elements are as follows:

1) Employees: We treat all of our employees with respect and dignity and promote diversity in the workplace. Our company policies and procedures adhere to all applicable domestic laws and are consistent with ILO core labor principles concerning freedom of association and collective bargaining, nondiscrimination, forced labor, and underage workers in the workplace.

2) Security: We protect personnel and assets and provide a secure environment in which business operations can successfully be conducted. Our guidelines and management processes on security in our areas of operations are consistent with the Voluntary Principles on Security and Human Rights.

3) Community: We respect human rights in the following ways:

- o Through our contributions to socio-economic development in the communities where we operate
- o By fostering ongoing, proactive two-way communication with communities and knowledgeable stakeholders
- o Through our corporate Environment and Social Impact Assessments (ESIAs) for all significant new projects, as well as for existing operations in sensitive operating environments
- o Through our corporate practices, which are consistent with relevant external guidelines



# HUMAN RIGHTS POLICY

