

## **CORPORATE SOCIAL RESPONSIBILITY APPROACH**

### **Overview**

At FMI Group (the Group), our philosophy on Corporate Social Responsibility is as follows:

- Conducting business responsibly;
- Protecting its people and the environment;
- Supporting human rights; and
- Engaging, supporting, respecting, and safeguarding the communities and cultures in which it operates.

The Group's approach to Corporate Social Responsibility ("CSR") activities is rooted in its groupwide mission to building a better Myanmar for its people. The Group's CSR framework is distinct and concentrates on grassroot activities focuses on three pillars – Education, Healthcare, and Community Development to make positive impact in the communities it operates. Through these 3 pillars, the Group is committed to promoting and raising awareness on responsible business practices while protecting its people and the environment.

The Group is committed to being recognized as a leader in the field of Corporate Social Responsibility and recognizes that in doing so, we will add value to its shareholders. This Policy describes to the nature of CSR activities undertaken by the Group. All employees of the Group are guided to follow the standards and principles set out in this Policy in carrying out their daily tasks. Group's Senior Management and FMI's Board of Directors acts as the role model by implementing those four considerations in the Group businesses' decision-making process. The Group's leaders are committed to ensure that appropriate organizational structures and sufficient resources are in place to identify, monitor, and discharge Group's CSR issues and performance related to the Group's businesses effectively.

### **Business Ethics and Transparency**

The Group is committed to maintaining the highest standards of integrity and corporate governance practices in order to achieve excellence in its daily operations and to strengthen confidence in the investment community. The Group devotes to conduct its business in an ethical, transparent, and objective manner. The Group recognizes the importance of protecting all our human capital; supporting them financially, physically, and emotionally; and safeguarding our environment and brand equity. The Group's partners, contractors, and suppliers are briefed on our Corporate Social Responsibility Policy prior to any business dealing to ensure mutual adherence to this Policy. The Group is committed to measuring, and publicly reporting performance on its CSR activities.

### **Environmental Health & Safety**

The Group is committed to protecting the health and safety of all stakeholders affected by our business operations. implemented its policy on Environment, Health and Safety ("EH&S") in support of a group wide Corporate Governance framework to foster greater awareness of sustainable



approaches across the Group; enhance its capabilities to identify and manage adverse impacts from all business activities; and instill a culture of “no harm, less pollution and wider conservation approaches to protect the environment” in all business operations.

With the rise of sea level and global temperature, our Group recognizes the importance of protecting the natural environment by integrating these concepts into our business decision-making, keeping our environment clean and less polluted, managing waste wisely and mitigating the carbon footprint that Group’s businesses would leave to the environment.

## **Human Rights**

The Group acknowledges that government is primarily responsible to promote and safeguard human rights. As the employer of over 6,800 employees, the Group is committed to collaborate with governments and agencies to foster greater awareness of human rights throughout the Group including but not limited to equal opportunity, anti-discrimination, right to life, liberty, and security of person; enhance its capabilities to identify and manage adverse impacts from all business activities; and instill the culture of “respecting individuals” right to freedom of thought, conscience, and religion including freedom of opinion and expression without interference in all business.

## **Volunteering**

Although instances of monetary contributions do occur, majority of the Group’s CSR activities involves staff and employee participation in kind on efforts with a special emphasis on three pillars – healthcare, education, and community development. This ensures a human and personal connection between the staff and the communities the Group serves.

Group’s Policies supporting the CSR Policy referenced herein are:

- **Environmental Health & Safety Policy**
- **Human Rights Policy**