Corporate Social Responsibility
for
Parami Energy Group of Companies

PARAMI ENERGY GROUP OF COMPANIES defines Corporate Social Responsibility (CSR) as a framework for ethical governance as well as an approach to engage with communities. We address the core dimensions of CSR, as understood by both the international and Myanmar community, through our strong policy measures in operations, through our community engagement, and through our philanthropic initiatives. Social responsibility is at the foundation of or corporate governing strategy.

Introduction:

This ethical business perspective and application permeates all aspects of our business and social programs. Parami is committed to conducting operations, and projects with integrity, excellence and professionalism. We extend this conduct to our all aspects of our business: internal operations, community engagements, and charitable endeavors.

This CSR policy is divided into three segments. The first, section 1, outlines Parami' s ethical governance measures for responsible business conduct in our operations. The second, section 2, provides an overview of our engagement with communities in our areas of operations. Finally, section 3 outlines the criteria for our corporate philanthropies.

This policy is aligned with the Company's Code of Conduct policy, thus some overlaps will be seen. This policy applies to all employees, officers and directors of the Company and its related subsidiaries or group of companies.

1. **Corporate Governance:**
   1.1 **Ethical Conduct and Regulations:** Parami Energy abides by local laws and taxes. We implement a zero-tolerance policy towards corruption and bribery. Our Human Rights Policy is guided by the United Nations (UN) Declaration of Human Rights (see Appendix 3) and the UN Compact of which we have been a member since 2012[1]. Additionally, the Company is committed to follow the principles set forth by the Global Dignity Organization, as specified in the Parami Human Rights Policy), a World Economic Forum initiative to promote human dignity (See www.globaldignity.org for more details).

2. **CSR and Philanthropy:** Parami hopes to inspire a fundamental shift in the role of business in Myanmar society and we see CSR as a powerful means to create positive social investments with our profits. We have made a significant commitment to meeting this goal through philanthropy and community action. To this end we have established a department to oversee these projects "CSR@SOUL", headed by Parami CSR officer U Aung Myo Shein, who can be reached at ams@parami.com or csr@parami.com . This work is implemented through two administrative branches, Parami Round Table and Pyinnyaw Daya Foundation.

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[1] The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labor standards, the environment and anti-corruption. For more information on the Compact, see https://www.unglobalcompact.org/what-is-gc/mission/principles

2.1.1. **Parami Round Table** (PRT) is a think tank whose focus is on providing workshops to educate entrepreneurs and facilitate access by SMEs to the advantages of Myanmar's membership in the AEC (ASEAN and the Asian Economic Community). PRT staff research and provide the latest information from diverse sources in finance, academia, business and government in digestible form at workshops, panel presentations, via podcasts and broadcasts on public media.

2.1.2. **Pyinnyaw Daya** is a private non-profit foundation whose mission is to focus on rural education, training and community development projects that will empower Myanmar's youth to meet the nation's future challenges in the global economy. Much of our work is implemented through the traditional Monastic Education Schools, to help them transition to modern educational concepts, provide vital skills, instill moral responsibility and enable students to rise to their full potential.

2.1.3. We also undertake environmental preservation projects (such as the half million trees we have planted in the last 5 years) and we initiate village infra-structure improvements that will enhance the well-being of children, families and build community capacity and resilience.

More details are available on our website or can be requested from ams@parami.com .

3. **Community Engagement and Environmental Standards for Operations:** Our standards of operation are aligned with international criteria. We work with communities and local agencies to assess needs and find a way to assure our work there provides a positive contribution to community health and well-being.

3.1.1 When needed we conduct impact assessments and engage the community in our development activities. As appropriate we create channels for the community to approach us throughout the projects, such as drafting and posting community grievance mechanisms and we work to help meet community development agendas (CDAs).

3.1.2 Parami enforces a robust health, safety, and environment (HSE) policy. Our environmental protection efforts are informed by environmental management systems such as ISO 14001 in our projects. For more information, please refer to our Occupational Health and Safety Policy and Environmental Policy.

4. **Political Contributions:** Parami is proud of its strong commitment to the rural communities in Myanmar. While charitable contributions are encouraged, all contributions, whether in Corporate Social Responsibility (CSR) or philanthropy must be made in accordance with high ethical standards and in compliance with all applicable laws. In the course of CSR work, government officials, business partners and vendors may be involved in the charity process. However, all employees must remain aware that the principle of not receiving *Anything of Value* still stands. Company Employees should not make political contributions, in cash or in kind, to political candidates, political officials or political parties for the purpose of obtaining any benefit or preferential treatment in return.