

Statement on Human Rights

"All **Human** beings are born free and equal in dignity and **Rights**"

Within the broader framework of sustainability, uab bank has developed the following statement to ensure the respect of human rights within its sphere of influence.

Our understanding of Human Rights Principles

uab bank is committed to respecting the internationally accepted Human Rights standard as defined in the International Bill of Human Rights (the United Nations Universal Declaration of Human Rights, the International Covenant on Economic Social and Cultural Rights and the International Covenant on Civil and Political Rights). uab bank also acknowledges the core labor standards set out by the International Labor Organisation.

In situations where national laws do not cover the international principles/standards, UN Guiding Principles clearly expect companies to operate according to a higher international standard. Thus, uab bank has responsibility to that goes beyond purely complying with the law. We are guided by **what is right**.

uab bank's commitment on Human Rights

uab bank is committed to the protection and respect of internationally recognized Human Rights standards. We shall uphold these rights in all our activities, in all dealings with employees, vendors, clients and communities where we operate.

uab bank respects and supports "**Protect, Respect and Remedy**" framework, which rests on three pillars. The three pillars are:

- **Protect** - the State duty to protect against human rights abuses by third parties, including business, through appropriate policies, regulation, and adjudication
- **Respect** - the corporate responsibility to respect human rights, which means to act with due diligence to avoid infringing the rights of others and to address adverse impacts that occur; and
- **Remedy** - both State and business responsibility to provide greater access to victims for effective remedy, both judicial and non-judicial

uab bank recognizes the role it can play and is committed to respect Human Rights, independently of the State's fulfillment of their duty. In keeping with our purpose of **Connect, Create and Change** and our obligations as a responsible financial services provider, we are committed to respecting the Human Rights of people involved in and impacted by our business.

How we work

We uphold our commitment to respect Human Rights in the following ways:

- **Employees:** uab bank aims to be "**Employer of Choice**". uab bank promotes and respects the dignity and Human Rights of its employees. We embed this commitment through our policies and procedures including but not limited to:

- Code of Ethics
- Whistleblower Policy
- Employee Handbook

We provide motivating working conditions including the provision for flexible working hours, maternity leave, bereavement leave, holidays and medical leave. We do not use child labour or forced labour in our business practices.

- **Vendors:** We are committed to managing the potential Human Rights impacts of our vendors including within their supply chain. Our Vendor Code of Conduct requires suppliers to adhere to human rights principles and we share our Code of Conduct with all new vendors.
- **Clients:** uab bank expects its clients manage their business in accordance with the Human Rights standards. We are committed towards the formulation of ESG Policy with assistance from WWF and once the Policy is implemented, uab bank will assess and manage social risks in project financing.
- **Communities:** At uab bank our purpose is to make financial lives better. This statement complements our focus on “**Leading the way towards a better Myanmar, humanizing banking, connecting people, creating opportunities and changing lives**”. We believe by working with key stakeholders, we can improve the economic and social health of the communities we serve.

Continuous Improvement

It is a complex task to comprehensively meet the requirements of all recommendations, principles, guidelines and standards related to Human Rights. We are committed towards continuous improvement in our approach to, and internal guidance on, Human Rights issues.