



The UNITED NATIONS Global Compact



WE SUPPORT

We support universally accepted 10 principles of UNITED NATIONS Global Compact & UNITED NATIONS HUMAN RIGHTS & ALL CHARTERS OF UNITED NATIONS.



Always Beyond Transcendence.



Contact Us

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Communication on Progress (COP) 2014- 2015



STATEMENT OF COMMITMENT

Implementing the ten principles in the areas of human rights, labor standards, environment and anti-corruption advocated by United Nations Global Compact (UNGC), it has been first year that Apex Petroleum Co., Ltd. has committed to fulfill our corporate social responsibilities (CSR) to achieve sustainable development of the society. In our CSR initiatives, we collaborate with all of our stakeholders, government and civil communities to create a better future for all of us.

We realize a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP), which describes our company's efforts to implement the ten principles.

We describe our actions to persistently improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations, in this first year annual Communication on Progress (COP). Additionally, this information was shared with our stakeholders by using our primary communication channels.

Sincerely Yours,
Min Swe OO
(Executive Director)
Apex Petroleum Co., Ltd.

HUMAN RIGHTS

Principle 1 - Business should support and respect the protection of internationally proclaimed human rights

Principle 2 - Make sure Businesses are not complicit in human rights abuses

Apex Petroleum Company Limited has Human Resource Department aligned with Universal Declaration of Human Rights (UDHR) that urges all people to treat each other fairly and with respect, regardless of our race, language, nationality and color. Besides we formed a Media and Public Relations department in effect to focus on emphasizing Human Rights within our internal environment – ties between employees – and circumstance between our customers and us.

According to our Human Resource Department's policies, we are against apartheid, racism and sectarian discrimination in appointing employee and enhance every employee has absolute freedom of Human Rights and Labour Rights. All workers get equal rights and no biasness.

Apex Petroleum also supports in CSR and humanitarian activities of Htoo Foundation, a non-profit organization – mostly medical, educational contribution. We make endowment for monastic education schools, hospitals and donation for emergent patients.

Alongside our opinions against Human Rights abuse and human trafficking, we are volunteering and taking part in activity of annihilating human abuse.

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Apex Petroleum Managing Director and staffs provided biryani food and soft drinks for orphans at Kaut Ko Wai monastery school.

UPye Phyo Tay Za, Managing Director of Apex Petroleum did a donation at Neuro-Surgical Department, Yangon General Hospital on September 25, succoring 500,000 Kyats to two child-patients par capita to settle their dilemmas.



As an urgent case, Apex Petroleum fills ambulances without charges.

LABOUR STANDARDS

Principle 3 - Business should uphold freedom of association and effective recognition of the right to collective bargaining

Principle 4 - The elimination of all forms of forced and compulsory labour

Principle 5 - The effective abolition of child labour

Principle 6 - Eliminate discrimination in respect of employment and occupation

Apex Petroleum always upholds labour laws and regulations. And we realize that second most common form of human trafficking is forced labour, according to UNODC's report, we never press or force or squeeze workers and we give all kinds of different employees full labour rights, freedom and opportunity of job promotion. We never appoint and hire any employee due to his/her gender, colors, religion but his/her merit and performance. Especially, female employees get equal rights with male employees in Apex Petroleum operating as we trust gender discrimination is dilemma for progress.

Every employee has right of freedom of speech and freedom of expression about work and they can point out the inequality in operation anytime. Monthly and urgent meetings led by Administration are also held to discuss and fix problems. We all are working together to achieve our objectives alongside the Apex Petroleum members' understanding our objectives.

Human Resource Department of Apex Petroleum supports social welfare. And we also offer employees ferry transportation service, lunch, coffee break and snacks every working days. Working period is from 09:00 am to 05:00 pm, 8 hours long. We also hold celebration in some of 12 Myanmar Seasonal Festivals such as Ka Htein Thingan Offering Festival during Tazaungdaing period, Myanmar New Year Water Festival during Thingyan period, Lighting Festival during Thadingyut period for our employees' pleasure.

Every permanent employee is granted various sorts of leave – Casual leave, earned leave, medical leave, maternity leave, funeral leave, marriage leave, leave with pay – under the Leave Policy & Procedures. Moreover, we have hold a football competition of employees in Apex Petroleum with the purpose to ensure they love each other like siblings and use this kindness, akin and passion for cooperation in jobs We occasionally go trips and excursions where employees can relax and let their mind free to get strength to perform better forthcoming tasks.

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Apex Petroleum Co., Ltd Staff's Party at Ngwe Saung Beach.

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To promote customer satisfaction, Apex Petroleum is conducting best performance, to be certified international standard ISO 9001-2008. That is why Apex Petroleum provided qualitative management training to the staffs.



Apex Petroleum Company Limited in this contribution for fire victims of the Balote Nyut village.

The total amount of cash, which was donated to fire victims, is one hundred and nineteen lakhs kyat and US dollar \$ 145 and 20 baht. As the supporting materials for fire victims, 204 packs of rice packages, 204 packs of dried noodle packages, 204 packs of drinking water bottles, wafer snack 84 dozen, 25 packs of clothes, 51 sets of first aid kit, 227 towels, 61 blankets, 100 slippers, 50 attires, 50 trousers, 30 shirts and a pillow, some mosquito nets and blankets were donated altogether with above contributed cash.

ENVIRONMENT

Principle 7 - Business should support a precautionary approach to environmental challenges

Principle 8 - Undertake initiatives to promote greater environment responsibility

Principle 9 - Encourage the development and diffusion of environmentally friendly technologies

As our product is vehicle fuel, we always plan how to sustain natural resources and environment. We pay attention to fight against deforesting, global warming, climate change and other environmental challenges while our business operates. We realize that Myanmar has the second worst environmental status that impacts the nation's economic, health sector and livelihoods.

We are concerned on fixing this dilemma and how to sustain our environment well to our new generations. Therefore, we contribute in environmental campaigns and also lead eco-friendly activities. We have planted hundreds of plants in several townships – Dawei, Sittway, Mandalay, Kyauk Padaung, Bagan, Nyaung Ou, Ka Thar, Myikyina, Myeik, Yangon, Madayar, Oak Shic Pin, Kangalay – since 2011.

We, recently, have held Tree Planting Event the environmental activity of Apex Petroleum in which we planted 1150 teak plants in buffer area of Hlaw Ga Garden, 1549 acre wide and home for 174 wild species especially birds and at least 295 species of plants. We also underline to support reserving wild animals.

We open trainings about ecofriendly practices of fuel usage for the purpose to reduce environmental impacts as we know environmental issue is not a short term issue but a long term that needs only stable mind set to love our planet. We are attempting to make our operation zone paperless society so we every official is granted computers with network system. And we ban smoking in working offices by which, we believe, we can reduce air pollution because the more they stay and work, the less the impacts on the environment are.

We have more plans to support in environmental issue, also are emphasizing more than past. We understand that we will have to hand over our earth next generations with sufficient natural resources for their existence. Fulfilling our CRS activities, we are implementing to make our earth green planet by our best.

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ANTI-CORRUPTION

Principle 10 - Business should work against all forms of corruption, including extortion and bribery.

Our first priority is to make our organization absolutely corruption free zone and our employees moral and integral. We are totally support in erasing corruption, bribery, extortion and fraud by means of ways especially two ways; we pay employees salary how much their quality deserves and we keep no endurance over all kinds of corruption within our working society.

We have noticeboards describing copies of intellectual articles written by scholars in local newspaper and journals, satire cartoons and announcement of Administration in lunch room, hallways and entrance. Employees can read those lectures and learn it is very important to support in preventing corruption which undermines from a person, a family to a business and even a country.

We usually concentrate in flows of internal information, transparency as well as sharing, because we believe sharing is caring, between employees, customers, shareholders and officials. And we get news of anti-corruption through Human Resource Department and Media and Public Relations Department vice vasa we let public know that we are always enjoy to attempt to make our business corruption free one through Media and Public Relations Department too.

We founded an internal committee to check, conclude and ascertain whether one or more of our employees commits corruption when a complaint occurs. And this committee works together with Human Resource Department and Administration as well as CCTV cameras are standby every operation room. We also add a role to discuss about corruption in monthly meetings and implement sufficient measures to keep safe circumstance.

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Apex Petroleum was included in the one hundred companies list of the top income tax payer in the Myanmar, when the Internal Avenue Department had announced the list of highest trade tax and income tax payer for the financial year of 2013-14.

Apex Petroleum had ranked in the 93rd place in highest income tax payer companies and also 43rd place in highest trade tax payer companies for the financial year of 2013-14.



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