

	Issue Date: 15 Aug 2015 Effective Date: Sept 2015	AYA/CORPAFF/004/2015
HUMAN RIGHTS POLICY		APPROVED BY BOD

AYA Bank recognize that the role of a business to respect human rights is and must be fundamentally different from the role of States in protecting and guaranteeing these rights; however we embrace the important role we do have to play. AYA Bank’s Human Rights Policy will foster greater awareness of human rights issues throughout the bank and will enhance our capabilities to identify and manage human rights issues in following areas relevant to our business: employees, security providers, community engagement and customers. The policy also does the following:

- Avoid human rights abuses by complying with all applicable laws and regularly assessing human rights risks.
- Protect privacy and data security for our customers.
- Promote the benefits of increased connection and communication through the use of technologies that support freedom of expression.
- Contribute to global communities by supporting diversity and employee engagement.
- Support impact on social programs including those focused on critical human needs (food, water, and shelter and disaster relief), healthcare, education, and economic empowerment.
- Report transparently on AYA Bank’s support and performance on human rights.
- Engage openly with stakeholders on issues that impact human rights.
- Contribute to the development of international standards relevant to the IT sector and consistent with respect for human rights.
- Work with AYA Bank’s customers and partners to uphold these same values and implement similar policies and practices.

All employees of AYA Bank are required to comply with this policy, whose key elements are as follows:

Employees

All of our employees shall communicate with respect and dignity and promote diversity in the workplace. AYA Bank 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.

Security

AYA Bank protects personnel and assets and provides 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.

Community

AYA Bank respects the ways to socioeconomic development in the communities where we operate, by encouraging the proactive two-way communication with communities and knowledgeable stakeholders.

Our corporate Environment, Social and Health Impact Assessment (ESHIA) process for all major capital projects, are consistent with relevant external guidelines as well as for existing operations in sensitive operating environments.

Customers

AYA Bank encourages our customer's satisfactions and to interact with communities in a manner that respects human rights and is consistent with the spirit and intent of this policy.



References:

- Banks and Human Rights: The UN Guiding Principles on Business and Human Rights
- A Guide for Business: How to develop a Human Rights Policy (United Nations Human Rights)
- Max (Myanmar) Holding Co., Ltd &MMHL_HUMAN RIGHTS POLICY_2014
- Human Rights responsibilities of private banks