 AYA Bank ഏറ്റവും മുന്നിൽ	Date: 09 July 2021	AYA/CORPAFF/001/2021
	Revision 1	Proposed to BOD
CORPORATE SOCIAL RESPONSIBILITY POLICY		Page 2 of 5

1) INTRODUCTION

Corporate Social Responsibility (hereinafter referred to as 'CSR') Policy intends to establish a reference framework, from which AYA Bank can develop and strengthen socially responsible behavior in the business environment where it operates. To be a responsible business, the Bank is committed to the mission “Sharing and Contributing to our Community”. We have therefore brought together CSR strategies and practices into one framework policy and applied to our existing operating principles.

2) OBJECTIVES


The objective of this policy is to create and promote behavior that generates value to all interest groups (customers, suppliers, employees, shareholders, business partners, stakeholders, environment, and society) in the context of a socially responsible culture that is reflected in the development of a sustainable business strategy.

3) POLICY STATEMENT

AYA Bank’s CSR policy represents our commitment to operate in an economically, socially, and environmentally sustainable manner, while reaching out to the integration of social and business goals. Promoting CSR at AYA Bank must be perceived as a way of managing the Bank based on the AYA Bank’s values of excellence, honesty, integrity, care, sincerity and committed team.

CSR Policy intends to

- Establish the role of Top Management holding CSR management and CSR initiatives
- Develop and provide socially useful and high-quality products and services, and gain customer satisfaction
- Establish a working environment that is safe and healthy, provide equal opportunities and organize capacity development for employees at all levels
- Promote environmental best practices in our day-to-day operations
- Harmonize and actively communicate with society to improve lives by engaging CSR activities

 AYA Bank අගတීන්	Date: 31 July 2021	AYA/CORPAFF/002/2021
	Revision 1	Proposed to BOD
CORPORATE SOCIAL RESPONSIBILITY POLICY		Page 3 of 5

4) GUIDING PRINCIPLES

AYA Bank set up guiding principles which enabled us to communicate our organizational approach in terms of CSR and enhance the momentum and progress of our CSR initiatives.

(i) General Principles

Compliance with International Commitments: AYA Bank applies the ten principles of the United Nations Global Compact (UNGC) and ISO 26000 as the foundational guidelines of our CSR policy.

Compliance with current national laws and regulations: AYA Bank adheres to laws and regulations of the country and comply with standards and guidelines set by Central Bank of Myanmar (CBM) in implementing any project.

Maintaining corporate governance practices: Based on ethics, business transparency and diversity, AYA Bank respects the rules of the market and fair competition and rejects any illegal or fraudulent practice contrary to the rules of good governance and adopt AYA's corporate policies and guidelines of the Code of Ethical Conduct, in order to accrue business benefits.


Commitment to Human Rights: AYA Bank is dedicated to respect the human rights of all people and create a corporate culture where the diversity, individuality and character of employees are respected, and people are motivated to do their best. AYA Bank adheres to the fundamental human rights stipulated in the Bank's Human Right Policy.

(ii) Specific Principles

Customers: AYA Bank places the customers in the center of our activities with the objective of establishing long lasting relationships and trust, as well as developing sustainable and innovative products and services to meets their daily needs.

Employees: Through communication and dialogue with our employees, AYA Bank builds and shares the value "Mutual Trust and Mutual Responsibility," working together for the success of the employees and the Bank. The Bank ensures compliance with the country's labor law and promotes employee's personal and professional lives.

Suppliers: AYA Bank aims to enhance relationships with suppliers, based on mutual trust, understanding and respect. The Bank shall encourage suppliers to adopt responsible business

 AYA Bank എഫ്.എ.ബി.	Date: 31 July 2021	AYA/CORPAFF/002/2021
	Revision 1	Proposed to BOD
CORPORATE SOCIAL RESPONSIBILITY POLICY		Page 4 of 5

policies and practices, apply technological advances proposed by suppliers to create digital environment and to be taken into account on social and environmental criteria in purchasing decisions.

Shareholders: AYA Bank operates according to its shareholder’s interests, maximizes the company’s value through (i) ensuring a transparent and sustainable business and (ii) adequately conforming with its legal and fiscal obligations, avoiding all practices that compose an illicit evasion of taxes, risk, and compliance.

Business partners and stakeholders: AYA Bank engages with Government, other industry players and NGOs and strives to enhance corporate values while achieving stable and long-term growth for the benefit of all partners. The Bank is committed to actively working with them to ensure our policies and procedures are in line with best practice.


Environment: Apart from legal obligations, AYA Bank aims for growth that is in harmony with the environment by minimizing the environmental impact by our business operations. The Bank ensures ecological balance and protects the environment by adopting environmentally friendly technologies and actively conducted environmental conservation activities.

Society: AYA Bank is committed to the economic and social development of the underprivileged community. AYA Bank constantly pursues for safer, cleaner, and improved environment to satisfy the needs of society through CSR activities. Wherever we do business, we actively promote and engage, both individually and with partners, in social contribution activities that help strengthen communities.

5) DEVELOPMENT, MONITORING AND CONTROL MECHANISMS

Every year, AYA Bank's CSR Section under Corporate Affairs Department shall develop the plan for CSR programs and present it to CSR Committee whereby CSR activities will be undertaken with Board’s approval. CSR Committee will review proposed budget for the CSR spending and submits to the Board for approval each financial year.

The Bank's CSR Programs will be implemented through Company personnel, or CSR Team or external implementing agencies. To be compliant with CSR policy, the Committee will ensure that the CSR strategies and practices are followed, reached, and evaluated against measurement criteria specified by the Bank.

 AYA Bank අගයတීන්	Date: 31 July 2021	AYA/CORPAFF/002/2021
	Revision 1	Proposed to BOD
CORPORATE SOCIAL RESPONSIBILITY POLICY		Page 5 of 5

6) COMPOSITION OF CSR COMMITTEE

CSR Committee is constituted by the Board of Directors of AYA Bank to oversee the Bank's sustainable development in respect of corporate social responsibility. The Committee will be composed of at least three Directors as designated by the Board from time to time.

CSR Committee plays an integral role in the formation of various CSR programmes. The responsibilities of the CSR Committee include:

- Formulating and recommending the CSR Policy to the Board of Directors and indicating activities to be undertaken,
- Recommending the amount of expenditure for the CSR activities,
- Monitoring and evaluating CSR activities from time to time, and
- Ensuring that the Bank's CSR Programmes address major development challenges of the country and are aligned with the priorities of the Government.

7) CONCLUSION

CSR policy of AYA Bank stated in this document covers AYA Bank's sharing and contribution to all stakeholders both internal and external. This policy shall be effective on the date approved by Board of Directors, reviewed every year and revised as necessary.