


AYA BANK SUPPLIERS CODE OF PRINCIPLE

Approved by BOD

	Content		Page
1.	Guiding Principles		
1.1	Human Rights	-	3
1.2	Freedom of Association	-	3
1.3	Forced Labor	-	3
1.4	Non Discrimination	-	3
1.5	Working Hour	-	4
1.6	Minimum Wage	-	4
1.7	Corruption	-	4
1.8	Money Laundering	-	5
	Appendix	-	6

	Date: 15th Oct 2015	AYA/CORPAFF/010/2015
	Revision: 0	Page : 3 of 6
AYA BANK SUPPLIERS CODE OF PRINCIPLE		Approved by BOD

1. GUIDING PRINCIPLES

1.1 Human Rights

AYA Bank advocates the Universal Declaration of Human Rights (December 10, 1948). AYA Bank itself fosters Human Rights norms and also encourages the Stakeholders along the Supply Chain (i.e. Suppliers, Contractors, Subcontractors, Agents, Service Providers, etc.) to abide a minimum standard of Universal Declaration of Human Rights.

1.2 Freedom of Association


An establishment of a Trade Union is an absolute right for all employees. That right enables all employees protected within the Republic of Union of Myanmar with an enactment of Labor Organization Law on Oct 11, 2011. All Stakeholders along the Supply Chain (i.e. Suppliers, Contractors, Subcontractors, Agents, Service Providers, etc.) to AYA Bank are obliged to have a means which allows employees to implement aforementioned right.

1.3 Forced Labor

The Forced Labor Convention, 1930 defines forced labor as "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily". Forced labor, including human trafficking and slavery-like practices, is thus universally condemned. (ILO) All Stakeholders along the Supply Chain (i.e. Suppliers, Contractors, Subcontractors, Agents, Service Providers, etc.) to AYA Bank shall exercise the principle of Forced Labor Convention, 1930 and Forced Labor Recommendation, 2014.

1.4 Non Discrimination

The Stakeholders along the Supplier Chain (i.e. Suppliers, Contractors, Subcontractors, Agents, Service Providers, etc.) of AYA Bank shall follow a set of standardized rule which contains the equal employment opportunities when they hire employees. Based on the

	Date: 15th Oct 2015	AYA/CORPAFF/010/2015
	Revision: 0	Page : 4 of 6
AYA BANK SUPPLIERS CODE OF PRINCIPLE		Approved by BOD

premises of the union laws and regulations, the Stakeholders along the Supply Chain (i.e. Suppliers, Contractors, Subcontractors, Agents, Service Providers, etc.) of AYA Bank shall firms up accountability and transparency.

1.5 Working Hour


All entities within the Union shall abide, in accordance with the Labor Organization Law (The Pyidaungsu Hluttaw Law No.7/2011 on 11th October, 2011), the working hour stipulation of the Union. The Stakeholders along the Supply Chain (i.e. Suppliers, Contractors, Subcontractors, Agents, Service Providers, etc.) of AYA Bank shall provide not lower than minimum hour wage in accordance with the set-working hour of the labor regulation.

1.6 Minimum Wage

The Stakeholders along the Supply Chain (i.e. Suppliers, Contractors, Subcontractors, Agents, Service Providers, etc.) of AYA Bank shall abide the Minimum Wages Act 2013, Pyidaungsu Hluttaw Law No (7/2013) and the Ministry of Labour, Employment and Social Security Notification No (64/2013) and any further notification thereafter. The committee is undergoing the option of minimum wage rate. When issued the minimum wage rate, the stakeholders along the Supply Chain (i.e. Suppliers, Contractors, Subcontractors, Agents, Service Providers, etc.) of AYA Bank will abide the new regulation of the minimum wage rate. The stakeholders along the Supply Chain (i.e. Suppliers, Contractors, Subcontractors, Agents, Service Providers, etc.) of AYA Bank shall hold in high regard to the social and economic situation of the employee balancing with the market and a business necessity.


1.7 Corruption

The Stakeholders along the Supply Chain (i.e. Suppliers, Contractors, Subcontractors, Agents, Service Providers, etc.) of AYA Bank shall avoid any act of bribery unequivocally. The stakeholders along the Supplier Chain (i.e. Suppliers, Contractors, Subcontractors, Agents, Service Providers, etc.) should not offer a favor, cash, in kind to any of the Bank employees with the purpose of securing business deals, services and others.

	Date: 15th Oct 2015	AYA/CORPAFF/010/2015
	Revision: 0	Page : 5 of 6
AYA BANK SUPPLIERS CODE OF PRINCIPLE		Approved by BOD

1.8 Money Laundering

AYA Bank will avoid any form of business venture with the blacklisted persons, and services from an individual or organization that has a known and proven record of money laundering. AYA Bank keeps the rights to mention the Office of Foreign Asset Control of the US Department of the Treasury and the European Union Central Bank.

	Date: 15th Oct 2015	AYA/CORPAFF/010/2015
	Revision: 0	Page : 6 of 6
AYA BANK SUPPLIERS CODE OF PRINCIPLE		Approved by BOD

Appendix

Stakeholders

Registered Address :
Stakeholders Name :
Title :
Signature :
Fax : Telephone : Email :
Date :