

CONTENTS

	Page
Chairman's Message	3
1. Introduction	5
2. Ethical Decision Making	6
3. Health, Environment, Safety & Social Responsibilities	7
4. Equal Opportunity	8
5. Harassment	9
6. Human Rights	10
7. Controlled Substances & Drugs	11
8. Record Keeping & Internal Control	12
8.1 Record Keeping	12
8.2 Internal Control & Audits	13
9. Conflicts of Interest	14
10. Payments & Bribery	16
11. Inside Trading	18

12.	Money Laundering	19
13.	Working with Government Officials	20
14.	Political Activity	21
15.	Business Communications	22
16.	Confidentiality and Data Protection	23
17.	Intellectual Property	24
18.	Use of Computer System, Email and Internet	25
19.	Antitrust (Competition Law)	26
20.	Adherence to the Code	27
20.1	Ethical Committee	27
20.2	Contact of Ethical Officer	28
20.3	Scope of Work for Ethical Committee	28
20.4	Procedures	29
21.	Ethics Charter	30
22.	Revision History	31

Chairman's Message

We are constantly faced with competitive fast-changing world of business. In this situation, it's not always clear what is the right behavior and what is acceptable to our colleagues, customers, vendors and communities in which we work.

The Code of Ethics is a tool to explain SMART Group of Companies' legal and ethical expectations. SMART is committed to conduct truthfully, lawfully and with integrity to all affairs. SMART's Code of Ethics also include to treat our colleagues, partners, customers, vendors and governments officials with professionalism, mutual respect, honesty and sensitivity and to encourage and practice team work.

All employees are required to read carefully and clearly understand the SMART's Code of Ethics. SMART expects from every one of its employee to strictly follow the Code of Ethics. These standards have to be observed and follow in all aspects of work and life. By doing this, all employees will help ensure that together we do the right thing and is never embarrassed to tell our family, colleagues, media and public what we have done.

Do the right thing at all times whatever the consequences are.

Kyaw Kyaw Hlaing
Chairman
SMART Group of Companies

1. Introduction

SMART's Code of Ethics is built on our core values and designed to guide your decision making and help you handle business situations that might encounter on the everyday job activities proficiently, fairly and legally. The rules and guidelines contained in this manual are the boundaries within which every SMART employee must operate every aspect of their business lives. Following the Code of Ethics, it instructs and advises us how to avoid situations that may damage SMART Group of Companies' reputation and integrity.

However, the Code cannot address every possible workplace situation; use it for guidance about our ethical standards. All level of SMART's employees (including contract staffs and external parties who have business association with SMART) is expected to read and understand this Code, endorse these standards in daily activities and take personal responsibility for compliance with this.

In following code of ethics, it's the manager's responsibility to -

- Lead by example and behave as a model for all employees
- Provide education and tools that promote employee understanding and compliances
- Create an ethical culture and that promotes compliance and integrity, encourage employees to raise their questions and concerns, and prohibit misconduct behavior
- Truthfully inform management and ethical committee of any employee's wrongdoing and violation of this code.

It is important to note that those who violate the standards in this Code will be subject to disciplinary action, including termination of employment or criminal action.

2. Ethical Decision Making

Ethical decision making will be encounter in everyday of our business life and it exists in the major role to achieve the success of our Company. Some decisions are easy to make but others are not. When we faced with the difficult situation, asking ourselves the below mention questions can get the right ethical decision.

- Is it Legal?
- Is it consistent with Company ethical policy?
- Do you know all the necessary facts?
- Have you reviewed these facts carefully?
- Have you discussed the issues with your supervisor?
- What are the consequences of your decision?
- If it were made public, would I be comfortable?

If you feel the situation isn't right, speak up openly and ask questions to get the advice and guidance you need directly to the Supervisor, Ethics Officer and Ethical Committee Members.

3. Health, Environment, Safety & Social Responsibilities (HESS)

Protecting people and environment is a key value of SMART. We are committed to working in a way that places the highest priority not only on our own safety but also on the safety of our co-workers and our community. We are also committed to protecting the environment by minimizing the environment impact throughout our operations.

Each one of us is responsible for our HESS quality. Line managers take part in an important role of communicating and implementing our HESS Policy and Standards and making sure that their teams comply.

Each of us has the authority and responsibility to Stop or not start where an unsafe condition exists to prevent injury or harm.

DO

- Protect the safety and well-being of everyone around us.
- Stop work when we believe is unsafe which may harm safety & health or the environment.
- Undertake work only if we are sure that we are medically fit and competent for the work.
- Make sure to know the emergency procedures when we work.
- Make sure that our co-workers act consistently with our HESS standard.
- Report any accident, injury, unsafe acts and conditions.

DON'T

- Work while your performance is impaired by alcohol or any prescription.
- Threaten, intimidate or act violently towards anyone at work.

4. Equal Opportunity

We are our Company's most valuable resources and are essential to its success. All of our employees are expected to treat each other professionally, based on mutual respect, trust and individual value. We shall provide equal employment opportunities and equal employment related decisions for hiring, evaluation, promotion, training, development, discipline, compensation and termination. We are to treat all job applications and employees without illegal bias. No one at SMART should ever be subject to illegal discrimination on the basis of race, religion, color, sex, disability, ethnic origin & political preference. All employees should understand the value of diversity and never discriminate.

But as an exception, we need to avoid appointing our employees' immediate family members in the same department.

DO

- Treat each other professionally, based on mutual respect.
- Provide equal employment opportunities and equal employment related decisions.
- Treat all job applications and employees without illegal bias.

DON'T

- Subject to illegal discrimination on the basis of race, religion, color, sex, disability, ethnic origin & political preference.
- Appointing employees' immediate family members in the same department.

5. Harassment

We are firmly committed to providing equal opportunity in all aspects of employment and business relations. We will not tolerate any illegal discrimination or harassment of any kind. All employees, officers and managers should respect the rights and cultural differences of other individuals. SMART is dedicated to treating all employees with honesty, fairness and respect. Never make inappropriate jokes or comments. If you are confronted with harassment, you should report your concern to your supervisor.

DO

- Never tolerate any illegal discrimination or harassment of any kind.
- Respect the rights and cultural differences of other individuals.
- Report any kind of illegal discrimination or harassment.

DON'T

- Insults or tell jokes of a racial, ethnic, religious, disability-related, age-related or sexual nature.
- Deal out or show potentially disgusting material.

6. Human Rights

The Company's Human Rights policy ensures that we will be especially aware of potential human rights issues in sensitive operating environments. The Company has a responsibility to respect human rights, and can also play a positive role in the communities where we work. We treat all our employees with respect and dignity and promote diversity in the workplace. Also, we protect personnel and assets and provide a secure environment in which business operations may be successfully conducted. Line managers have the responsibilities for complying and communicating this policy to their respective employees.

DO

- Recognize potential human rights issues in sensitive operating environments.
- Protect personnel and assets and provide a secure environment.
- Respect all personnel with respect and dignity.
- Appreciate diversity in workplace.
- Protect the communities in where we work
- Put yourself in other person's shoes

DON'T

- Disregard local customs or cultures in operating environments
- Disrespect local people in operating environments

7. Controlled Substances & Drugs

The Company prohibits the use, possession, distribution, purchase or sale of controlled substances or illegal drugs. Controlled substances include illegal drugs and narcotics, prescription drugs and other unlawful materials. Controlled substances and illegal drugs are strictly prohibited from entering SMART facilities. All employees conducting business for SMART or operating SMART's equipment shall not be impaired by alcohol, drugs or controlled substance. Employees who have illegal or unauthorized possession of any of these substances within SMART premises will be taken immediate disciplinary action or even dismissal.

DO

- Report of anyone who have illegal possession of alcohol, drugs or controlled substance within SMART facilities
- Report of any personnel who is known for the use, possession, distribution, purchase or sale of controlled substances or illegal drugs.
- Never use, possession, distribution, purchase or sale of controlled substances or illegal drugs

DON'T

- Enter into SMART facilities with possessing or being under the influence of any controlled substances and illegal drugs
- Conduct business for SMART or operate SMART's equipment while impaired by alcohol, drugs or controlled substance.
- Use, own, distribute, purchase or sale of any controlled substances or illegal drugs.

8 Record Keeping and Internal Control

8.1 Record Keeping

The Company records and reports must be prepared accurately and honestly. This is responsible not only by our accountants who prepare transaction records but also by any employee who contributes to the creation of records by submitting expense reports, job logs and time sheets etc. All of the Company's books, records, accounts and financial statements must be maintained in reasonable details and must be supported by enough documentation to provide a complete, accurate, valid, and auditable record of the transaction.

Business records and communications often become public and we must understand which record must be properly managed and which must be disposed of when no longer of value. This applies equally to e-mail, internal memos, and formal reports. Failure to manage records efficiently can lead to significant business risk that may lead to negative results in financial, poor confidentiality and a bad reputation.

Each employee is responsible for reporting any suspected violations of the Company's accounting policies and procedures. If any employee found a suspected violation of these policies, report directly to the Internal Audit Department.

DO

- Prepare transaction records and financial reports accurately and honestly.
- Maintain the Company's books, records, accounts and financial statements in reasonable details.
- Understand which record must be properly managed and which must be disposed of when no longer of value.
- Report any suspected violations of the Company's accounting policies and procedures.

DON'T

- Fail to manage records efficiently that may lead to negative results in financial, poor confidentiality and a bad reputation.

8.2 Internal Control and Audits

Reliable internal controls are critical for proper and accurate accounting. Every level of employees must understand and follow the internal controls relevant to their position. Each of us ensures that all books of account and supporting documents are fully available for audit.

Audits performed by our internal and external auditors ensure compliance with internal control procedures. Auditors can help identify potential weaknesses and make recommendations for operating procedures and accounting practices. Hence, these errors can be corrected promptly with the help of auditors' findings and advice. All employees are required to fully cooperate with auditors and provide clear and truthful information during the audit process.

DO

- Understand the internal controls relevant to our positions and follow the procedures related to those controls.
- Ensure all transactions are properly authorized and recorded accurately and completely.
- Make available all books of account and supporting documents for audit.
- Fully cooperate with auditors and provide clear and truthful information during the audit process.

DON'T

- Engage in any scheme to defraud anyone.
- Misuse or steal the Company's assets.
- Cheat on travel and entertainment expense reports
- Undisclosed or unrecorded amount, fund or asset is established or maintained.

9. Conflicts of Interest

A conflict of interest is when personal interests and participation in external activities can influence the daily work decision. A conflict of interest can arise when an individual's outside activity or personal interest appear to conflict with his or her responsibilities at SMART. An employee's outside activity may have a negative impact on the Company's business if he or she is performing the same job work scope or owns a similar business to SMART.

All employees are prohibited to work directly or indirectly for a competitor if unless it is approved by the appropriate Line Management for specific job reasons. All types of loans are forbidden to any employee and their family members.

If you think you may be in a situation that could be perceived as a conflict and/or plan to use your knowledge or position for external material gain, immediately disclose the possible conflict to your supervisor or line manager for advice. Also, if you witness a conflict of interest in the Company, you must report it to the Ethical Committee right away.

All employees on their own time can be active in the community, government, educational and other non-profit organizations if they comply with relevant regulations and policies of the Company. Furthermore, they can acquire interests in other line of businesses different from SMART and perform external professional activities in their own time if there is no Conflict of Interest involved.

All employees must daily take in their heart to avoid conflicts of interest in all business decisions.

DO

- Inform any outside jobs and affiliations with competitors, customers or suppliers to your line manager and seek management approval.
- Notify to the line manager, if you have any other relationships that could create or appear to create a conflict of interest.

DON'T

- Hold employment in any organization that does business with or compete against SMART.
- Receive any personal benefits as a result of their position with SMART.
- Use Company information, assets or resources for personal gain or the improper benefit of others.
- Invest in a supplier if we have any involvement in their selection, assessment or negotiations.
- Invest in a customer if we are responsible for dealings with that customer.

10. Payments & Bribery

All SMART employees cannot offer, pay, make, seek or accept a personal payment, gift, entertainment, meal and travel more than nominal value (defined as USD 25 or any lower limit specified by the location) that might directly or indirectly influence the employees' business judgments or decisions and also in return for favorable treatment or to gain any business advantage. Beyond above defined limit, which means more than USD 25, we need to obtain approval from the line management.

These requirements include any payment on behalf of the Company to government officials at any level, employees or other representatives of government owned businesses, and political candidates or parties. The value of gifts must not exceed the prescribed limit and should not be offered to the family members of a government official. The best way is to obtain Legal advice before offering or exchanging any gift or entertainment with a government official and record it. However, donation may be enlisted as an expense account.

Any SMART employee receiving a gift or entertainment from any third party for the purpose of improperly influencing company's business decisions shall face legal or disciplinary action. But, if you believe it would be insulting to decline gift due to culture, report it to your line manager who will decide whether it can be retained by you or SMART.

Human Resources Department also needs to obtain an undertaking letter signed by the new employee declaring of no pay in return for receiving the new job appointment at SMART.

DO

- Give, receive gifts and entertainment more than nominal value (defined as USD 25 or any lower limit specified by the location).
- Obtain approval from the line management, when giving and receiving more than nominal value.
- Obtain Legal advice before offering or exchanging any gift or entertainment with a government official and record it.
- Report to the line manager, if we believe it would be insulting to decline gift.

DON'T

- Offer, give or receive any gift or entertainment that was solicited in return for something else.
- Offer, give or receive any gift or entertainment with third parties when we are involved in a tender or competitive bidding process with them, unless approved by Ethical Committee.
- Personally pay for any gift or entertainment to avoid having to report or seek approval for it.

11. Inside Trading

It is against SMART's policy for any individual (including immediate family) to profit from exchange of confidential information to any external party or company competitor. If an employee is in possession of materials or inside information that the Company has not yet disclosed to the public, he or she may not purchase or sell any of the securities or stocks of the Company or tip others to trade in Company stock.

All employees must protect confidential business information and never use it for their own benefit and also must not spread rumors, false information or manipulate prices. If someone engaged in inside trading and is caught, he or she could lead to fines and dismissal.

If we are in doubt as to whether non-public information we have is material, we shall seek guidance from our supervisor, line management or the Company's Legal Advisor.

DO

- Be careful and protect inside information from accidental disclosure.
- Never use the Company's confidential business information for our own benefits
- Seek guidance from immediate supervisor, line management or the Company's Legal Advisor if you are in doubt of a situation.

DON'T

- Buy or sell the Company's shares while we are in possession of inside information.
- Buy or sell of any other publicly traded company while we are in possession of inside information.
- Disclose inside information to anyone outside the Company, including family members, without prior approval from management.
- Spread rumors, false information or manipulate prices.
- Leak inside information or tip someone off.
- Use the Company's confidential business information for personal benefits.

12. Money Laundering

SMART could be exploited by criminals to launder money or fund criminal activities. All levels of employees must conduct appropriate counterparty due diligence to understand the business and background of our prospective business partners and to determine the origin and destination of money and property.

DO

- Follow the anti-money laundering standard and any additional requirements that apply to specific business activities.
- Take reasonable and appropriate actions to assess the integrity of counterparties.
- Monitor counterparties' transactions and activities with the Company for suspicion of money laundering or financial crime and report any suspicious transactions.
- Watch out for any situation where the counterparty will not provide details of ownership, or where you cannot identify its ownership.

DON'T

- Deal with suspected criminal or the proceeds of crime.
- Acquire and use financial proceeds or property acquired with the proceeds of crime.
- Hide the origin or nature of criminal belongings.
- Facilitate the acquiring or control of criminal property.
- Falsify, hide, and destroy of relevant documents.

13. Working with Government Officials

Our activities must meet the highest ethical standards and comply with all government laws and rules. We need to be truthful and accurate when dealing with government officials and agencies. Avoid doing business with suppliers or subcontractors that are illegally prohibited from doing business in the Country. Approval from the Company's management is necessary before engaging in an employment discussion with a former or present government employee. All suppliers or subcontractors providing goods or services for the Company on a government project are to agree to comply with the Company's government dealing requirement.

DO

- Be truthful and accurate when dealing with government officials and agencies.
- Take approval from the management when engaging in an employment discussion with a former or present government employee.

DON'T

- Do business with suppliers or subcontractors that are illegally prohibited from doing business in the Country.
- Mislead an investigator or a government or regulatory official.
- Attempt to obstruct the collection of information, data, testimony or records by properly authorized government or regulatory officials.

14. Political Activity

A SMART employee can support a political party without any effect to the Company's image. But, he or she may not use the Company's money or resources to fund political parties and candidates or anyone associated with it. All employees must ensure their personal interests of political activities are to not reflect in association to SMART or SMART's community. If any employee is caught not following the political activity policy, he or she may result in disciplinary action, including termination of employment.

DO

- Make it clear that our individual political views and actions are personal and not SMART's.
- Inform to the line manager, if our political activities might create a conflict of interest.

DON'T

- Use the Company's money or resources to fund political parties and candidates or anyone associated with it.

15. Business Communications

In every business communications including mail, electronic documents, websites, social media, paper documents and facsimile, we must not mislead, write speculative opinions, exaggerate, engage in confidential matters and joke about serious matters. Employees, who fail to follow SMART's rules in business communication, may damage SMART's reputation and will result in disciplinary or legal action.

DO

- Observe and follow all relevant guideline in every business communications.
- Ensure we comply with the Company's privacy rules if we are handling personal data.
- Use the best method to communicate for business communications.

DON'T

- Mislead or exaggerate information
- Write speculative opinions
- Disclose confidential matters
- Joke about serious matters
- Communicate or share company's inside information with a competitor which may violate antitrust laws.

16. Confidentiality and Data Protection

Confidential or commercially sensitive information can come to us in many forms and can relate to any part of our business or our customers' activities. Disclosure of this type of information is often regulated by law and inappropriate disclosure may lead to criminal liability. If an employee have access to commercially sensitive information, he or she is responsible for making sure that information is not disclosed to any unauthorized person or organization. When an employee is handling computers, software, data and e-mail messages, he or she also need to be careful to ensure that these data are not inadvertently access.

Furthermore, the Company is committed to maintaining the highest degree of integrity in any individuals' information and also our current and past clients. The way we handle these data are critical to our success and promotes trust. SMART respects the confidentiality of information relating to individuals, in both paper and electronic form.

All employees must follow correct procedures when collecting, using and sharing these confidential data and do not gather, handle, store, use or share unless these are really needed. Also, inform individuals why you are collecting their personal information. If you have to gather, handle, store, use or share these personal data by electronic form, consult with the IT Department to apply appropriate IT safeguard.

DO

- Follow correct procedures when collecting, using and sharing these confidential data.
- Maintain the highest degree of integrity in any individuals' information and also our current and past clients.
- Use appropriate physical and IT safeguards for protecting important confidential data.

DON'T

- Disclosed commercially sensitive information to any unauthorized person or organization.
- Keep record of information longer than necessary.

17. Intellectual Property

The Company's intellectual property which includes trade secrets, patents, trademarks and copyrighted material is a key information asset. We all must be cautious and discreet when using this information. Only the Company's "need to know" employees can access these information and assessment by any external party is prohibited unless if they are bind under confidentiality agreements. Otherwise, when handling sensitive information of our clients, we must always treat it with the utmost care. If we have a question about the use of patented information, copyrighted material such as articles, charts, maps etc, we should contact the Company Legal Advisor to meets the criteria of "fair use".

DO

- Be cautions and discreet when using the Company's intellectual property which includes trade secrets, patents, trademarks and copyrighted material.
- Only the Company's "need to know" employees can access the Company's intellectual property information.
- Treat sensitive information of our clients with utmost care.
- Discuss with the Company's Legal Advisor to meets the criteria of "fair use" if we have a confusion about the use of patented information.

DON'T

- Allow the Company's intellectual property to be used by any external party.
- Leak the Company's intellectual property to public or any other external party by carelessness or unauthorized accessing of patented information.
- Allow employees other than the Company's "need to know" employees for access to the Company's intellectual property information.

18. Use of Computer System, E-mail and Internet

All employees are responsible to make sure that the Company's provided IT Tools, such as computers, software, networks and other technical resources are used only for SMART's business. Limited personal use of these tools is allowed. All electronic records, such as e-mail messages and computer files, that are produced using the Company IT Tools are SMART's property and may have same legal effects as paper documents.

Each employee is held accountable for all information created or stored on the SMART's computer equipments assigned to him or her. This means, if we wish to keep any information private, we should not create or store in on the SMART's computer systems. We should not assume that any use of the SMART's communications devices or system is private. The usage of these may be monitored by the SMART's IT Department.

DO

- Keep computer equipments safe and secure at all time.
- Protect our user IDs and passwords and never share or allow anyone else to use.
- Keep information secure during storage, distribution and disposal.
- Hold accountable for all information created or stored on the assigned computer equipments.

DON'T

- Use the Company-issued computer equipments, email and the internet primarily for personal use.
- Create or store our personal private information on the Company's computer systems.
- Copy or transfer the Company's confidential or secret information onto a portable storage device, unless that device is approved and have the permission.
- Leave the Company's confidential or secret business documents or storage devices unattended.
- Install or use unauthorized or banned software.

19. Antitrust (Competition Law)

We must all help ensure that the SMART's business is always in compliance with Antitrust (Competition) Law that protects free market system works properly and that restricts fair competition among companies. All employees must be very careful when they have any contact with our competitors.

Exchanging any information with a competitor is strictly prohibited. Any anti-competitive behavior will damage SMART's business and reputation for fairness and honesty. The consequences of violating the antitrust law can be extremely serious for SMART and its employees. Violations can lead to fines and imprisonment.

DO

- Take care when dealing with competitors not to participate in any arrangement that could be constructed as anti-competitive collusion.
- Ensure we are familiar with how competition law impacts on our business and consult legal as appropriate.

DON'T

- Agree with competitors to fix price, discounts, rebates or surcharges.
- Agree with others not to compete in particular markets and/or customers.
- Agree with competitors to reduce or stabilize production and capacity or output.
- Agree with independent dealers to fix a minimum resale price of a product.
- Participate in any arrangement that could be constructed as anti-competitive collusion.

20. Adherence to the Code

20.1 Ethical Committee

SMART's "Ethical Committee" members are as follow –

- Chairman of the "SMART Group of Companies" is the "Chairman" of the SMART's "Ethical Committee".
- Managing Director of the "SMART Technical Services" is the member of the "Ethical Committee".
- Managing Director of the "SMART Electrical Trading" is the member of the "Ethical Committee".
- Human Resources Manager of "SMART Group of Companies" is the member of "Ethical Committee".
- Admin Manager of "SMART Group of Companies" is the member of "Ethical Committee".
- Health, Environment, Safety & Social Responsibility (HESS) Manager of "SMART Group of Companies" is the member of "Ethical Committee".
- Section Head, Internal Audit Section, of "SMART Group of Companies" is the member of "Ethical Committee".

The above designations are permanent members of the ethical committee. In case there is a change of person in the designated roles of the SMART companies, the seating in the ethical committee will be replaced by the new designated person.

Other than the permanent members, the Ethical Committee also embodies 4 elected members including 2 representatives from each company SMART Technical Services and SMART Electrical Trading.

- One Representative of "SMART Technical Services" is voted by Employees of "SMART Technical Services".
- One Representative of "SMART Technical Services" is appointed by MD of "SMART Technical Services".

- One Representative of "SMART Electrical Trading" is voted by Employees of "SMART Electrical Trading".
- One Representative of "SMART Electrical Trading" is appointed by MD of "SMART Electrical Trading".

The 4 elected members representing the two companies and the selected Ethical Officer are appointed for three years term and will be re-nominated after three years. When in case of a turnover of one of the committee member, provision is made by the decision of all other committee members.

20.2 Contact of Ethical Officer

Any employee or other person who wishes to report a violation of policy should report such violation to the "Ethical Officer" by mail or by telephone as follows:

By mail addressed to:

ethicalofficer@smartmyanmargroup.com

By telephone

+ 95-1-701593

As another option to report the ethical issue, we provide "Ethical Suggestion Box" which is located near Office Reception Area and everyone can write a report as anonymous and put in this suggestion box. This suggestion box may be handling only by Ethical Officer and he/she will be raised all ethical issues at "Ethical Committee" monthly meeting to take necessary action.

20.3 Scope of Work for Ethical Committee

The Ethical Committee is responsible for

- Performing ethics and compliance activities in the Company.
- Making sure all of the employees familiar and understand the requirements of the Company's Code of Ethics.

- Encourage all employees to keep their actions in the Company's Code of Ethics.
- Overseeing and monitoring compliance with the Company's Code of Ethics.
- Dealing with the ethics and compliance matters that are raised by the employees and making sure that no one who speaks up suffers any retaliation.
- Setting the effective ethics and compliance program elements, including workshop, training etc.
- Stopping any activity which could be in violate of the Company's Code of Ethics.
- Reviewing and updating the "Code of Ethics" regularly.
- All reporting persons' identity must be kept anonymous.

20.4 Procedures

- Every employee share a responsibility to speak openly whenever there is a question about the Company's "Code of Ethics" or think that it may have been violated.
- Every employee shall have the courage to report and always strive to do the right thing and must always ask for help when they believe the Code is not being followed
- When a member of the "Ethical Committee" or the Ethical Officer receive a report, determine whether the subject of the report is within the scope of the Company's "Code of Ethics" and immediately forward it to the Chairman for further review.
- The "Ethical Committee" is committed to seek into all potential breaches or questions that are being raised.
- All report will be dealt fairly and responsibly by the "Ethical Committee".
- Any level of employees who violate this code may be subject to disciplinary action, up to and including discharge.

21. Ethics Charter

The Company must comply with both the letter and the spirit of the many laws and regulations that affect the way we do the business. But, acting ethically is not just about complying with the formal laws and regulations that govern our business. It is about understanding that our decisions may affect those who do not have the opportunity to participate in making these decisions. With this understanding, we are able to make informed business choices that avoid violating laws and the Company's policies.

More generally, SMART stands for:

The principles of the 1948 Universal Declaration of Human Rights

The principles of the International Labor Organization

The principles of the United Nations Global Compact

In Myanmar Laws,

Penal Code (1860)

Prohibition of Corruption Act (1948)

Control of Money Laundering Law (2002)

SMART GROUP OF COMPANIES

