

Statement on Employee Relations

Our Philosophy

We strive to offer ways to keep uab bank employees engaged and connected to uab bank's vision. Our objective is to contribute to the sustainability of the bank through the continued dialogue with our employees to ensure that the behavior of the employees is guided by Code of Ethics and to create a work environment, where employees enhance knowledge, are excited about work and are committed to Bank's values and goals.

To achieve this objective, we adhere to the following commitments:

1. To treat all employees respectfully, fairly and equitably.
2. To encourage professional development of employees by encouraging participation in Bank sponsored events and training.
3. To resolve workplace issues and conflicts through productive dialogue, characterized by openness, trust and collaboration.
4. To provide a comprehensive total rewards package that includes market-driven and performance-based remuneration ~~pay~~ and competitive benefit programs.
5. To establish goals, provide ongoing feedback and assess performance annually so that every employee is aware of how their work contributes to Bank's strategic plan.
6. To implement and maintain non-discriminatory employee practices and internationally recognized employee standards.

Equal Opportunity

uab bank is an equal opportunity employer and prohibits discrimination by any employee against any individual. Bank provides resources to prevent discrimination, promote inclusiveness and assist individual with disabilities.

Anti- Discrimination and Anti- Harassment

It is the policy of the Bank that no individual shall be the object of discrimination or harassment on the basis of race, color, ethnicity, religion, sex, gender, gender identity, sexual orientation, national origin, age, marital status, pregnancy, parental status, family relationship status, physical and mental ability.

We encourage employees who have been subjected to discrimination, harassment or retaliation to report what happened. You can report to george.koshy@uab.com.mm or if preferred, wb@uab.com.mm (as per our Whistleblower Protection Policy)

Employee Relations Issues

Our mission is to create a positive work environment, where each employee has opportunity prosper. However, employees may resolve issues related to resignation, termination or any other workplace issues by contacting susumaw@uab.com.mm or the relevant HR Business Partner

Employee Engagement

Human Resource Department is continuously finding innovative ways to foster increased engagement and provides resources and information intended to facilitate engagement and recognition for outstanding employees.

Other relevant policies, codes and guidelines

Other relevant internal codes, guidelines and policies related to the Statement of Employee Relations are:

1. Code of Ethics
2. Human Resources Policy
3. Employee Handbook