

Max Myanmar Group
Sample version
V 2016.1.1
 Updated 1/14/2016

One Max	We operate based on Max standards and values in all businesses
Stakeholder Satisfaction	We are considered one of the leading companies in Myanmar by local and international stakeholders
Supplier Engagement	Our suppliers look to us as the preferred partner, helping us to innovate and improve business
Employee Satisfaction	We are the preferred company of choice for university graduates, we enable our employees to grow and develop
Shareholder Satisfaction	We deliver on shareholder expectations of economic performance and good governance
Customer Satisfaction	We exceed customer expectations on value, service and have a reputation which matches our performance

Legend

R	Responsible
A	Assist
C	Contributing
I	Informed

X		X	X		X	6.1	Appropriate corporate policies are developed, deployed and standardized	X	X	X													
X	X	X	X			3.1	Embed occupational health & safety in the corporate culture while upgrading OHS practices					X	X										
X	X	X		X	X	5.1	Ensure appropriate environmental stewardship , reducing environmental impact on waste, water and air emissions						X	X									
			X	X	X	3.2	Enhance talent development of the current and future workforce							X	X	X							
X	X	X				4.1	Build relationships with suppliers which protect Max reputation, the suppliers and their employees while improving environmental practices														X		
	X	X	X	X	X	1.1	Enhance transparency of Max history, practices and footprint				X										X	X	

Max Myanmar
Hoshin Kanri
Sustainability Strategy
FY 2016 - 2017

	R	C	C	C	A	A
	A	R	C	I	C	I
	C	R	I	I	C	A
	I	C	R	A	I	A
	C	A	I	C	C	R
	A	C	C	R	C	C
Leadership	Dr. Han	Mr/Ms OHS/E	Mr./Ms HR	Mr./Ms Comms	Mr./Ms Legal	Mr/Ms Biz

FY 2017 Goals	X	X	X	X		6A	One Max System at 100% Coverage	X	X	X													
				X	X	3A	Employee Engagement Scores Increase by X%		X						X	X							
		X		X	X	3B	Reduction in Time Lost Incidents by X%				X	X											
	X	X				5A	Recognition by X External Group for Environmental Management Practices, ISO14001 Certification for X, Y, Z Businesses						X										
		X		X		2A	X% Reduction in Usage of Energy and Water in 20XX							X									
				X	X	3C	Employee Skill Score Improvement by X%								X								
	X	X		X		3D	Understanding and Awareness of Key Policies and Grievance Mechanisms Demonstrated at X%		X							X							
			X	X	X	3E	New Hire Qualifications Improved by X%										X				X	X	
			X		X	4A	X% of Supplier meet Max Gold Standards		X									X					
				X	X	1A	Operating Company Reputation Improvement by X%														X		
	X		X		5B	External Evaluation of Y Rating by X Organization										X				X	X	X	

Operating Company Goals	Max Energy Co., Ltd	Max Well Trading Co., Ltd (Trading)	Max Myanmar Construction Co., Ltd	Max Myanmar Hotel Holdings Co., Ltd.	Max Myanmar Manufacturing Co., Ltd	Max Myanmar Highway & Toll Collection Co. Ltd	Shwe Young Pys Agro Co., Ltd	Ayeyarwady Bank	Ayeyar Myanmar Insurance
	80%	100%	75%	90%	100%	100%	100%	100%	100%
	5%	5%	10%	5%	2%	5%	10%	4%	5%
	5%		10%	surveillance	10%	5%	health	surveillance	surveillance
	14k at 3		14K		Site		Site		
	5%		5%	5%	5%	5%	5%	5%	5%
	5%	5%	10%	10%	5%	5%	10%	15%	15%
	80%	80%	80%	80%	80%	80%	80%	80%	80%
	3%	surveillance	5%	10%	10%	5%	surveillance	15%	15%
	75%	90%	50%	75%		100%		100%	
	5%		surveillance	5%	Community	5%	Community	10%	20%

Legend

Target	goal	action	
Material importance	Support	Low importance	Not Applicable

Community Engagement	Social Inclusion
99% student school	Goal Creation

OpCo Unique Goals