

Tower Times



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Forward

Welcome to the fourth edition of our quarterly magazine "Tower Times".

The fourth edition highlights our Internal Audit function which is constantly trying to shape company policies and procedures intended to make IGT a better work place. Also included in this edition is how IGT is conducting business towards communities in Myanmar in a socially responsible way, how IGT cares not only for our internal employees but related stakeholders to create a zero fatality at workplace.

This newsletter is meant to show that IGT is constantly forging relations and partnerships with prominent institutions in Myanmar to maintain the position as the largest tower company in Myanmar while creating numerous openings for locals at the same time.

Welcome to a tour of our latest news letter.



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Message from CEO



Ayad Chammas
CEO

A lot has changed in a positive way since the last Tower Times edition was rolled out. We have seen the world grow more diverse and the globalization of almost every aspect of our lives. Myanmar has seen periods of economic growth and challenges and through all of this, we have seen the infrastructure development and connectivity needs of the common man and the business community increase, and we have grown and adapted our offerings to meet them.

IGT has grown from strength-to-strength and is retaining its position as the largest telecom tower company in Myanmar. This is largely due to the satisfaction of our customers, who is continuing to repose their trust and confidence in IGT, year after year, thereby giving us the privilege to serve them with the dedication and speed that we are disciplined in.

I am happy to announce two major achievements that we could accomplish during the last quarter.

- International Finance Corporation (IFC) has infused an equity of USD 10 Million and has become a shareholder of Irrawaddy Towers Asset Holding Pte Ltd, which is the holding company of IGT. IFC's equity infusion after a lengthy process of due diligence is a testimony to the fact that IGT's business model and internal policies on health and safety, sustainability, labour compliance etc. are of best international standards. Apart from the equity infusion, IFC and Asia Development Bank has jointly sanctioned a debt facility of USD 85 Million.

- I am also proud to announce that IGT has entered into a Master Lease Agreement with the 4th Operator – MyTel. With this, I am sure IGT will continue its stride as the largest telecom tower company in Myanmar and the first choice of any telecoms operator in Myanmar.

I wish to attribute this growth, primarily to building and strengthening the relationships with our customers and partners in a sustainable way. I also acknowledge with gratitude the contribution and efforts of each of the employees of IGT.

Through innovation and by understanding our customers' needs, IGT's singular purpose has been to deliver defining customer care and service that goes beyond mere technology.

Our mission is to serve our customers-better, faster and comprehensively in an ecofriendly and sustainable manner without compromising the health and safety of all the stakeholders and thereby contributing to the infrastructure development of Myanmar, which impacts the community at large in a positive way.

I look forward to receiving the overwhelming support and contribution from each employee of IGT as before so that we can continue our winning stride and success story.

**IGT & MyTel newly sign lease
agreement for 677 sites colocation**



Irrawaddy Green Towers Receives the First 'Mini Pwint Thit Sa' Benchmark Score

This process is for medium-sized companies who wish to have their transparency and website disclosure rated according to the same (35) criteria used for the annual Pwint Thit Sa survey conducted by the Myanmar Center for Responsible Business (MCRB).

The company scored a total of 3.27, which put it as 14th amongst the largest 100 Myanmar companies included in the main report. IGT scored 1.41/3.33 for disclosure concerning the anti-corruption programme, 0.56/3.33 on organizational transparency. 1.3/33 on **human rights, health, safety and the environment**.

Vicky Bowman, Director, MCRB said "We welcome Irrawaddy Green's commitment to have its website disclosure and transparency benchmarked against the (35) Pwint Thit Sa questions. I hope that other Myanmar companies will volunteer to be included. This demonstrates their commitment to transparency and good corporate governance,"

Mr. Ayad Chammas CEO, IGT said, "At IGT, we value accountability, fairness and transparency in how we operate and in our relationship with all stakeholders. And over the last 3 years, we have built the governance framework required and introduced policies and procedures to reflect this in our day-to-day operations. I would like to take this opportunity to thank all the employees who have played a crucial role in raising awareness about and in implementation of such a framework.

The efforts being made by MCRB to promote transparency through comprehensive and proactive disclosures are commendable and we are happy to be a part of this initiative."



Internal Audit Function



Haytham Hamze
Head / Internal Audit

The persistence of IGT's Board of Directors and Management to sustain an anti-corruption environment as well as maintain adequate policies and procedures has led to establishing an independent internal audit function in January 2016 to assess and improve the company's processes.

Subsequently, 55 audits and investigations were performed during the period January 2016 till May 2017, their related reports were issued to the Board/Management, and the required action plans were fully supported and frequently implemented.

In addition to many internal manuals, the Management has approved and circulated policies for anti-bribery & anti-corruption, code of conduct, and whistleblowing to encourage any individual to share her/his claim with the Head of Internal Audit, who is addressing all claims in a highly confidential manner.



Irrawaddy Green Towers Ltd, "IGT" is pleased to circulate the updated version of the Whistleblowing Policy, which had already been in place since March 2016.

All received disclosures and related investigations are carried out in strict confidentiality and the identity of the informant will not be revealed. The Head of Internal Audit "HIA" will be committed - during and after the investigations - to maintain the case's confidentiality.

For added privacy, you can create an anonymous email and raise your concerns or case to be reported, attaching the related documents; although, it would be better if you state their names as it helps the HIA to contact you to obtain more information which may be useful in the fact finding process.

This policy covers all kinds of irregularities such as misusing employment position, asking and accepting bribes and gifts, cheating, fraud, embezzlement, corruption, discrimination, theft/misuse, etc.

Individuals engaged by or working for IGT can submit their disclosure through the following means, which are only accessed by the HIA:

- Delivery of written case/report to the HIA in IGT;
- Visit the HIA office and talk to him face-to-face;
- Send the disclosure to the confidential email: whistleblowing@igt.com.mm;
- Call the HIA mobile number on: **+95 9 972799192**;
- Send the disclosure to the HIA email: Haytham.hamze@igt.com.mm; or
- By post: Marked Private and Confidential, and addressed to Head of Internal Audit, Irrawaddy Green Towers Ltd., International Commercial Center Building (ICC), No. 422/426, Botahtaung Township, Yangon, Myanmar.

To raise the awareness among employees and promote the importance of the ethical environment within IGT, the Management has arranged 10 anti-corruption training sessions between November 2016 and April 2017, which were attended by all senior management and other employees.

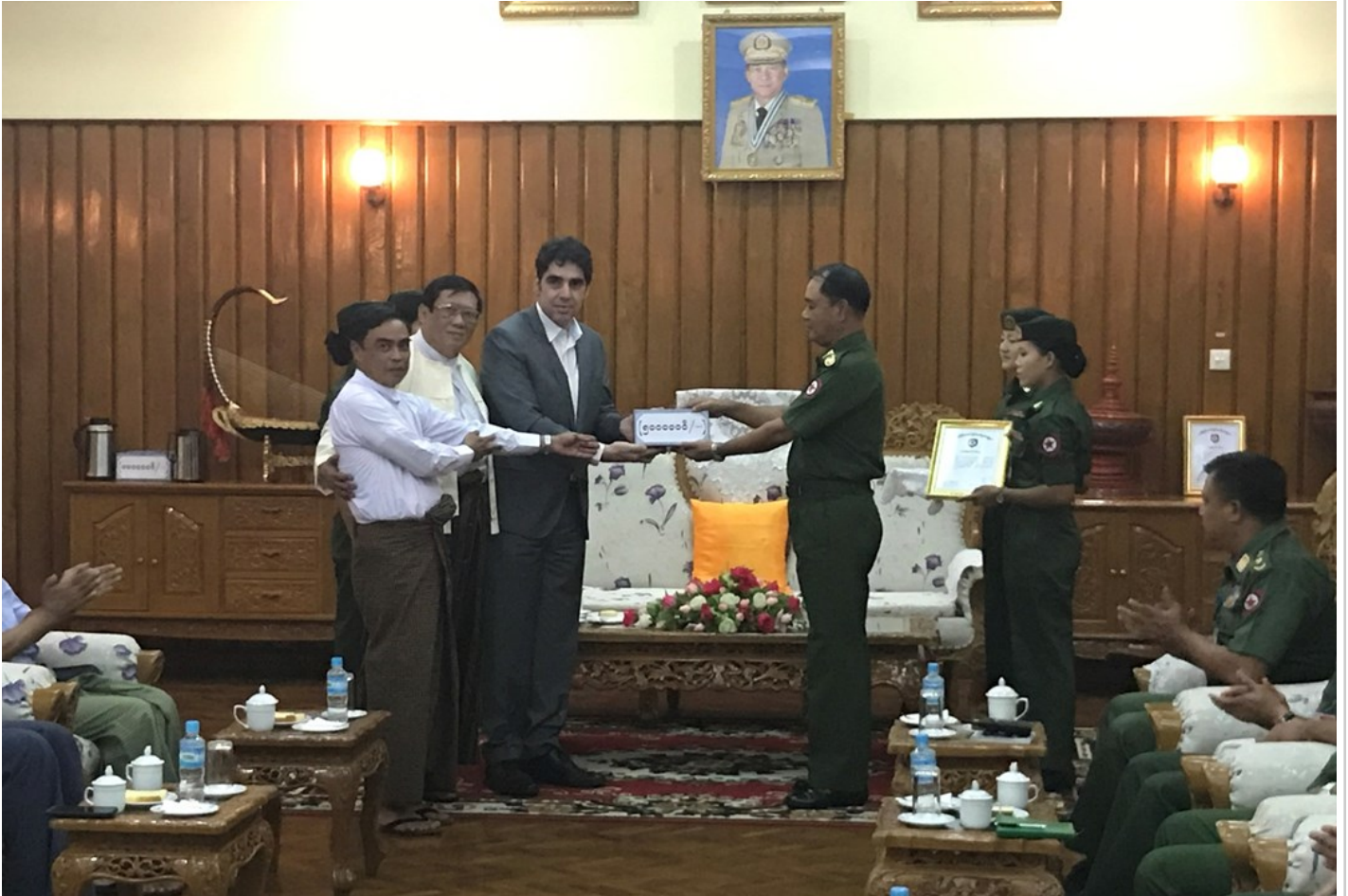


CSR Commitment towards Myanmar

IGT Donation & Condolence for victims of military airplane disaster.

On behalf of IGT, CEO Mr. Ayad Chammas, donated MMK 5,000,000/- and conveyed it's condolences towards the victims of the military airplane disaster in Nay Pyi Taw. The donation was accepted by area military commander of Nay Pyi Taw command, Lt.General Myint Maw.

This is in line with IGT practice of donations towards flood, fire and other disasters. Commander Lt.General Myint Maw expressed appreciation for this donation.



Donation was made on 21 June, 2017 at Nay Pyi Taw military command. It was received by area military commander Lt.General Myint Maw.



IGT EMF and Telecom Awareness Workshop

We would like to share some information with you concerning IGT work for building communications and support from the general public for our towers.

IGT team carried out a one day work shop in KaWa township / Bago Region on 30 June, 2017. This workshop was done under CSR program aiming to build IGT corporate image.

Objective of the workshop was to build communications with the communities in the area. The workshop gave out information to the participants about IGT operations in Myanmar.

IGT team was comprised of representative s from CSR/ GR ,SAQ, Roll Out and Legal who all gave lectures about each department's work concerning the towers.

Special emphasis was given to explain that all IGT towers are legally permitted by the Government and built according to international standards observing all safety norms. We had also invited two representatives from the Health Department and Telecommunications Department

to give lectures to explain about the towers from their department point of view. The workshop was attended by (120) ward/ village administrative officers (Chairman) who are the local authorities in their villages. At the end of the workshop there was a Q&A session where all the questions from the participants were addressed.

Notable discussions from participants were –

- U Sein Lwin Oo / Budaryone Ward Administrator discussed that in the tower in their area they have communications problem because the responsible person (IGT Supervisor) was foreigner without accompanying translator. He also suggested to include Myanmar language in the lease contract.
- U San Aung / Tha Byut Village Tract Administrator asked how was IGT solving DG noise, how do IGT addressing damaged village road issues, bridge damaged by IGT construction team during CW, how was IGT addressing health issue concerning EMF wave.

The workshop was closed on a positive note with everyone accepting that towers were needed for better communications.



HSE Status and Activities

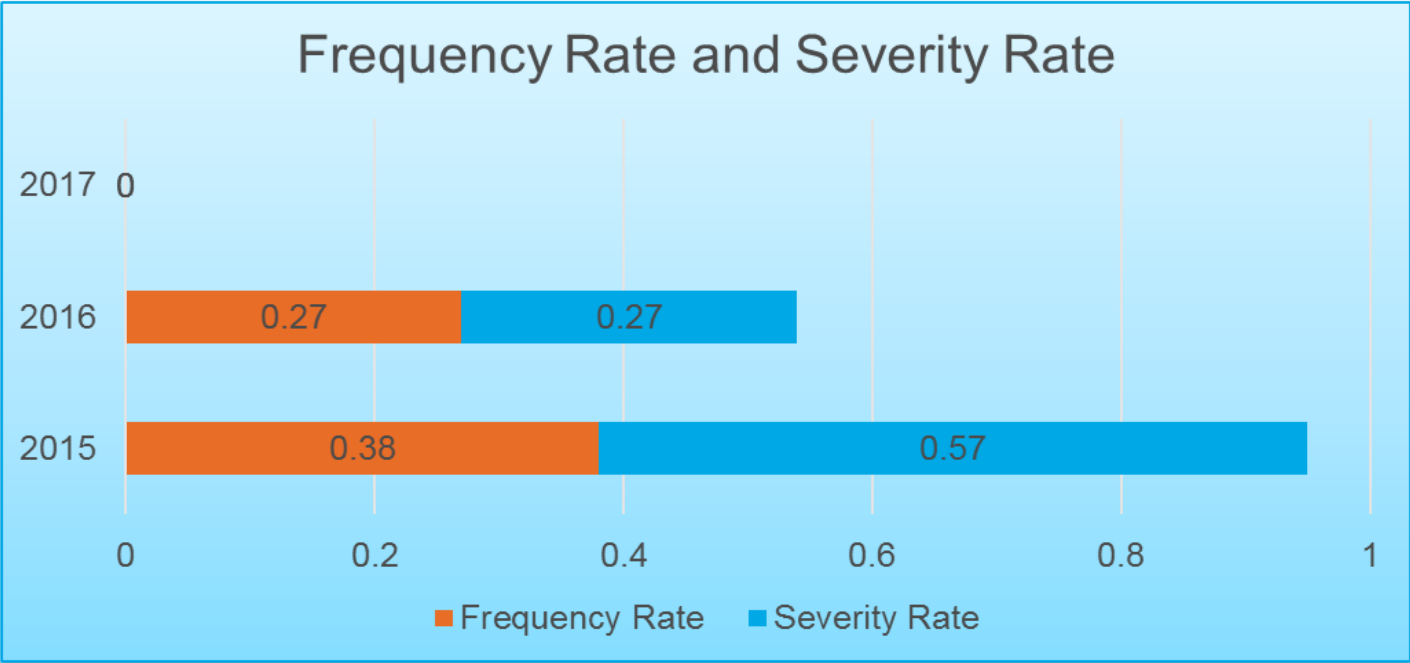


Allan Pepino
QHSE Regional Manager

We are pleased to share with you IGT HSE performance for the first five (5) month of the year. And without hesitation and based on the available statistics in our hands IGT have manifested considerable improvement on this aspect.

The common denominator of this achievement is attributed to the company’s focused on enforcing HSE policy from the start of the fiscal year. Still, IGT is implementing the Best Safety Reporting Incentive Scheme (BRIS) as motivation to all its personnel involved in the project roll-out.

IGT is continuously conducting the HSE Awareness Training to all our stakeholders in this project and this drive is being extended down to working personnel on-site.





Key Performance Indicators from Jan to May 2017

No major findings by clients

100% of all QHSE minor findings by clients closed out on time

100% of QHSE observations by clients closed out on time

Zero work related fatalities

Zero oil / fuel spills

56 QHSE awareness sessions conducted, with more than 529 participants

Conducted 215 random QHSE site inspections, and closed all the observations



Lost time Injuries Performance from 2015, 2016 and 2017

Statistics - project related incident - IGT

Fatalities – 0

Lost Time Injuries – 0

Occupational Health – 0

Total IGT project related incidents is Zero



Fatalities – 0

Lost Time Injuries – 0

Falling object/person – 0

Machinery/tools – 0

Near-miss reported for the first time – 10

Occupational Health – 0

Total sub-con project related incidents is Zero and 10 Near Miss incidents were reported



Statistics- non-work/ non-project related incident

Zero non-project related fatalities in IGT

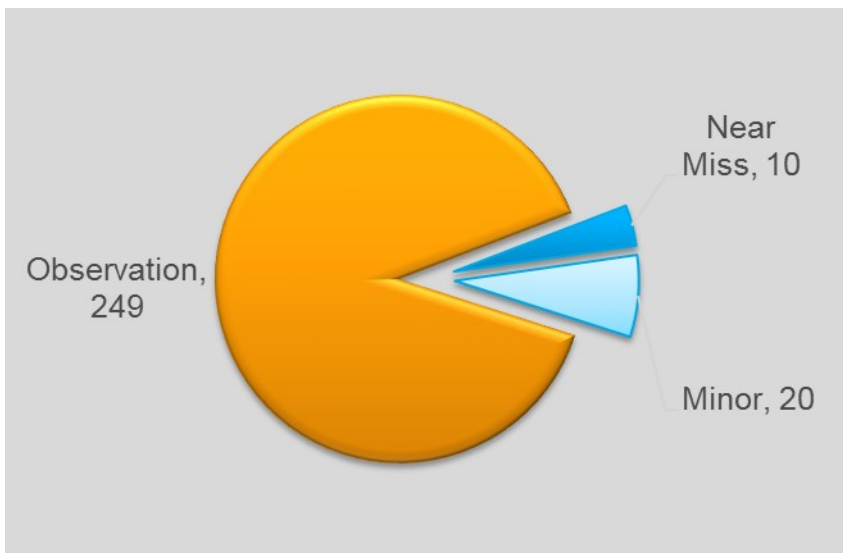
Zero non-project related fatalities from sub-cons

2 non-project related Vehicular incident with no injury from IGT *

1 non-project related vehicular incident with no injury from sub-cons *

Three (3) vehicle incident occurred from January to May 2017 but these were non-work or non-project related issues and no injury involved and purely a slight damage to the vehicle

QHSE issues identified and closed - 2016



Man-hours worked & LTIs

	2016	Jan to May 2017
IGT field staff	100,800	125,784
IGT office based staff	44,640	160,265
Sub-con staff	3,177,600	810,320
Total	3,726,240	1,096,369
Lost Time Cases	1	0
Lost Time Days	1	0
Fatalities	0	0
Frequency rate	0.27	0
Severity rate	0.27	0

IGT Marathon Fun Run

As part of IGT HSE Awareness Program, we celebrated marathon fun run in which all IGT staffs could be participated.

Not only marathon run but other sports such as Football, Cricket, Badminton, Tennis, Swimming, Cane Ball (Chinlone) were also arranged. All IGT staffs were having pleasant and relax time playing game happily.

Event Date : 18 Mar 2017 (Saturday)
Venue : Star City, Thanlyin
Event Time : 07:00 AM to 02:00 PM



Weight Challenge Competition 2017

Part 1

As a follow-up on Health Awareness Drive among its employees, IGT have launched its first ever Weight Challenge Competition this year last 24th Feb 2017. This is to encourage individual in the company whose BMI are above normal to reduce weight and to maintain a healthier lifestyle.

Winners of these first Weight Challenge Competition are being awarded with some prizes as a token appreciation of their efforts on this drive:



Name	Department	Prize
1. Sujith NS	Operations and Maintenance	Apple iPad Pro (12.9")
2. Vineet Suhag	Rollout & Delivery	Apple iPad Pro (9.7")
3. Htet Arkar Swe	Radio Network Design	Apple iPad Mini (7.9")
4. Kyaw Kyaw Win	Colocation Delivery	Apple iPad Mini (7.9")
5. Khaing Zin Wai	Finance	USD 100
6. Sartaj Ahmed	Finance	USD 100
7. Kaung Myat Zaw	CSR	USD 100
8. Yogesh Jain	Rollout & Delivery	USD 100
9. Marlon Rejas	Construction	USD 100
10. Mon Mon Thaung	Fleet Management	USD 100
11. Khin Soe Oo	Rollout & Delivery	USD 100



Weight Challenge Competition 2017

Part 2

Due to successful result of the first challenge, IGT launched again the second Weight Competition last 26th May 2017.

Winners of the second Weight Challenge Competition are awarded with Money Prizes as appreciation from the management on their extra endeavor to achieve as such. Those participants who have won the previously held challenge has received bonus for this second event from the management.

Name	Department	Prize
1. Aye Thiri AUng	SLO	USD 500
2. Kyaw Kyaw Win	Colocation Delivery	USD 250 + 250 bonus (winner for second time)
3. Phyo Zayer Maung	Operation & Maintenance	USD 250
4. Khin Soe Oo	Rollout & Delivery	USD 250 + 250 bonus (winner for second time)
5. Raghunandan Kumar	Rollout & Delivery	USD 250
6. Phyu Sin May	Procurement & Vendor Management	USD 150
7. Manhal Abdallah	Colocation Delivery	USD 150
8. Lwin Moe Aung	Information Technology	USD 150
9. Yogesh Jain	Rollout & Delivery	USD 150 + 150 bonus (winner for second time)
10. Devesh Shama	Power	USD 150





Photo of the Month: “April 2017”

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