



1 January 2016

Security Personnel Policy
For
Parami Energy Group of Companies

PARAMI ENERGY GROUP OF COMPANIES is committed to a Security Personnel Policy. This policy pertains to those employed by the Company in the capacity as a security guard or security personnel.

Introduction:

1. Employees must follow the Company's safety and security guidelines, both in the office and while traveling.
2. Employees must pay attention to projects and situations that may pose physical safety or security concerns.

Procedure:

3. In the event of a compromising situation, all security personnel should take preventative measures by performing the following:
 - a. Attempt to de-escalate the situation through verbal reasoning.
 - b. In the event that verbal-reasoning cannot remedy the situation, security personnel can, cautiously, use non-deadly force, such as physical restraint.
 - c. In the event that non-deadly force, such as physical restraint, cannot de-escalate the situation, security personnel can, cautiously, use non-deadly force beyond restraint. It is only permissible to use non-deadly force that required to contain the situation.
 - i. This may only be applicable if there is no other option.
4. Non-deadly force can be used to:
 - a. Protect fellow employees from physical harm.
 - b. Protect one's self from physical harm.
 - c. De-escalate a potentially volatile situations.
5. All situations and circumstance will be reported to the Compliance Officer or the Head of HR for reporting and consultation purposes. In the event that the senior management need to become involved, circumstantial evident will brought to the attention of (1) the CEO, (2) the COO, or (3) the independent board of advisors.
 - a. Employee must follow **incident reporting procedures** in the case of a work-related injury, or if a safety or security concern is observed
 - b. Parami's current compliance officer is Mr. Myint Win, legal advisor. He may be reached at mwin@parami.com



- c. The point of contact for Parami's HR Manager is the General Manager, U Khing Maung Oo. He may be reached at kmo@parami.biz

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