

# DISABILITY at KBZ

By Sett Hlaing

# Ways that KBZ is Addressing Disability





# **Addressing Disability at the Workplace**

# KBZ Disability Policy

To provide opportunities and to motivate those with disabilities to gain and sustain rewarding career paths to enable them to fulfil their potential and establish a self-supportive future.



*Committed to following obligations  
under law and applicable  
regulations.*

*Committed to abiding the **Rights of  
Disabled Persons Law 2015.***



***UN Global Compact Principle 6:  
Businesses should uphold the  
elimination of discrimination in  
respect to employment and  
occupation***





- KBZ Bank has just started its initial phases of rolling out a comprehensive disability policy, which will serve as a pilot program before a group-wide disability policy is rolled out.



# Implementation Strategy

**KBZ Bank**

**Corporate  
entities within  
KBZ Group  
Of Companies**

**All entities within  
KBZ Group of  
Companies**

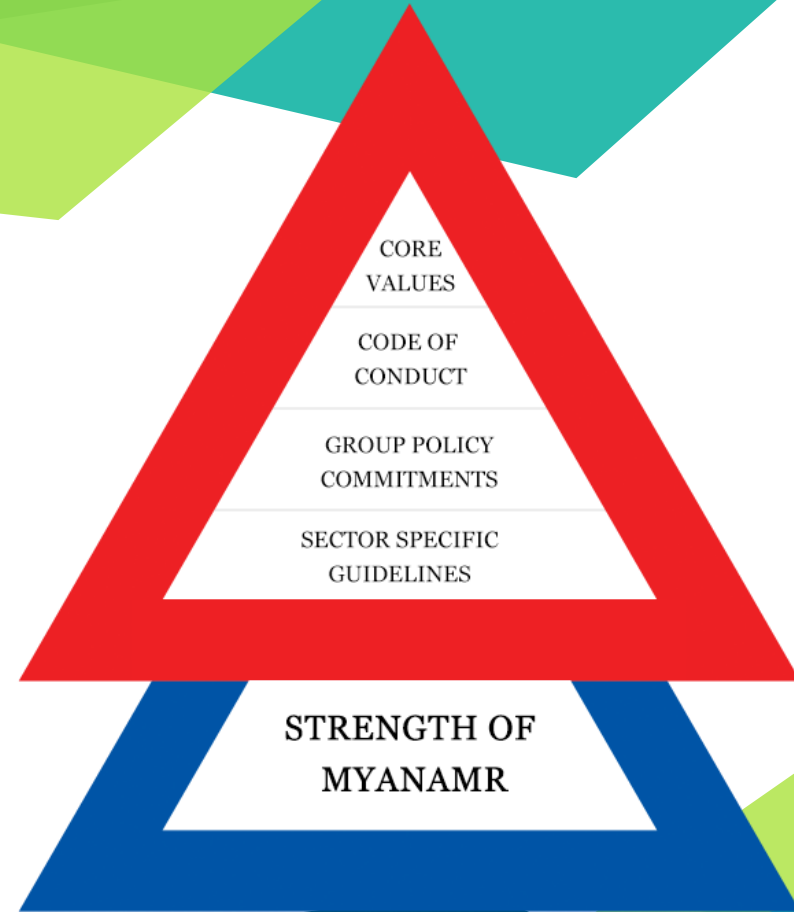


# Implementation Strategy

## Phase 1

KBZ Bank as a Pilot Program

Once program is successful will move onto other entities within the Group

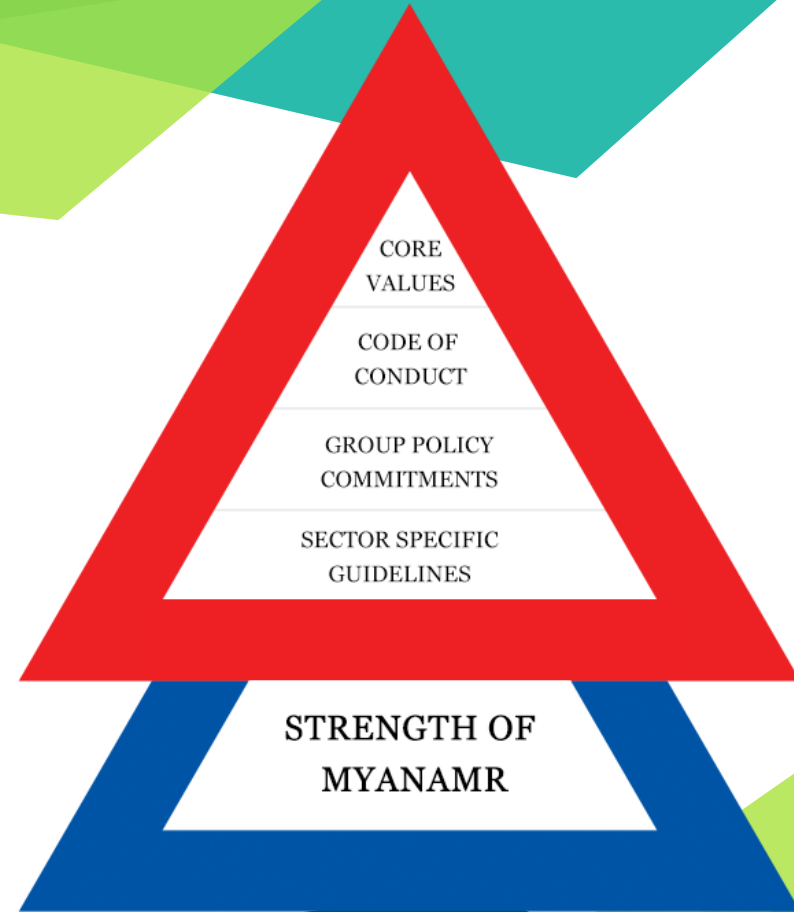


# Implementation Strategy

## Phase 2

Focus on roll out for the more 'corporate' KBZ Group of Companies entities in:

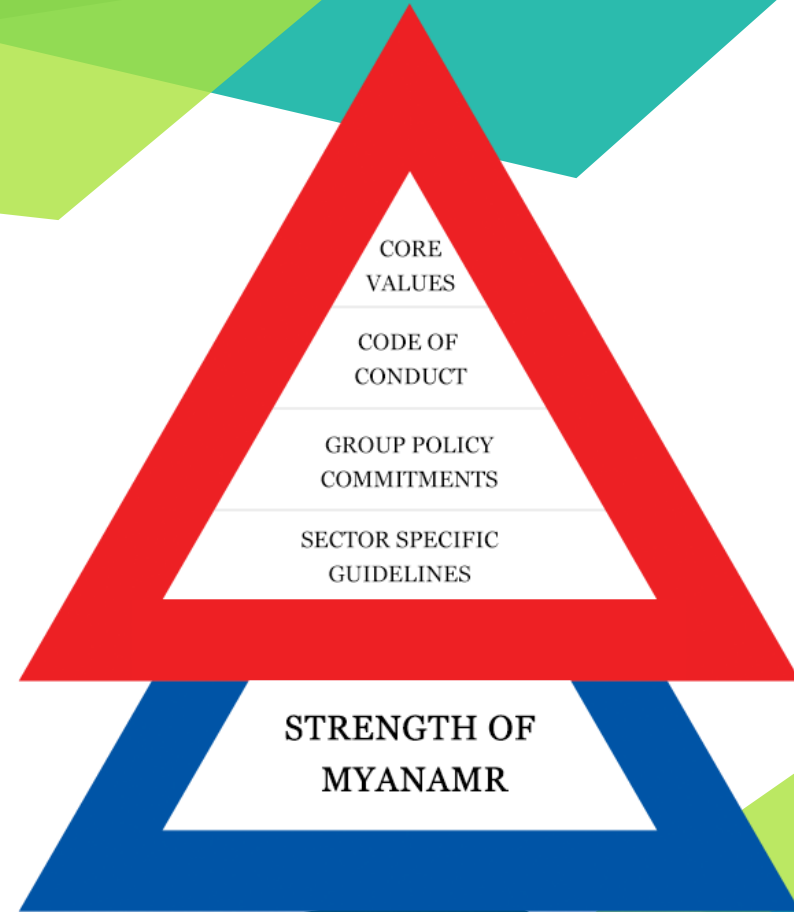
- Finance: IKBZ Insurance, KBZSC
- IT: KBZ Gateway
- Aviation: MAI and AirKBZ Head Offices
- Hotels: Kempinski Naypyidaw and etc.



# Implementation Strategy

## Phase 3

Extend the roll-out throughout the Group including entities in the more labour intensive industries.



- KBZ Bank has collaborated with the Myanmar Federation of Persons with Disabilities (MFPD) who referred suitable candidates.
- Since July 2016 – **12 employees** with disabilities commenced their employment with full salaries and benefits.
- Disabilities include mobility, hearing and speech impairments

- All 12 employees are based at various the KBZ Bank Head Department Offices. **Currently 5 locations around Yangon.**
- Prior to them starting, the Myanmar Federation for Persons with Disabilities conducted **Awareness Training.**
- All employees based at the Head Office building were **required to attend 3 hour training sessions** over the course of 4 days.

# Disability Awareness Training





# Addressing the Disability of our Customers



**KBZ BANK**

STRENGTH OF MYANMAR



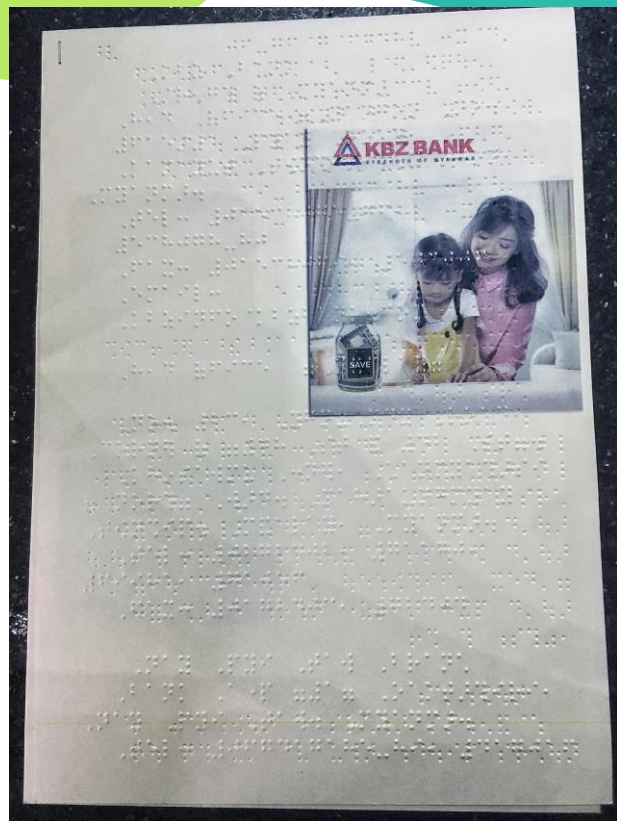
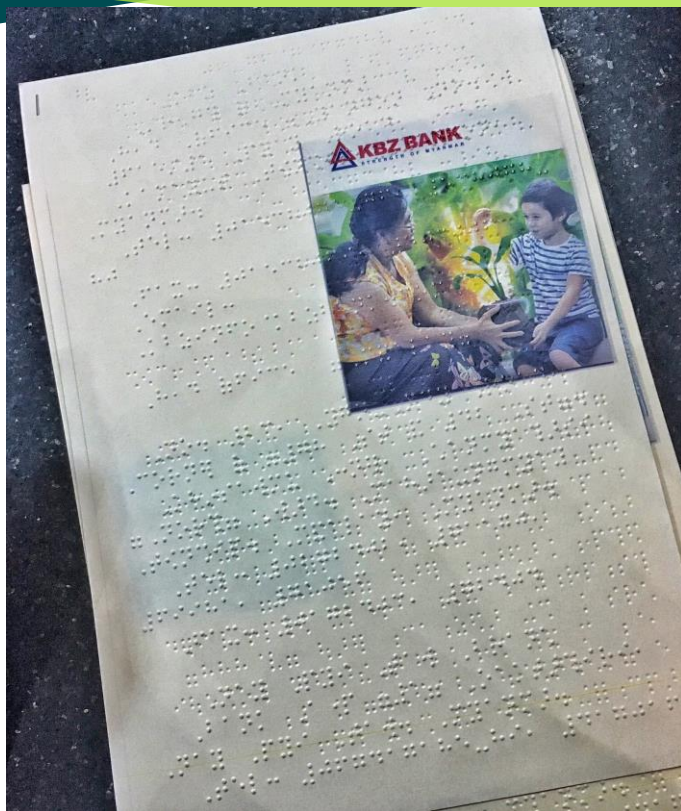
**AIR KBZ**

FLYING BEYOND EXPECTATIONS

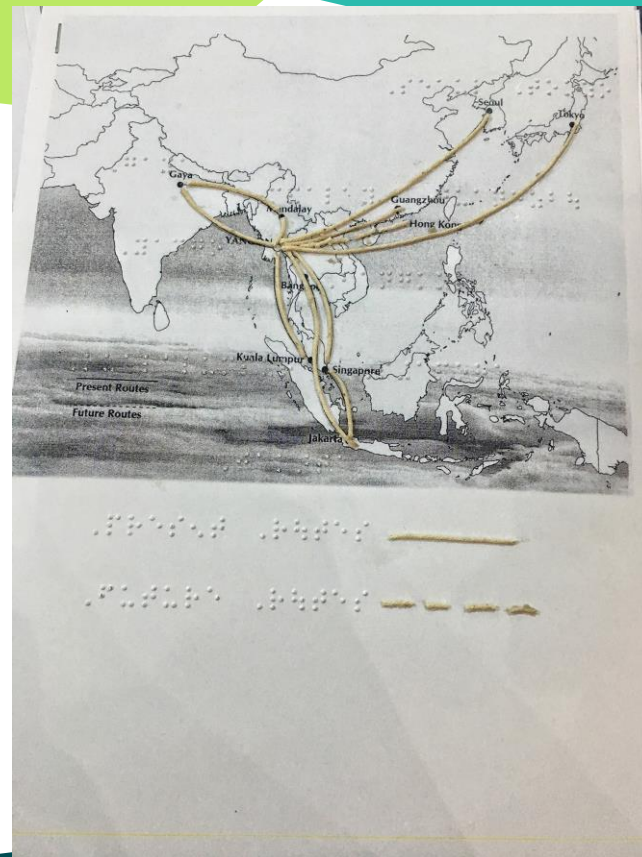
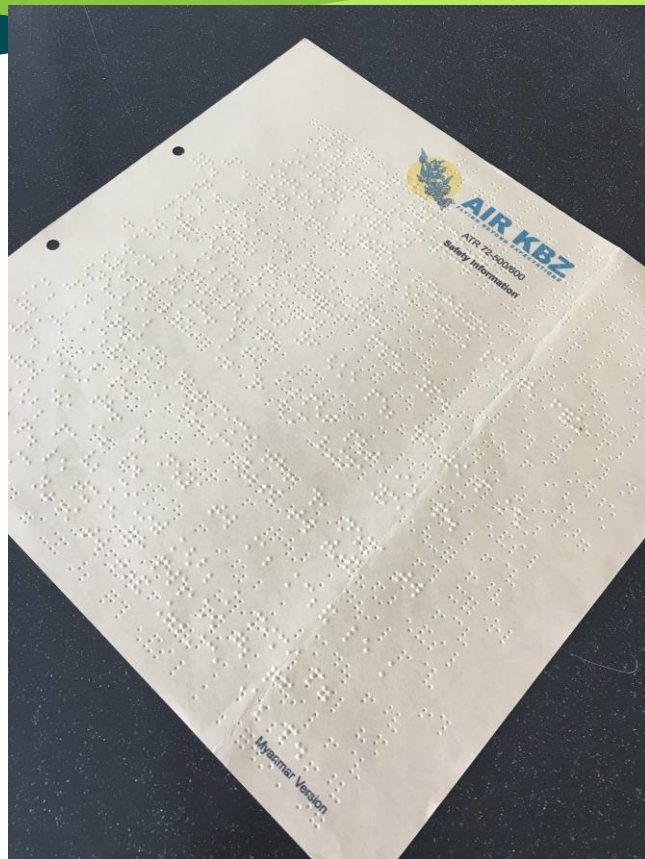
- KBZ Bank and AirKBZ also collaborated with the Myanmar Council for Persons with Disabilities to create Braille pamphlets for customers with vision impairments.
- KBZ Bank has created Braille Pamphlets that provide information on Savings Accounts and Fixed Deposit Accounts
- AirKBZ has created Braille Pamphlets on safety information.



# KBZ Bank Braille Pamphlets



# AirKBZ Braille Pamphlets





# Creating New Opportunities for the Disabled Community



**KBZ is just starting its journey on addressing disability ....  
There will be more initiatives coming up.**



# Thanks!

## Any questions?

You can find me at [setthlaing@kbzbank.com](mailto:setthlaing@kbzbank.com)