Ways that KBZ is Addressing Disability
Addressing Disability at the Workplace
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 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