



Claus Sudhoff
President and CEO

MESSAGE FROM PRESIDENT AND CEO

As President and CEO of C S Garment, Inc. I have encouraged my team to always capture optimism and can-do spirit needed to be able to survive in these trying times.

The management have regularly meet and encouraged all levels of organization to broaden their efforts to stimulate our company by continuous improvement of work and products to satisfy the customers, a plus factor to gear for recovery.

I believe that no single act is enough, we have to work together to chart a new course that will move the company forward. As we all know, the world is getting smaller and the competition is getting more intense. I knew that we will do better if we work as a team united by genuine concern and solicitude for each other. People are critical resource in a new and knowledge-based economy. As such, to achieve high performance, one must focus on the cooperation and commitment of everyone in the organization through continuous dialogue, two-way communication, consultation, team work and sharing.

The policy of cooperation and mutual sacrifice to save jobs during economic crisis, agreed by our Labor and Management Council (LMC) committee members has been seen as a crucial factor in cushioning the impact of the financial meltdown on economic life in the Philippines and abroad.

The management think of worthy projects that are mutually beneficial to the employees and their families even in this tough times. CS Garment, Inc. continues to networking with GO's and NGO's for social accountability programs. We will never forget our commitment to show the human face of business even in this tough and critical times.

In pursuit of competitive leverages in the world marketplace of products, services, even ideas, I have asked our key executives to help me to earnestly define our own road map to the desired victories ahead. Our pathway to journey starts with the harmonious industrial relations and social accountability where we provide protection to our employees and promote their welfare.

The company's subscription to the United Nations Global Compact strengthened more our advocacy to embrace and promote the universal principles of the UN Global Compact. The protection of labor, human rights, environment and anti-corruption serves as model scheme to us, consequently, putting our aligned policies into practice.

As we continue to embrace various programs and initiatives, we wish to show our accomplishments with you and hope that the learning's we shared has positively touched you.

For 19 years, C S Garment, Inc. strong involvement in the implementation of various projects in the areas of social accountability, equal employment opportunity, welfare program and global compact initiative etc., further re-affirm C S Garment, Inc. commitment for the pursuit of employment creation, global competitiveness and eventually, decent work not only to our team members and family but to the Filipinos as well.

I take the honor and pride for making C S Garment, Inc. part of the UN Global Compact. Our gratitude for the partnership, collaboration and immense contribution you shared with us in the promotion of the universal principles of the global compact initiative in the whole world.

C S GARMENT , I N C · G L O B A L I M P A C T

UNITED NATIONS GLOBAL COMPACT - COMMUNICATIONS ON PROGRESS REPORT 2007- 2008

HUMAN RIGHTS	Relevant GRI Indicators
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Business to support and respect the protection of internationally proclaimed human rights within their sphere of influences.

In CS Garment, Inc., we are not creating policies and programs, we are strengthening it al ready...

Adoption of Equal Employment Opportunity (EEO) Policy

CS Garment, Inc. (CSGI) initiated a program that aims to empower its management to adopt an EEO policy and program that includes issues on non-discrimination, anti-sexual harassment, maternity protection, workers and family responsibilities etc. As part of the promotion of EEO, for years now, the company adopts voluntary code of conduct, at the same time raise awareness on its consequences.

Top Management as Servant Leader

Top management from President and CEO, Vice President up to the Senior Executives are committed to serve its team members without limits and they are never obsessed by power and all its perks. High respect for human rights and the welfare of the employees always top the priority. Their mentality is shaped by adversity to give a vision of a future with more laughter and less tears; consequently, there is a predominance of the heart in their kind of leadership. This attribute is the very reason why the top management begets 100% of the team members cooperation.

Strategic Visioning and Partnering for Business Survival

C S Garment, Inc. takes care of its employees. It has successfully implemented the rotation program where employees are trained in various operations for them to become multi-skilled employees. To streamline the operation, the management never reduces its manpower thru lay-offs or redundancy, instead,

regular employees are moved, transferred or absorbed in other department, but never terminated.

The company opens its door to visitors through customer visits. In the name of transparency, CSGI presented its policies, programs and the organization. Social audit at any time is also allowed. 90% of the buyers either sends audit team to conduct social audit or asked to fill-up checklist with attachments of pertinent records as part of pre-qualification of suppliers. Socially responsibility tops their priority area for audit. Partnership between company and buyers involves commitment from a happy and satisfies workforce. .

Work Safety and Health

In the service of preventing work-related accidents and illnesses, the company has gained respectable ground in facilitating, enhancing and contributing to the development of national policies and programs on workplace safety and health. As a result, more and more workers are now empowered to access and evaluate their own exposure to workplace hazards and the effects of such hazards on their well being. In the company's 18 years of existence, there were no records of major accidents in the workplace. Various trainings and seminars attended by safety engineers, occupational-health physician, other trainers and company doctor, nurse, dentist, carry out the capability building programs on OSH. Recently, CSGI sent its Maintenance Supervisor to undergo BOSH training. The training course is required under the rule 1030 of the OSH Standards.

Safety and Health at Home

Company always believes that safety rules should not stop in the workplace, it should be carried out up to the household. Employee and employer jointly reach towards the zero- hazard –zero-accident program. In appreciation to OSH, we have increased our employees' public awareness on the implementation of work safety and health. Acquire general perspective on OSH where each employee can identify responses or control measures to prevent hazards at home.

Industrial Fire Safety

Fire is an industrial set-up account for huge losses not only in financial resources but more importantly in human lives. Training on fire prevention is necessary to prevent such losses. The company conducts its yearly fire drill to educate employees on what to do when fire hits not only the factory but more so their respective homes.

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Policy on Reproductive Health Programs

The purpose of this policy is to ensure the proper and sustainable implementation of Reproductive Health (RH) Program in the Workplace including but not limited to access to information and services related to Reproductive Health and its elements such as Family Planning, Maternal and Child Health, Anti-Violence Against Women and Children (VAWC), Prevention of Abortion and its Complications and HIV AIDS Prevention and Control as it applies to the workplace. The policy has been formulated and will be implemented in consultation with the employee at all levels. It is in compliance with Article 134 of the Labor Code and DOLE Department Order 56-03 and with Article 8 Section 11 of the Philippine Constitution. For the entire existence of the company, there was no employee or family member found with HIV/ AIDS.

CS Garment Inc. believes that good health is wealth and is fundamental to well being. Thus, this policy will ensure that its employees are enjoying the benefits of appropriate, accessible and quality gender sensitive family health/reproductive health services. This policy rests on the principle that employees should live in a caring and supportive environment that promotes and respects their rights and recognizes the individual and collective responsibilities to achieve improved reproductive health status.

1. The company has established a Family Welfare Committee to coordinate and implement the Reproductive Health (RH) policy and programs. The committee consists of employees representing

different departments of the company. The lead person will report regularly to the Vice President for Administration

2. In order to plan and evaluate its RH Policy and Programs effectively, the company will undertake a survey and/or Focus Group Discussion (FGDs) to establish baseline data and regular risk and impact assessment studies. The studies will examine RH knowledge, attitudes, and behavior/ practices of employers and employees in conditions of confidentiality. This policy and related information on RH will be communicated to all employees through memorandum, counseling and other communication methods available to the company and its network of contacts
3. This policy will be reviewed annually and revised as necessary in the light of changing conditions and evaluation/studies shall be conducted every six (6) months to monitor the effectiveness of the program
4. The implementation of this policy shall be subject to the availability of acquired sponsors

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CS Garment, Inc. is not complicit in human rights abuses.

Leaders with open mind

Leaders respect the fact that every part of the organization must function in the context of the whole. Management team is very sincere in leading its team members professionally. They provide an open mind to encourage people to speak out without fear. They always believe in fairness. The supervisors and HR staff listens to feedback on real issues and concerns as well as new ideas and suggestions. The Vice President and the General Manager always have an open ear to everyone and this reason basically is what keeps the harmonious relationship in the company grows.

Based on individual personnel record (201 files) there were no records of disciplinary action involving insubordination, willful disobedience or any grievance against the management or member of management. Team member's freedom to speak their minds serves as great motivation resulting to positive and productive changes enabling us to reach our common good.

Shared vision and Communication

A company failed in business if there is no communication and shared vision among its

team members. If that is the case, there is no sense of partnership between employees and the employer. In CS Garment, Inc. we take good care of our employees. We know that no productivity program will take off without the full acceptance and support by all employees. We are aware that the basic ingredient in the success of any productivity scheme is the team effort and mutual partnership of the players.

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Social Accountability

Despite ongoing economic slump, C S Garment, Inc. has been able to safeguard the jobs of all its employees. The company continued to demonstrate its willingness to do more than promote its products. It has initiated projects and programs that seek to benefit the employees, their family and the community. We have various activities that promotes work-life balance like Information and education about family welfare population management, Drug-free workplace , HIV AIDS/ Nutrition and wellness.. etc... As to job generation, company eagerly hires workers not only from the nearby vicinity but also from far-flung communities thus, generating job opportunities for the people in the rural areas where jobs are not usually offered.

Dualized Training for the Trainees

For vocational and technical schools located at the Northern and Southern part of the country, the company accepted students via dualized training program to experience the actual manufacturing scenario. We have accepted On-the job Training from Technical Skills Development Authority (TESDA) accredited institution/ schools like Bulusan Vocational Technical School Region 5, Bicol University, Mariano Marcos State University in Ilocos Norte, Technical University of the Phils. In Manila, TESDA Women Center in Taguig, Cavite College of Arts and Trade, Bicol Institute of Science and Technology Southern Luzon State University in Quezon province and others. The company aims at providing the students with hands-on training experience in operating state-of-the art machinery and equipment not present in their school. This measure addresses the country's goal of generating jobs after graduating and marching the skills of the student to the industry demands. After Graduation, there is an assurance for employment, locally and abroad.

Family Members accessibility to Health and Social Services

Company believes that good health is wealth and is fundamental to well being. Sports and recreation events, parties, anniversary and other activities not only provide fun to the employees and family members; they also enhance psychosocial and physical health. It is always the participation of children that brings excitement and energy to these activities.

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Family members have access to free medical and dental services of our company physician and dentist. First aid medicines are also provided for emergency use. We have annual physical exam, Eco-cardiogram (ECG), Fasting Blood Sugar (FBS), cholesterol exams given to employees and family members. Pap smear is provided for married employees and breast exams are also conducted to female employees free of charge for early detection of sickness ie; cancer. We also take care of aging employees.

Aside from the benefit from being a Philhealth member-employee, hospitalization assistance is extended to family members who got confined in any hospital. Medical assistance is provided to bonafide employee who is suffering from and had recovered cancer.

Promotion of Responsible Parenthood and Safe Motherhood

The company has always believed that employees and their families must live in human dignity. We make sure that we provide the basic need of every member of employees' family.

The top management vows to improve the quality of life of the employees by lessening the pressure on family resources, giving more time for parents to work and contribute to family income.

Company gives importance to safe motherhood where birth spacing and health of mother and child are both of great priority.

LABOR	Relevant GRI Indicators
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Business are asked to uphold freedom of association and the effective recognition of the rights to collective bargaining.

Responsible Labor- Management Council (LMC)

Duly elected officers of the company's Labor Management Council are very helpful in the implementation of industrial peace and harmony in the workplace. They have been a good partner in carrying out the company goals and objectives of achieving good industrial relations and create a productive workforce.

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Elimination of all forms of forced and compulsory labour.

Self –Assessment Checklist

The company submits a yearly self-assessment checklist to the Department of Labor and Employment (DOLE). The checklist contains compliance and requirements set by the agency to all companies to verify if they followed and complied with all applicable laws of the land.

Management Review of Personnel Policies and Programs

C S Garment, Inc. has assigned its General Manager and HR Manager to conduct regular review of its policies and programs aligned with the company's Code of Conduct and the Department of Labor and Employment laws and regulations.

Recruitment and hiring policy strictly require non-employment of children below 18 years old.

Young looking applicants are required to submit pertinent records like Birth Certificates, Social Security ID No., Pag-Ibig No., Philhealth No. and others to verify their real age before accepting them for employment.

We have defined the hours of work and rest days in our policy manual. During breaks, employees are allowed to attend to personal needs (eg. pay bills, go to bank, go out for important concerns etc.) provided they consume only the time allotted for their break. Family members or relatives are allowed to wait at the company's receiving area.

Personal volition

The company do not resort to forced labor. As a general rule, employees with bottlenecks in their respective sections and are requested to render overtime work, are required to sign up in the overtime slip to signify their willingness to extend the work hours maximum of 2 hours. These are subject for approval of their immediate superior. The top management discourages long hours of work because the company will no longer be competitive in terms of price.

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Emergency calls are allowed where employees are called to come to the personnel office to answer such phone calls. Employees with emergency reasons are allowed to go home at anytime. Work under time is allowed especially when it involves illness of family member and other justifiable reasons.

Effective abolition of child labour

No to Child-labor

C S Garment, Inc. has strictly complied with its own Code of Conduct (COC) that the company must not employ children workers in policy and in practice. The management is always willing to undertake joint activities with GO's and NGO's in the area of child-labor based on mutually acceptable terms and arrangement. The company is committed to the progressive eradication of child labor through program participated by labor and management in collaboration with other institution.

Even with this simple initiative, this exemplifies a concrete effort on our part to fight child labor

This pave way for our company to become one of the recognized "child-friendly firm " for the second time by the International Labor organization (ILO) and Employers Confederation of the Phils.(ECOP).

Company accepts invites to present our best practices in the area of child-friendly programs and corporate social responsibility. We hope to contribute to the efforts aimed at increasing the awareness of other enterprises and inspiring them

to follow similar undertakings. Fortunately, we were listed as model company with best practices in the area of child-friendliness inside and outside the company.

Helps in the elimination of worst forms of child –labor

The company demonstrated continuing commitment to undertake collaborative activities with GO's, NGO's and other organizations in the area of child labor based on mutually acceptable terms and arrangements. Ongoing company

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policies and programs have direct impact upon children of employees, suppliers as well as children in the community.

Advocacy and promotional activities are still part of the interventions needed to combat the worst forms of child labor. There are multi -sector cooperative endeavors involving the government, church, charitable institutions that are helping in the elimination of child labor and other related abuses.

The initial step to eliminate child-labor is the elimination of poverty. The company simply helps reduce worst forms of child labor (WFCL) by policy reform and employee awareness. Our executives also attended seminars and round-table discussion regarding child-labor issues and concerns for necessary intervention.

In recruitment and hiring, the minimum age requirement is very important. Verification steps are taken to prove applicants age. Company does relentless efforts to ensure that child workers are not employed and young workers are not assigned in hazardous work assignment.

Child- friendly Firm and Child-Labor Free Workplace

Promotion of a child – friendly workplace. Program was created since 2001 up to present which aims to pursue CSGI advocacy against child labor, focusing its effort on how best the business sector could be actively in valued in the process and foster a culture of change.

Creating awareness about child labor is the first step towards its elimination especially the worst forms of child labor. C S Garment, Inc. has

established and sustained policies which reach out to children as beneficiaries.

The company concerns itself not only with producing quality products but also seeing to it that production is under a safe process, and free from any form of child labor. It upholds the law against child abuse and exploitation.

Not only does C S Garment, Inc. detest child labor, but also implements programs where children

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of employees are protected, and well cared for. Young looking applicants are monitored by sending letter to school where he/she studied to verify the real age.

The elimination of discrimination in respect of employment and occupation.

HR training and development

Further emphasis was placed on developing HR through training and skills enhancement. In-house and external training opportunities are given to the workers. This resulted to higher employee confidence and better organizational performance.

About 85% of our employees undergo re-training and cross training for developmental needs. C S Garment, Inc. anticipates the impact of changes and prepare for them. That is the reason why it continues to train and retrain for the relevant skills and competencies.

Re- engineering

The company has improved its manpower work schedule removing all non- value adding and wasteful activities thus improving production volume and increasing productivity level by 20%. Plant facilities and equipment were gradually upgraded to better meet customers demands.

Prevention and Control of Lifestyle-related Diseases in the Workplace

Lifestyle-related diseases are illnesses initiated by certain behaviors such as cigarette and tobacco use, alcoholic beverages intake, poor dietary habits and lack of exercise and stress. Common lifestyle-related illnesses include cardiovascular diseases,

hypertension, diabetes and diseases highly associated with tobacco/cigarette use.

Poor lifestyle habits have been noted to reduce productivity, early and pre-mature disability among workers and increase cost of medical services and health insurance.

C S Garment, Inc. has posted various signage of “NO SMOKING” sign along the factory and office premises especially in areas where combustible materials are stored like warehouse raw materials and packing, maintenance room, documents

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control section etc.. Even in entry and loading areas where delivery trucks/ vans come and go, smoking is strictly prohibited.

Every afternoon, the medical team is monitoring the daily exercises participated by employees in any level of organization.

This way, their body will be energized and will be physically healthy and fit. Currently, we initially have 15 attendees but as the days go by, there were participants who are interested to join the wellness program.

Drug free Workplace

Based on study, in 2004, about 6.7 million Filipinos used illicit and addictive substances, most of them young workers. In its drive to help in the prevention of drug abuse, CSGI developed a policy to respond to the growing problem of drug abuse and to implement the workplace provisions of Rep. Act 9165 or the comprehensive Dangerous Drugs Act of 2002. The company continued to provide seminars to its employees to prevent the spread of drug addiction in their family and the community as well.

In CSGI Drug Free Workplace are enjoined to display a billboard or streamer inconspicuous places in the workplace with standard message like “This is a drug free Workplace, Lets keep it this way”.

In the name of equality, the company officials and employees are required to undergo a random drug test in accordance to company’s work rules and regulations for purposes of reducing the risk in the workplace. Strict confidentiality shall be observed

with regards to screening and the screening results as well as of the drug users.

Prevention and Control of Tuberculosis in the Workplace

We sent representative to attend seminar related to Dept. Order 73-05 – Guidelines for the implementation of Policy and Programs on Tuberculosis Prevention and Control in the workplace. We have continuously and closely monitored our employees health and we have applied the necessary assistance to be able to prevent any kind of diseases.

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Non-discrimination is one of the elements in our company’s Code of Conduct. We have a rule that any employee who have or had TB shall not be discriminated instead, the worker shall be supported with adequate diagnosis and treatment, and shall be entitled to work for as long as they are certified by the company’s accredited health providers as medically fit and shall be restored to work as soon as the illness is controlled. In the 18 years of the company, we only have 1 case of PTB and we have encouraged the patient through flexible leave arrangements, to return for work. In the context of CSR and OSH and related programs, employers are encouraged to extend the TB program to their worker’s families and their respective communities. For the year 2007 –2008, the re were no employee found with TB sickness.

Environment	Relevant GRI Indicators
Company to support precautionary approach to environmental changes.	

Support to Environmental Projects

C S Garment, Inc. has actively participated in various initiatives of both the government and non-government agencies in its drive to protect our Environment. Recently the company joined the International Coastal Cleaning on 20 September 2008. We have been assigned to clean the coastal of Rosario, Cavite. A separate Tree-planting activity was held on 27 September 2008 at General Trias Cavite enjoined by other companies in the economic zone and the local government employees as well. This environment- friendly

project aims at promoting a safe and healthy world to live in which should start first from our own community.



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Participation in Eco-Industrial Expo

Eco-Industrial Expo sponsored by the Philippine Economic Zone Authority (PEZA) is held yearly in the Cavite Economic Zone. The two-days expo has parallel events like collection of recyclable by-products/scrap and industrial wastes, exhibit of environmental technologies and services. Company assigned Pollution Control Officer (PCO) attended seminar about Wastewater Treatment Methods, Air Pollution Control Technologies, Restrictions on Hazardous Substances, Chemical Hazards & Safety and Environment Risk Assessment.

In compliance with the Department of Environment and Natural Resources (DENR) – Environment Management Bureau, we got the service of an accredited Treaters and Recyclers last in disposing the company' waste with inorganic chemicals (HW# D407- assorted BFL) with a total of 137 pieces busted fluorescent lamps. C S Garment, Inc. was furnished notarized original copy of the Certificate of Treatment stating the procedure used in crushing of the busted fluorescent lamp in a bulb-eater with corresponding pollution control devices for mercury vapor and particulates. Crushed glasses were then encapsulated within the receiving drum receptacle and entombment of the drum in an approved disposal facility. This activity was done every year.

Focusing on the preventive rather than corrective maintenance

With the downturn of the world's economy,

the executives of CS Garment, Inc. shared their own personal expertise in implementing the preventive and corrective action in every aspect of operations. There are no companies that can afford to manage its production assets at less than the most efficient levels.

There were around 15% - 40% indirect cost in our manufacturing facility that are devoted to maintenance, with about 50% of those cost estimated to be unnecessary. Furthermore, almost half of all maintenance activity is corrective in nature. This is alarming because corrective maintenance is ten (10) times more costly than predictive ones. The management strictly monitors the religiously implementation of the preventive maintenance procedure of the company based on ISO 9001:2000 to ensure continuous flow of operations in the company. And to reduce unnecessary cost that leads to losses This also confirms the user-friendliness of our machinery, equipment and the entire facility.

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Use of finest materials with Oeko-text standard 100

As a continuing commitment, the company vows to produce globally accepted products. It has dealt with suppliers that passed the Oeko-tex standards. Dealing with European buyers, entails a lot of compliance to their requirements. We have the ISO 9001:2000 certification, the audit on AVE Sector Model for Social Responsibility and now, as required, Oeko-text certification for various types of materials and accessories being use.

The textile materials and accessories use in our products have been tested to the defined criteria of Oeko-Tex 100 – world's eco label. It provides a guarantee that product poses no perceivable health risk to end- consumers or any human beings. The idea of Oeko-Tex Standard means creating a quality product that is universally valid as this guarantee the consumers that the products or materials used are ecologically harmless. Using materials and accessories like fabrics, threads,

buttons, interlinings and others that are tested and considered as environment -friendly proved the company's initiative to address environment-related issues. This is also our chance to raise awareness to other companies within the supply chain to meet the ecological standards required to compete on a global basis.

Although the economic crisis cause reduction of orders among manufacturers, some of our buyers demand increased to 18% compared to 10% in 2006. Buyers would like to get orders from a socially responsible manufacturer.

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ANTI- CORRPUTION	Relevant GRI Indicators
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Business should work against corruption in all its forms, including extortion and bribery.

Productivity based- Incentives

Pay system at C S Garment, Inc. are fully integrated into an over-all scheme to retain talents that we need in order to achieve business goals. Pay system are changing dramatically. Pay for performance is now the norm. We are paying our people for other considerations, perhaps we have to re-examine our current system to be able to share more to our team members. To be truly competitive, we provide good benefit package and compensation to our employees for creating value and giving satisfaction to our customers. In this time of crisis, any company like us, tends to protect each one's investments, because once we fall, that would mean that we are throwing away hard-earned money.

Comprehensive Transparent Production System

Comprehensive computerized system allowed CSGI to effectively control and monitor the details of all its processing activities and generate complete information needed for planning and decision-making. Company efficiency was pegged at an average of 83 %. Although there is a fluctuation of percentage per month depending on the supply and styling of orders running, the company performance still rates above average to the company standards.

Regular Conduct of Internal System Audit

One of the executives regularly conducts internal audit as means of ensuring continuous improvement while at the same time discussing and underscoring the necessity of documenting policies and procedures not only as a measure of monitoring but also for sustainability. The policy manual is regularly reviewed and updated to verify its compliance to labor law. Personnel Policy Manual defines the needed information like hours of work and rest days, pay scheme, retirement and other benefits.

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Alliances with suppliers

CSGI believes that suppliers must be treated as real partners if you want your business to succeed. Pioneering company like us undoubtedly know that suppliers can make or break the operators so we need to integrate well our supply chain. In pre-qualifying suppliers, we also ensure that they are in compliance with the applicable laws of the country and that their materials are of high quality standards and environment-friendly.

Suppliers are encouraged to deliver quality products and not sub standards one. There were no relatives when it comes to suppliers sourcing. They are pre-qualified based on various criteria like quality of product, delivery time, price and others and not by bribery. We also conducted random visit to their office and plant to verify if they are complying with the applicable labor laws. Partnership with suppliers must always be based on trust and ethical relations.

Open Door Policy

Open door policy enunciated that anyone could go direct even to the President and CEO and to Vice

President of the company to lodge complaints, suggestions and recommendations. Dialogue is regularly held inside the company premise and presided by the top management to maintain upward and downward communications and solve irritants in employee relation. This includes information to the top management in case of anomaly and corruption in any form that will arise in the company.

Computation of salaries and wages and other benefits posted at the bulletin board

In the name of transparency, we have posted in the bulletin board the formula in the computation of wages, security of tenure, service leaves, performance incentive pay and company benefits given on top of the minimum wage are only few of those posted in the bulletin board for employees perusal. Employees have a clear view of what is in store for them in present time and in future. The employees are educated on how to make their calculations of their respective salaries and wages so we have 100% satisfaction and zero-complaint during payroll period.

- End -