



金鑫金屬私人有限公司  
G P MANUFACTURING (S) PTE. LTD.

No. 2 Loyang Street, Loyang Industrial Estate,  
Singapore 508837.  
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CERT. NO : 92-2-0042  
SS ISO 9002 : 1994

## Communication on Progress for Year 2009

Address: No. 2 Loyang Street, Loyang Industrial Estate, Singapore 508837

Country: Singapore

Contact name: Alvin Choo

Contact Position: Sr Sales Engineer

Contact Telephone no: 65 6542 9233

Number of employees: 80

Sector: Manufacturing

Nature of Business: Precision Metal Stamping

### STATEMENT OF SUPPORT

*(A statement of continued support for the Global Compact from the Chief Executive Officer, Chairman or other senior executive)*

*As a member of the UN Global Compact, GP Manufacturing (S) Pte Ltd believes that its business policies incorporate the ten UN Global Compact principles, and it has taken proactive efforts to uphold the principles in spirit and practice.*

*Through our support of the UN Global Compact, we also aim to move the agenda forward on performance related to human rights, labour rights, the environment and the fight against bribery and corruption.*

*Here we summarised the efforts and progress we have made against these principles and we will continue to follow them up in future.*

Nov 2009, Alvin Choo,  
Sr Sales Engineer

PRINCIPLE 1		BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS
Actions	Actions realized	
	<p>Business should support and respect the protection of internationally acclaimed human rights (Respect for nationality, religion, ethnicity, volunteerism and community engagement efforts), and</p> <p>Our company supports and implements HR policies that are aligned with Singapore's prevailing applicable employment legislations.</p>	

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PRINCIPLE 2		BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES
Actions	Actions realized	
	<p>Make sure that they are not complicit in human rights abuses.</p> <p>Our Company has pledged non-discrimination in personnel practices.</p> <p>Our company has set-up a health and safety committee aligned with Singapore's National Workplace Health and Safety Act as well as engaged the service of a safety officer to look into the safety aspect of the factory. Eg. ensure all employees in the production floor comply with the safety rules, such as wearing safety boots, goggles, ear plug, etc.</p> <p>Our company conducts yearly review for staff expose to chemical and noise.</p>	

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PRINCIPLE 3		BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING
Actions	Actions realized	
	<p>Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; (eg. Respect for workers rights and protection)</p> <p>Union represents a voice for workers. Though our company is not unionised, we provide channels, eg. suggestion / feedback box, for workers to express their views / opinions. All workers view / opinion are review by management seriously. This is how we respect workers' right of expression in a non-unionised environment.</p>	

PRINCIPLE 4		BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR
Actions	Actions realized	
	<p>The elimination of all forms of forced and compulsory labour; (if in overseas environment, outside Singapore)</p> <p>Our company does not use any form of forced or compulsory labour. All of our company labour policies are aligned to Singapore's prevailing applicable employment legislations.</p>	

PRINCIPLE 5		BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR
Actions	Actions realized	
	<p>The effective abolition of child labour;</p> <p>All of our company labour policies are aligned to Singapore's prevailing applicable employment legislations.</p>	

PRINCIPLE 6		BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION	
Actions	Actions realized		
	And the elimination of discrimination in respect of employment and occupation (eg. gender and age fairness)  Our company policies and procedures institute qualifications, skill and experiences as basis for the recruitment, placement, training and advancement of staff at all levels. Where discrimination is felt, grievance channels are available to address complaints and appeals as well as to provide recourse for employees.		

PRINCIPLE 7		BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES
Actions	Actions realized	
	Businesses should support a precautionary approach to environmental challenges; (eg. environment protection and conservation efforts)	
	Our company recognizes that its business has an impact on the environment, principally through the use of metallic material, the use of metal stamping and surface treatment technologies and the re-cycling of the waste. To comply with the customers' requirement, we are committed to ensure the materials used in our product / process are RoHS compliance. Use of the six restricted hazardous substances per RoHS is prohibited. Used chemicals are strictly returned to supplier for re-cycling / dispose purpose.  Great precaution is taken in the production process – we engaged external professionals to conduct industrial hygiene monitoring to ensure the air quality is within accepted levels.	

PRINCIPLE 8		BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY
Actions	Actions realized	
	<p>Undertake initiatives to promote greater environmental responsibility;</p> <p>An Environmental Management committee has been set up to establish a control system with procedures to reduce or eliminate the use of environmental hazardous substances in our products.</p> <p>On the other hand, our company is proactively implements energy-saving / environmental protection measures in the workplace:</p> <ul style="list-style-type: none"><li>a) replacing CRT monitors with LCD monitors;</li><li>b) turning-off lights during breaks;</li><li>c) don't print out hard copy document unless necessary</li><li>d) for internal correspondence, our employees use recycled paper.</li><li>e) we do our part to save the environment by stating very clearly in our packaging boxes "to be returned to supplier". This will create less wastage to the environment.</li></ul>	

PRINCIPLE 9		BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES
Actions	Actions realized	
	<p>And encourage the development and diffusion of environmentally friendly technologies.</p> <p>Our company utilize technologies, materials and processes which do not have an adverse impact on the environment, and where such impact is un-avoidable, it is minimized.</p> <p>Our sub-contractor has the same objectives, for example, plating suppliers are changing to use trivalent chromium from hexavalant chromium.</p>	

PRINCIPLE 10		BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY
Actions	Actions realized	
	<p>Businesses should work against all forms of corruption, including extortion and bribery.</p> <p>Our company work against all forms of unlawful activities by stipulating in the company’s handbook, under the code of Personal Conduct, that conviction by any court of Law for any criminal offence is a Gross Misconduct and will be dealt with appropriately.</p>	